

August 2014

Prepared by  
NMG Investments Monitoring Division

For

 **Benchmark Retirement Fund**

The logo for Benchmark Retirement Fund, consisting of a stylized sunburst icon with a black circle in the center, set against a red background.

Investment Report as at 30 June 2014

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# 1. Introduction

This document has been compiled with the aim of providing members of the Benchmark Retirement Fund with an overview of the investment options offered to enable them to make informed decisions regarding the investment of their retirement assets.

The Chilli Factor indicates the level of risk undertaken by the manager to achieve the desired investment return.

The following portfolios are offered to members:

Investment Portfolio	Risk Categorisation	Asset Manager's Explicit Performance Objective (Before Fees)	Return Expectations derived from Historical Experience (Before Fees)	Chilli Factor
AF Namibia Balanced Growth Fund	Moderate	None	CPI + 5% to 6%	
Allan Gray Namibia Investment Trust	Moderate	None	CPI + 5% to 6%	
Investec Managed Fund Namibia	Moderate	None	CPI + 5% to 6%	
Old Mutual Namibia Profile Pinnacle Fund	Moderate	None	CPI + 5% to 6%	
Prudential Namibia Balanced Fund	Moderate	None	CPI + 5% to 6%	
Sanlam Namibia Balanced Fund <sup>2</sup>	Moderate	None	CPI + 5% to 6%	
Standard Bank Namibia Managed Fund	Moderate	None	CPI + 5% to 6%	
Default Portfolio	Moderate-Low	-	CPI + 4% to 5%	
NAM Coronation Capital Plus Fund	Moderate-Low	CPI + 4% (1yr)	CPI + 4%	
Prudential Namibia Inflation Plus Fund	Moderate-Low	CPI + 4%	CPI + 4%	
NAM Coronation Balanced Defensive Fund	Moderate-Low	IJG Money Market + 3%	CPI + 2% to 3%	
Sanlam Namibia Active Fund <sup>1</sup>	Low	1-3 year ALBI	CPI + 1% to 2%	
Money Market Fund	Capital Preservation	7-day repo rate	CPI to CPI + 1%	None

1. The Trustees of the Fund replaced the Investec High Income Fund with the Sanlam Namibia Active Fund with effect from 31 July 2012.
2. The Sanlam Namibia Managed Prudential Fund was renamed to Sanlam Namibia Balanced Fund with effect from 1 October 2012

## Investment Returns

In order to achieve an adequate salary replacement ratio it is imperative that members achieve a real investment return, i.e. a return in excess of price inflation. Refer to Annexure A for an indication of the relationship between investment returns and the salary replacement ratio.

While a real investment return should ideally be set as the explicit performance objective of an investment portfolio, a number of investment portfolios that are suitable for retirement funds, do not have an explicit performance objective related to inflation. The member will therefore have to consider the historic performance experience of an investment portfolio in relation to inflation as a proxy of potential returns in order to link a specific investment portfolio to the salary replacement ratio. It must be noted that the historic performance experience is not guaranteed to be achieved in future. While each investment portfolio will have an internal benchmark as stated by the Investment Manager in the portfolio mandate, that benchmark may not be an explicit real investment return.

## Risk

The risk rating of an investment portfolio gives an indication of how volatile investment returns may be and therefore is also an indication of the risk that the investment return per the investment mandate may not be achieved. The risk categories have the following meaning:

- **Aggressive risk portfolios:** Short term negative returns are possible with this type of portfolio. Exposure to equities (shares) is normally maximised for these types of portfolios in order to achieve the return objective. Maximisation of equity exposure however takes place within the prudential investment guidelines laid down by the Pension Funds Act. Investment returns can be very volatile.
- **Moderate risk portfolios:** This type of portfolio will have large exposure to growth assets (shares and property) at times and as such short term negative returns are possible. Investment returns can be volatile.
- **Moderate-low risk portfolios:** This type of portfolio also has exposure to growth assets (shares and property) but typically at lower levels than the moderate risk portfolios. They aim to have minimal negative returns and therefore have a lower risk profile than the moderate risk portfolios. Investment returns can still be volatile.
- **Low risk portfolios:** This type of portfolio should have minimal negative returns over a rolling 12-month period.
- **Capital preservation portfolios:** There should be no risk of capital loss on a monthly basis.

Investment return and risk are correlated; while the correlation cannot be defined in absolute terms, it is generally accepted that an investor would require compensation in the form of investment returns in return for the investment risk taken.

The Trustees do not currently offer aggressive risk portfolios, but will make them available when suitable portfolios have been identified.

All portfolios are compliant with the prudential investment guidelines of Regulation 28 of the Pension Funds Act.

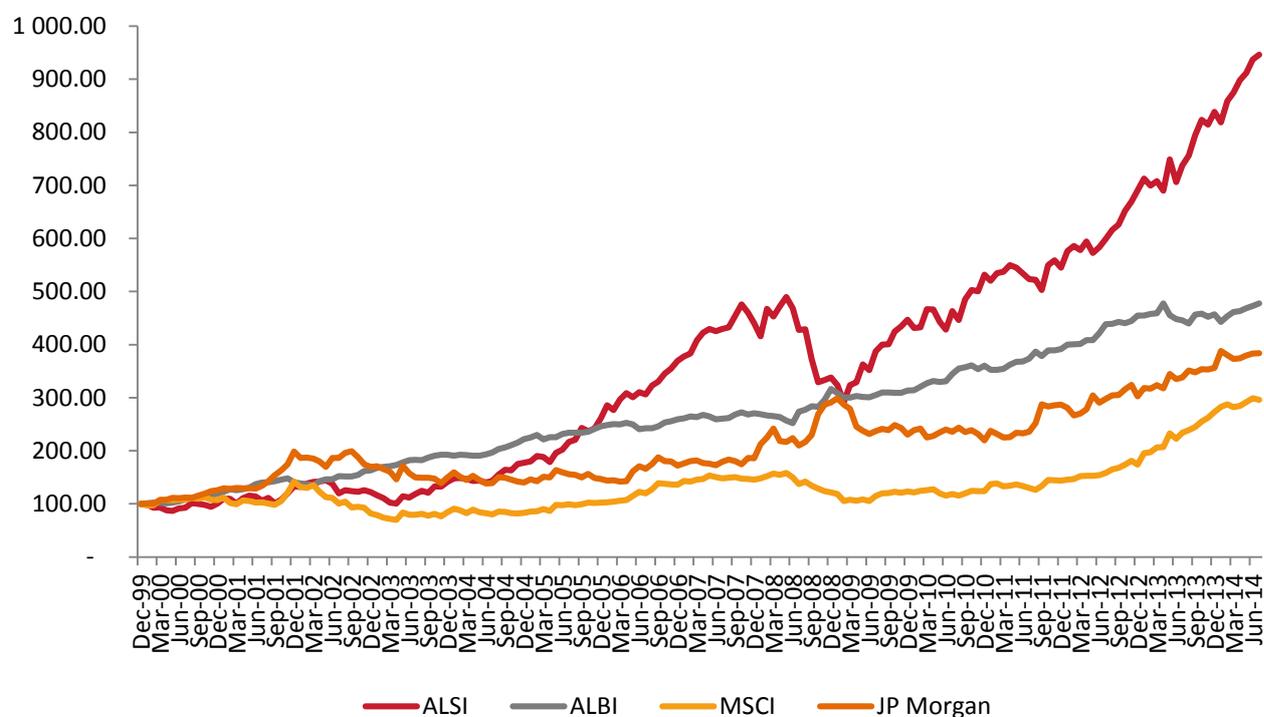
## Exposure to African Bank

The publicity surrounding the failure of African Bank has raised considerable concerns with investors. For retirement funds investment managers employ diversification as a risk mitigation tool and the limited exposure most retirement fund portfolios had to this loss has demonstrated the benefits of this approach. At this point, the final loss cannot be known but asset managers have already accounted for the loss by writing all equity and non-senior debt to a zero value. Senior debt has been taken at a reduced value with most managers adopting a 10% loss.

## 2. Market Overview

### 2.1 Long Term Market Performance

The following graph represents the cumulative performance of some market indices for the period **31 December 1999** to **30 June 2014**.



### 2.2 Medium Term Market Performance

The following table presents the performance of various market indices to **30 June 2014**.

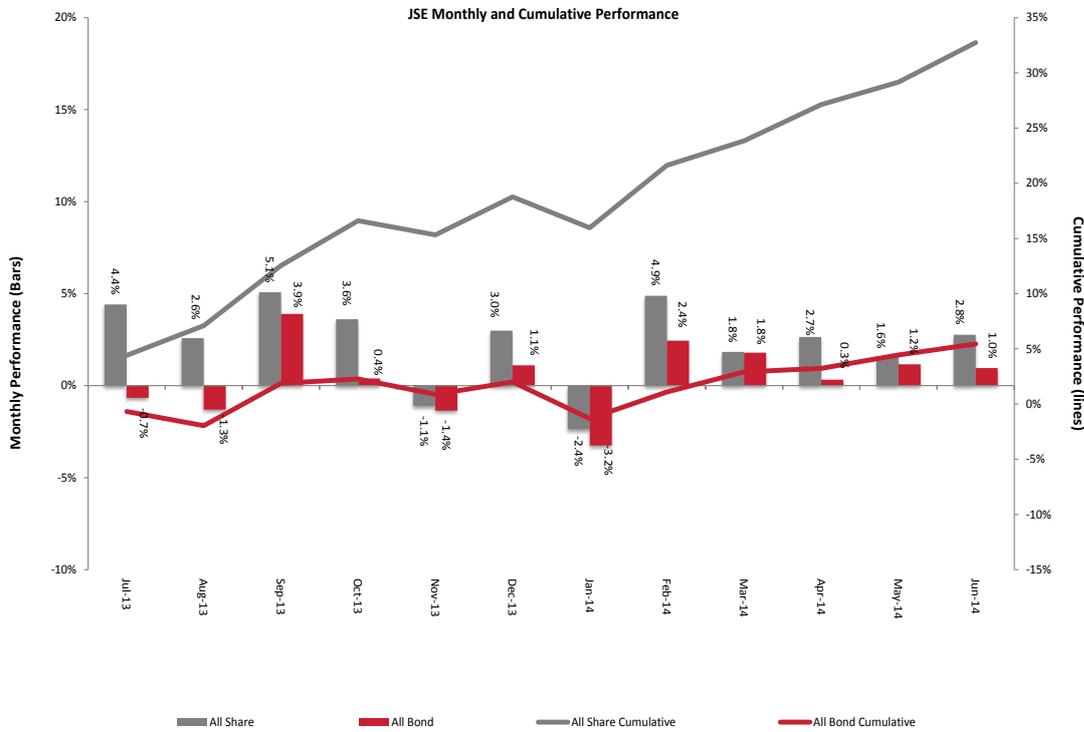
	2011	2012	2013	Q2 2014	One Year	Three Years
All Share (SA)	2.6%	26.7%	21.4%	7.2%	32.7%	20.6%
JSE: Financials	7.4%	38.1%	19.1%	7.8%	30.7%	24.9%
JSE: Industrial	9.2%	40.8%	35.0%	9.1%	30.5%	30.0%
JSE: Resources	-6.5%	3.1%	1.4%	2.9%	39.1%	2.6%
All Bond (SA)	8.8%	16.0%	0.6%	2.5%	5.4%	8.7%
STeFI (SA)	5.7%	5.5%	5.2%	1.4%	5.4%	5.5%
MSCI World	15.8%	21.3%	57.0%	6.0%	34.3%	30.8%
JP Morgan Bond	30.7%	5.4%	17.6%	2.6%	14.3%	18.0%
Rand/Dollar <sup>1</sup>	21.9%	4.1%	23.2%	0.9%	7.7%	16.3%
CPI (SA)	6.1%	5.7%	5.4%	0.9%	6.6%	5.9%

<sup>1</sup> A positive percentage indicates a depreciation of the Rand relative to the Dollar, and vice versa.

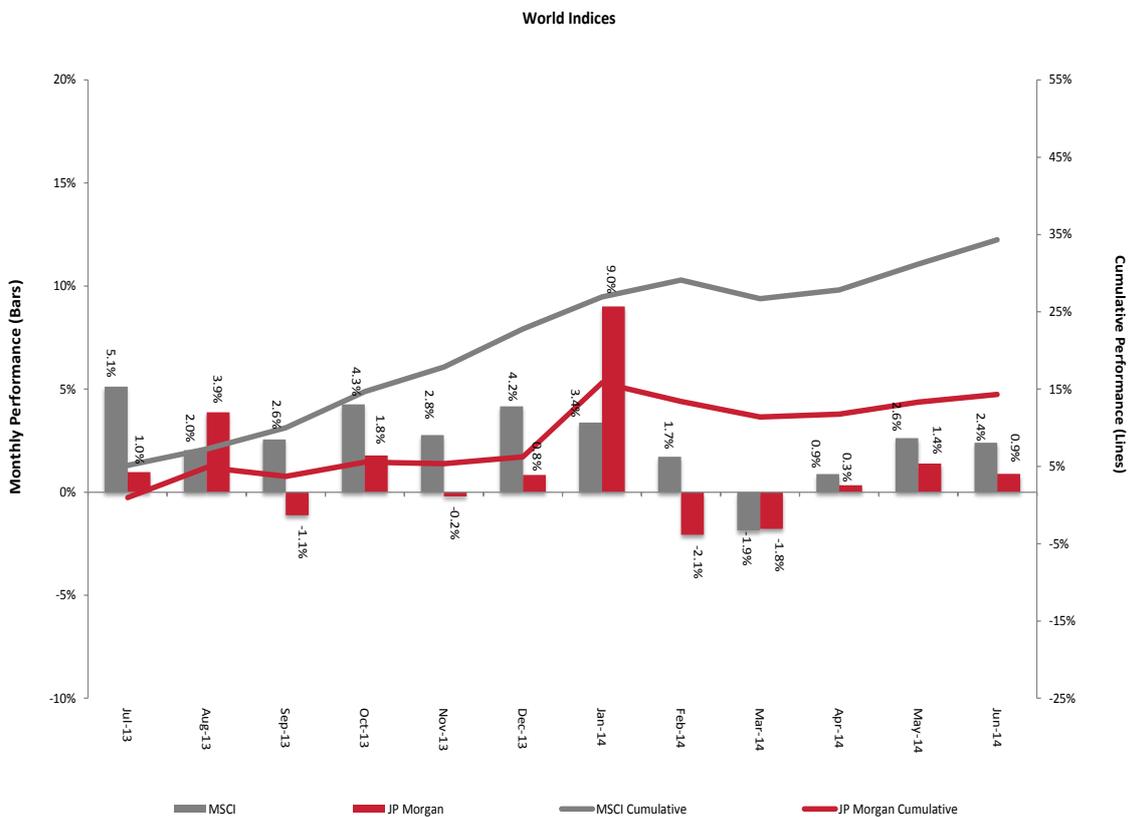
## 2.3 Short Term Market Performance

The following graphs represent the monthly performance of various market indices for the year ending 30 June 2014.

### 2.3.1 South Africa



### 2.3.2 World



### 2.3.3 South African and International Market Commentary

The weak South African economy remained in the spotlight during June, as the Standard & Poors rating agency downgraded the country's sovereign rating by one notch to BBB. This was the first ratings downgrade in two years. Fitch also remained bleak over SA's broad picture, and they subsequently changed their outlook of the country from stable to negative. Strikes seem to be dealing yet another blow to the economy. Platinum workers have finally returned to work after a gruelling 5 month strike, however 220,000 members of the National Union of Metalworkers of South Africa (NUMSA) have downed tools and taken to the streets.

US GDP for the second quarter of 2014 rose at a 4.0% annualised rate, after sliding by almost 3.0% from January to March. Consumer and business investment spending were responsible for boosting economic growth. Investors remain concerned as to the timetable of when the Federal Reserve will choose to hike interest rates. The Fed has however reassured investors that interest rates will remain low for the time being.

Manufacturing data out of China increased to its highest level this year, indicating that the largest Asian economy could possibly attain its 7.5% growth target for 2014. However swelling bad debts and a declining property market increase the risk that China will fail to achieve its growth goals.

The Eurozone continued to struggle to make headway in June, leading to no change in the unemployment rate. The stimulus package unveiled by the European Central Bank is yet to have any impact as countries across the region fail to create growth. However, the UK broke the downward trend, increasing its factory activity to the fastest pace in 7 months, whilst creating the highest number of jobs in 3 years.

Gold prices climbed as escalating violence in the Middle East increased demand. Gold scored its second consecutive quarterly gain for the period from April to June. Brent crude oil saw gains for both the month and the last quarter.

#### Equities

South African equities performed well in June, with the All Share index gaining 2.8%. The resource sector was the biggest winner. The MSCI World Index gained 2.4% for last month in Rand terms.

#### Bonds

The All Bond Index rose by 1.0% in May, whilst the JP Morgan Global Bond Index added 0.9% in Rand terms.

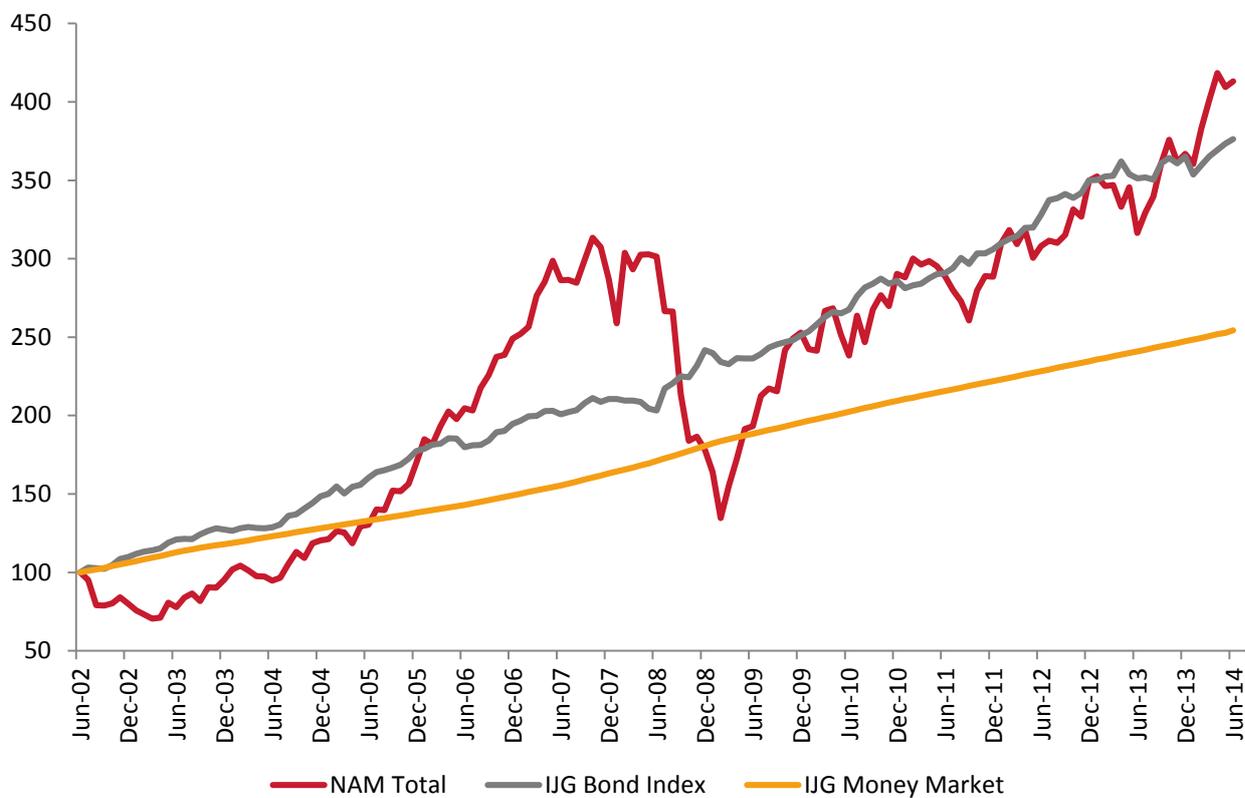
#### Currency

The Rand weakened to R10.63/USD, as strikes within the platinum belt kept the pressure on the local currency. The Rand stands to deteriorate further as the country is gripped by another round of strike action.

## 2.4 Namibia

### 2.4.1 Long Term Market Performance

The following graph represents the cumulative performance of some market indices for the period **30 June 2002 to 30 June 2014**.



### 2.4.2 Medium Term Market Performance

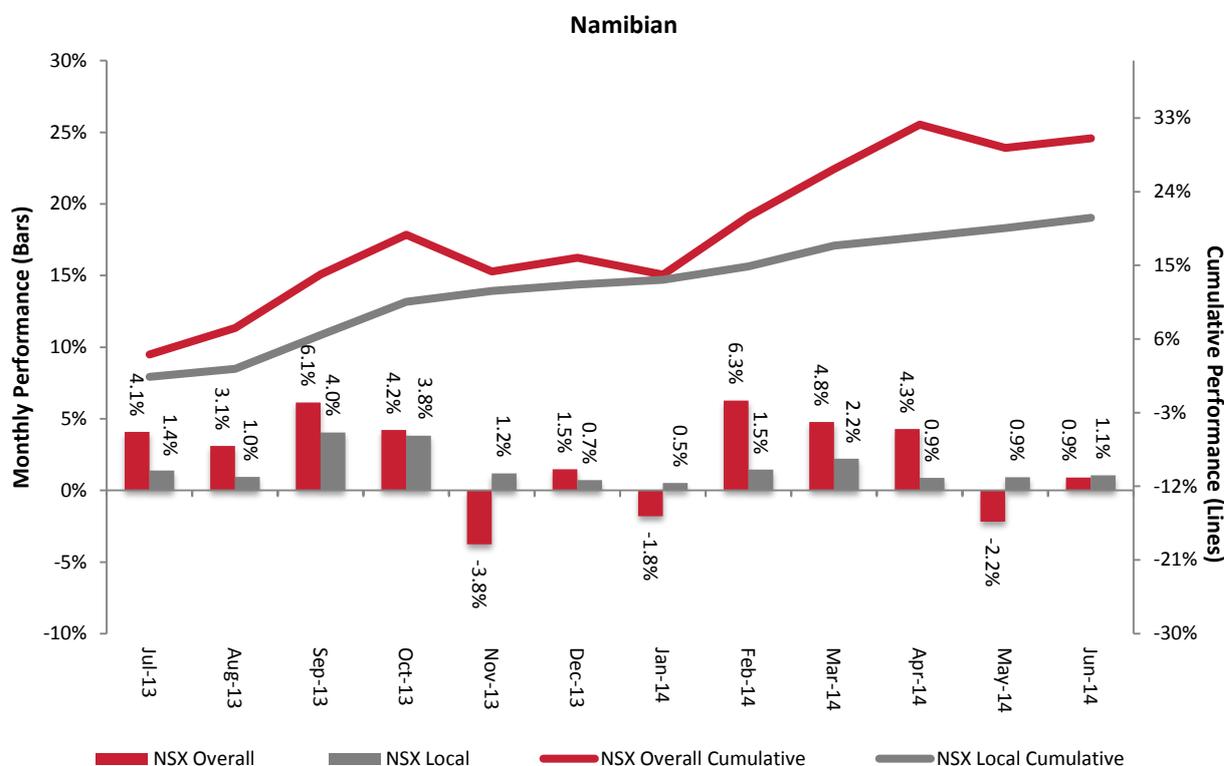
The following table presents the performance of various market indices to **30 June 2014**.

	2011	2012	2013	2014 YTD	One Year	Three Years
NAM Total	-0.6%	21.2%	4.8%	12.6%	30.5%	12.7%
NAM Local	36.7%	31.2%	27.7%	7.2%	20.8%	30.2%
NAM CPI <sup>2</sup>	7.4%	6.4%	5.0%	3.8%	6.1%	6.1%
IJG Bond Index <sup>1</sup>	7.1%	15.4%	4.3%	3.1%	7.1%	9.3%
IJG Money Market	6.0%	5.7%	5.4%	2.8%	5.5%	5.6%

1. The historical performance of the IJG Bond Index has been revised to include Namibian Corporate bonds.
2. Historical Namibian CPI will be rebased during next quarter.

### 2.4.3 Short Term Market Performance

The following graph represents the monthly performance of various market indices for the year ending 30 June 2014.



### 2.4.4 Namibian Market Commentary

Namibian Real Gross Domestic Product (GDP) grew by 4.4% during 2013 according to the Namibian Statistic Agency. This growth rate surpassed the expected 4.0% for the 2013 calendar year. Our neighbours recorded the following GDP Growth Rates for 2013:

Country	2013 GDP Growth Rate
South Africa	3.8%
Botswana	4.7%
Angola	7.4%
Zambia	6.5%
Zimbabwe	*** (2012 4.4%)

\*\*\* Growth rate not available.

The Bank of Namibia raised the repo rate by 0.25% in June, after inflation breached the 3%-6% target band in the previous month. This decision was based on a number of underlying reasons including a growing trade deficit and increasing pressure on international reserves. Inflation has also maintained its upward trend over the last few months, with CPI expected to average at 6% for 2014. There has also been strong growth in credit demand from the private sector and the number of imported vehicles are on the rise.

On an encouraging note, Namibia is predicted to maintain its strong growth. The interest rate hike was regarded as a positive move to support the country's balance of payments.

### 3. Performance Comparison as at 30 June 2014

#### 3.1 Moderate Portfolios

##### 3.1.1 Asset Allocation

The figures below reflect the asset allocation of the moderate portfolios as at **30 June 2013** (12 Months ago)

	Allan Gray	Investec Managed	AF Balanced Growth	OMIGNAM Balanced	Prudential Balanced	Sanlam Namibia Balanced	Standard Bank Managed
Namibia Equities	19.1%	16.2%	20.0%	10.3%	17.2%	15.1%	7.9%
Namibia Bonds	8.2%	13.0%	10.7%	7.9%	2.5%	9.2%	1.9%
Namibia Cash	7.3%	15.1%	8.1%	16.9%	19.1%	13.0%	34.7%
Namibia Property	1.9%	0.7%	-	1.9%	-	0.4%	-
South Africa Equities	21.7%	17.2%	25.3%	25.0%	25.3%	27.5%	32.4%
South Africa Bonds	-	-	4.3%	0.8%	7.8%	2.6%	0.7%
South Africa Cash	4.0%	-	3.3%	-	-	-	0.2%
South Africa Property	-	3.6%	3.2%	1.7%	0.9%	-	-
International Equity	17.4%	24.0%	11.9%	31.8%	20.8%	18.9%	22.2%
International Bonds	-	8.3%	4.2%	3.3%	6.4%	2.0%	-
International Cash	-	0.7%	1.5%	-	-	3.0%	-
International Other	19.0% <sup>1</sup>	1.2% <sup>6</sup>	0.9% <sup>5</sup>	-	-	4.1% <sup>4</sup>	-
Other	1.4% <sup>2</sup>	-	6.6% <sup>3</sup>	0.4% <sup>2</sup>	-	4.3% <sup>7</sup>	-
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

1. Other represents Offshore Hedge Funds.

2. Other represents Commodity ETF's

3. Other represents SA Hedge Funds

4. Other represents International Property

5. Other represents commodities

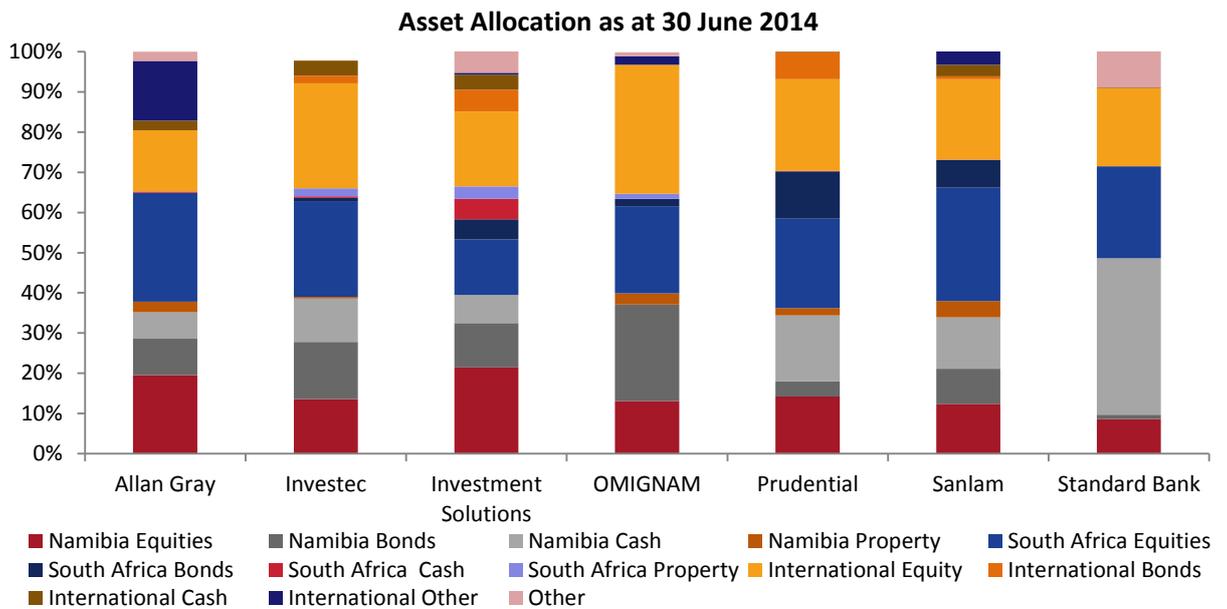
6. Other represents International Property, Commodities and Alternatives

7. Other represents interest-bearing alternatives and inflation-linked bonds.

The figures below reflect the asset allocation of the moderate portfolios as at **30 June 2014**.

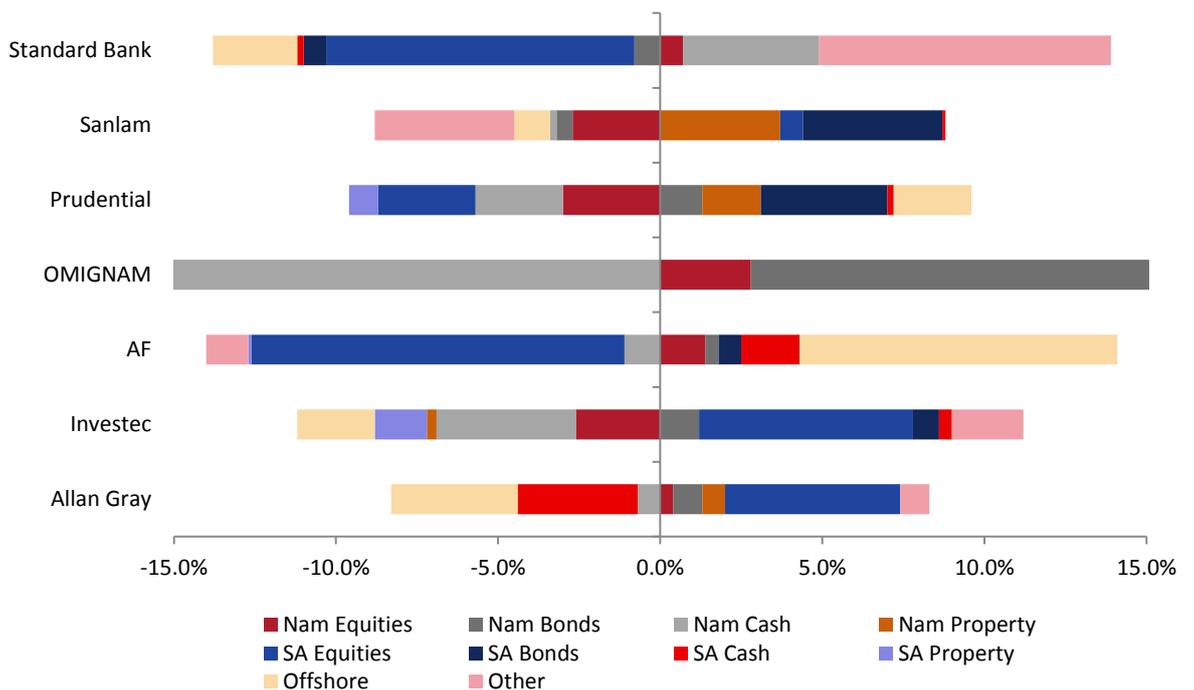
	Allan Gray	Investec Managed	AF Balanced Growth	OMIGNAM Profile Pinnacle	Prudential Balanced	Sanlam Namibia Balanced	Standard Bank Managed
Namibia Equities	19.5%	13.6%	21.4%	13.1%	14.2%	12.4%	8.6%
Namibia Bonds	9.1%	14.2%	11.1%	24.0%	3.8%	8.7%	1.1%
Namibia Cash	6.6%	10.8%	7.0%	-	16.4%	12.8%	38.9%
Namibia Property	2.6%	0.4%	-	2.8%	1.8%	4.1%	-
South Africa Equities	27.1%	23.8%	13.8%	21.7%	22.3%	28.2%	22.9%
South Africa Bonds	-	0.8%	5.0%	1.8%	11.7%	6.9%	-
South Africa Cash	0.3%	0.4%	5.1%	-	0.2%	0.1%	-
South Africa Property	-	2.0%	3.1%	1.3%	-	-	-
International Equity	15.3%	26.2%	18.7%	32.1%	22.8%	20.0%	19.5%
International Bonds	-	1.9%	5.4%	-	6.7%	0.7%	-
International Cash	2.4%	3.7%	3.7%	-	0.1%	2.9%	0.1%
International Other	14.8% <sup>1</sup>	-	0.5% <sup>4</sup>	2.1% <sup>5</sup>	-	3.3% <sup>5</sup>	-
Other	2.3% <sup>2</sup>	2.2% <sup>2</sup>	5.3% <sup>3</sup>	1.0% <sup>2</sup>	-	-	9.0% <sup>6</sup>
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

1. Other represents Offshore Hedge Funds & International Property
2. Other represents Commodities
3. Other represents Commodities (3.56%) & Alternatives (1.66%)
4. Other represents International Property (0.26%) & Commodities (0.25%)
5. Other represents International Property
6. Other represents Pooled Funds.



### 3.1.2 Change in Asset Allocation

The following graph illustrates the changes that were made to the managers' asset allocation over the 12 month period ending **30 June 2014**. In the event that the allocation to an asset class was decreased, the change would be indicated on the left hand side of the vertical axis, and vice versa.



The above graph indicates that Standard Bank and Alexander Forbes have made significant changes to some of their underlying asset classes. Alexander Forbes halved SA equities whilst increasing their exposure to International and Namibian equities. Standard Bank largely down weighted the SA Equity sector and purchased alternative assets. OMIGNAM purchased Namibian Bonds and equities and reduced their cash holdings.

### 3.1.3 Geographical Split as at 30 June 2014

	Allan Gray	Investec Managed	AF Balanced Growth	OMIGNAM Pinnacle	Prudential Balanced	Sanlam Namibia Balanced	Standard Bank Managed
Namibia	37.8%	39.0%	39.4%	40.0%	36.2%	37.9%	57.6%
South Africa	29.7%	29.2%	32.3%	25.8%	34.2%	35.2%	22.9%
International	32.5%	31.8%	28.4%	34.2%	29.6%	26.9%	19.5%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

### 3.1.4 Time Weighted Returns

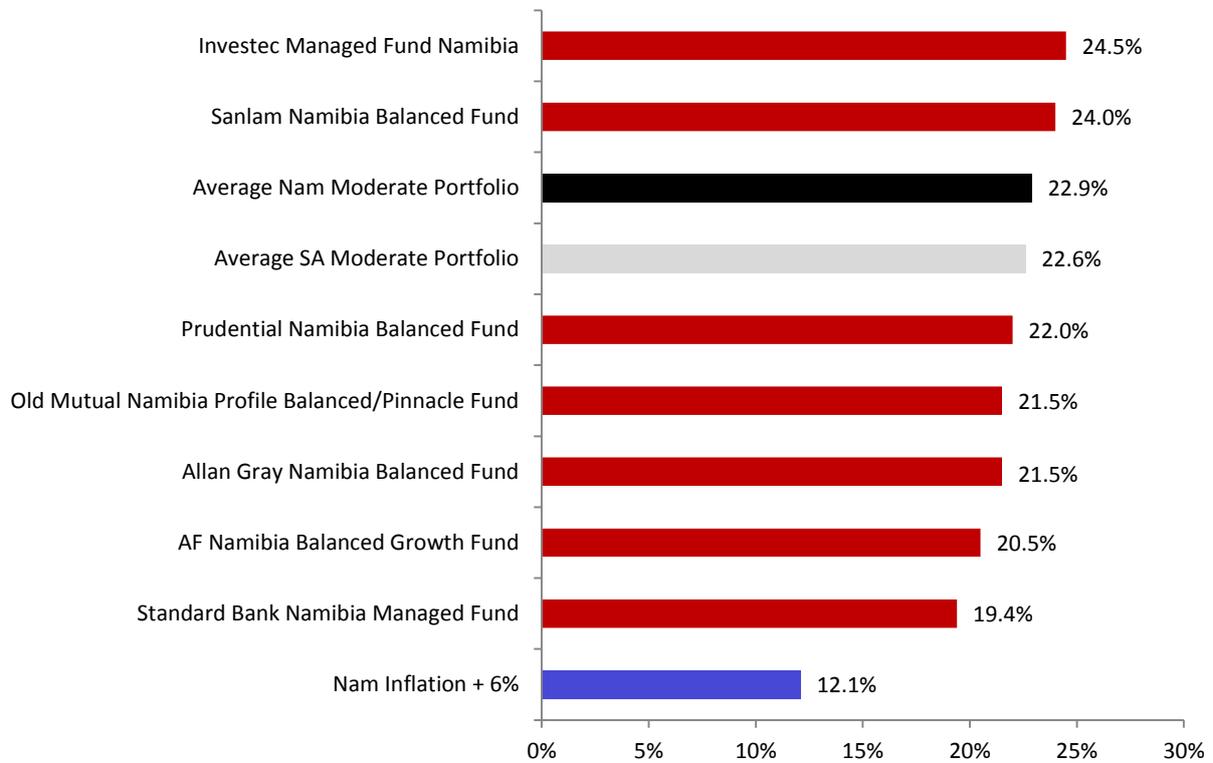
Listed below are the investment returns achieved for the specified periods. Please note the returns are **gross** of fees.

Investment Portfolio	One Year	Three Years (annualised)	Five Years (annualised)	Ten Years (annualised)
Allan Gray Namibia Balanced Fund	21.5%	20.8%	17.2%	19.3%
Investec Managed Fund Namibia	24.5%	17.6%	16.7%	17.4%
AF Namibia Balanced Growth Fund <sup>1</sup>	20.5%	17.1%	16.4%	16.5%
Old Mutual Namibia Profile Balanced/Pinnacle Fund <sup>2</sup>	21.5%	17.3%	17.0%	16.5%
Prudential Namibia Balanced Fund	22.0%	17.8%	17.6%	-
Sanlam Namibia Balanced Fund	24.0%	17.6%	17.3%	11.1%
Standard Bank Namibia Managed Fund	19.4%	17.7%	17.9%	17.5%
<b>Average SA Moderate Portfolio<sup>3</sup></b>	<b>22.6%</b>	<b>17.9%</b>	<b>17.5%</b>	<b>17.2%</b>
<b>Average Nam Moderate Portfolio<sup>4</sup></b>	<b>22.9%</b>	<b>18.5%</b>	<b>17.6%</b>	<b>17.5%</b>
<b>All Share (JSE)<sup>5</sup></b>	<b>32.7%</b>	<b>20.6%</b>	<b>21.6%</b>	<b>21.0%</b>
<b>Nam Inflation</b>	<b>6.1%</b>	<b>6.1%</b>	<b>5.6%</b>	<b>6.1%</b>
<b>Nam Inflation + 6%</b>	<b>12.1%</b>	<b>12.1%</b>	<b>11.6%</b>	<b>12.1%</b>

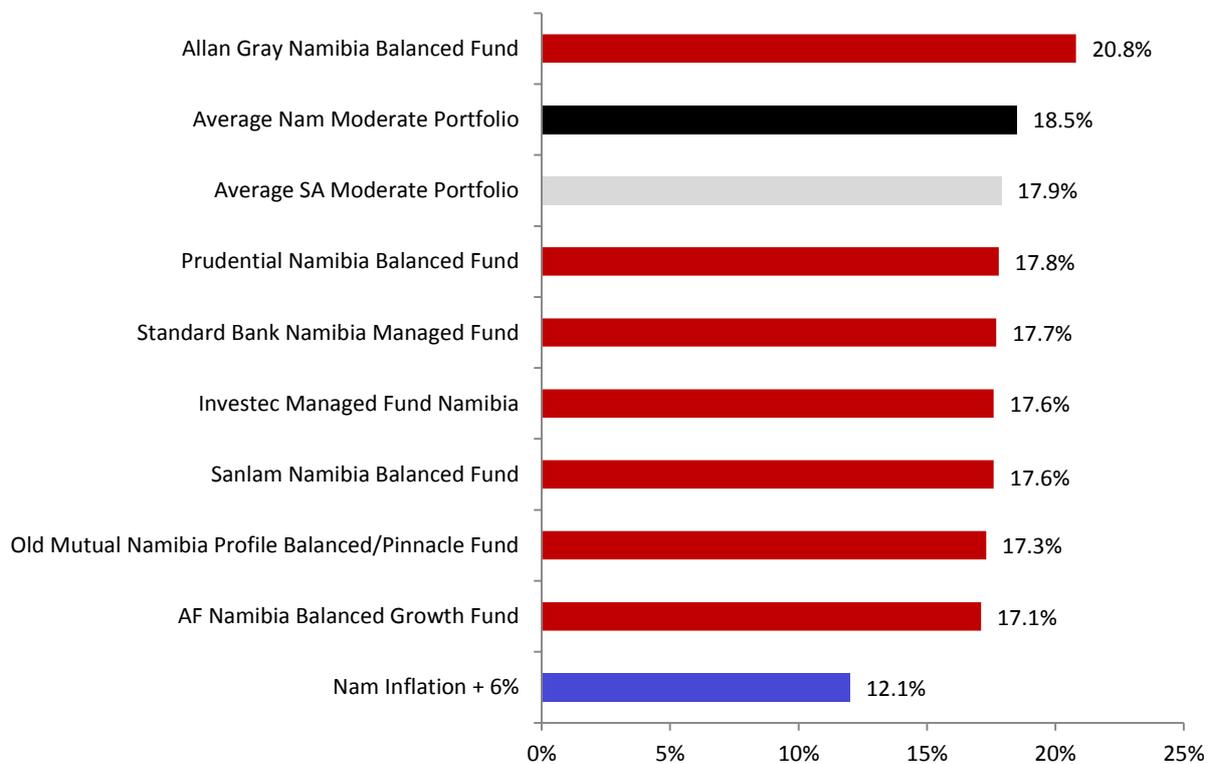
- Returns prior to April 2009 were for the Investment Solutions Focused Growth Fund. The fund's name changed to AF Balanced Growth in March 2009.
- OMIGNAM Profile Balanced was closed and assets transferred to OMIGNAM Profile Pinnacle during September 2013.
- Average of the NMG Consultants and Actuaries Survey for SA Moderate Balanced portfolios.
- Average of the NMG Consultants and Actuaries Survey for Namibian Moderate Balanced portfolios.
- Returns reflect the total return index.

The following graph reflects the investment returns achieved for each period graphically:

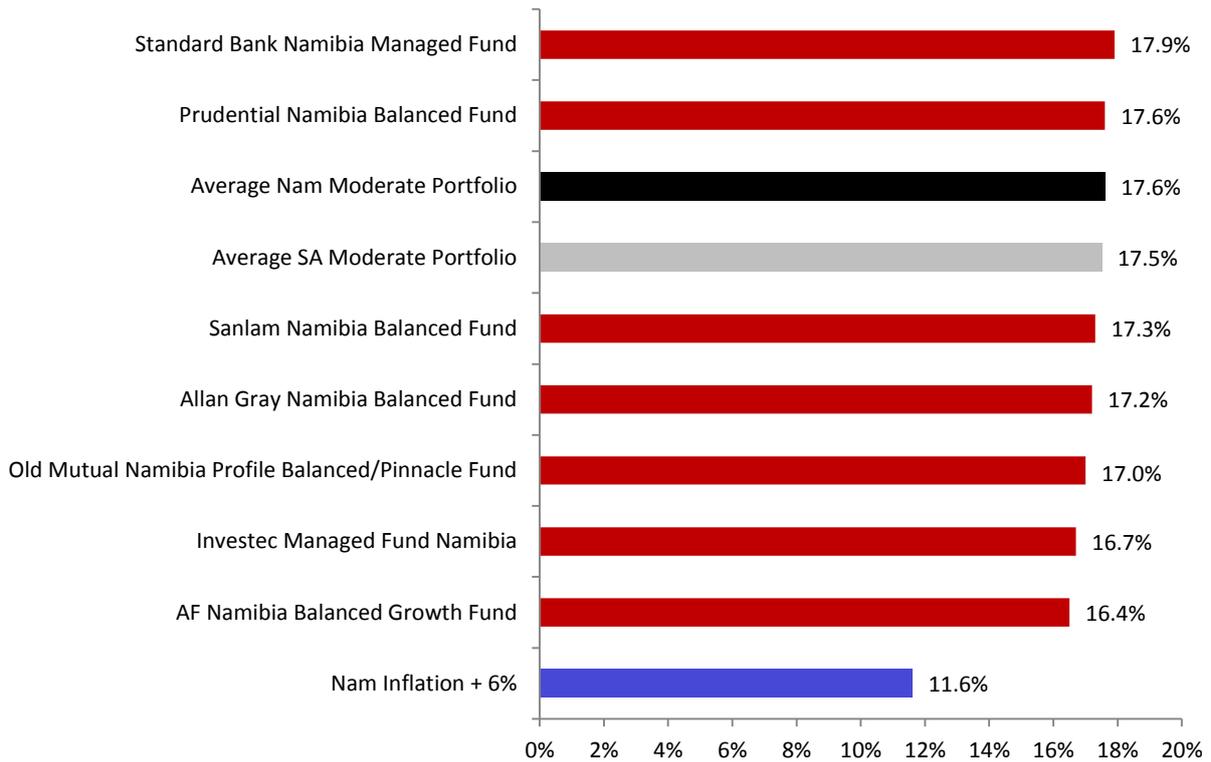
### 1 year performance for the period ending 30 June 2014



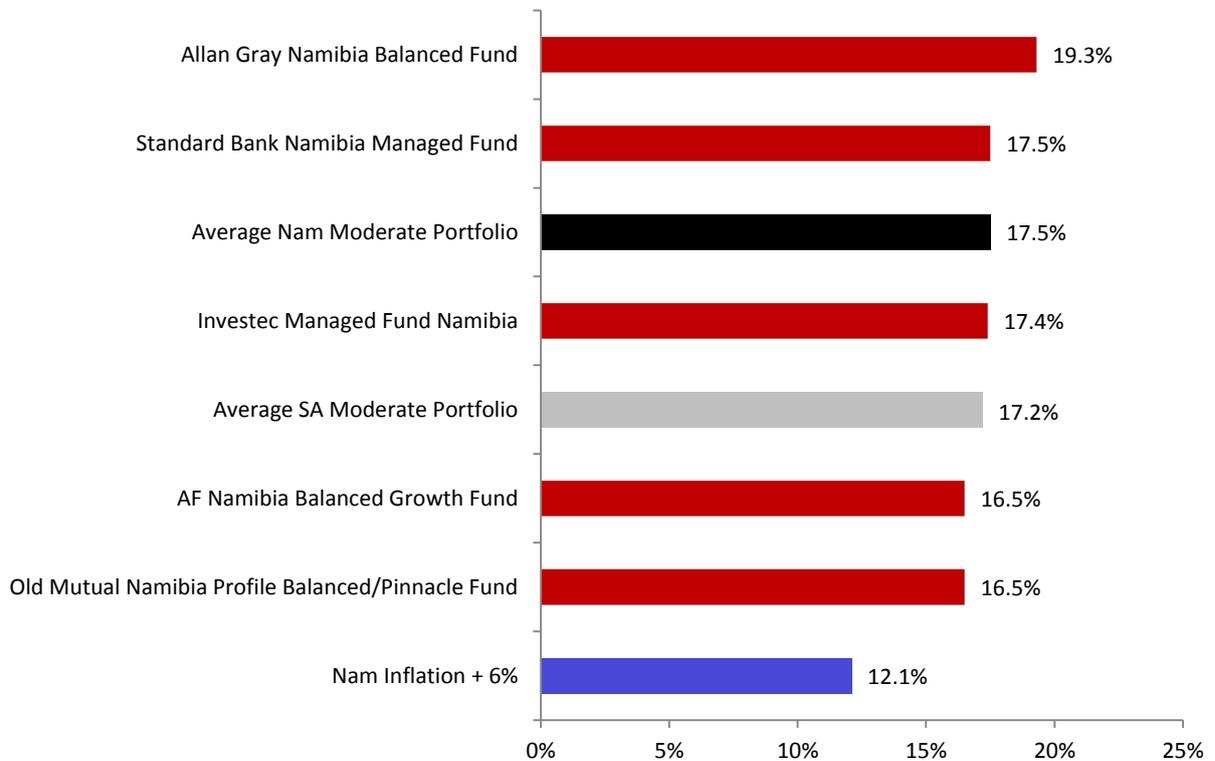
### 3 year performance for the period ending 30 June 2014



### 5 year performance for the period ending 30 June 2014

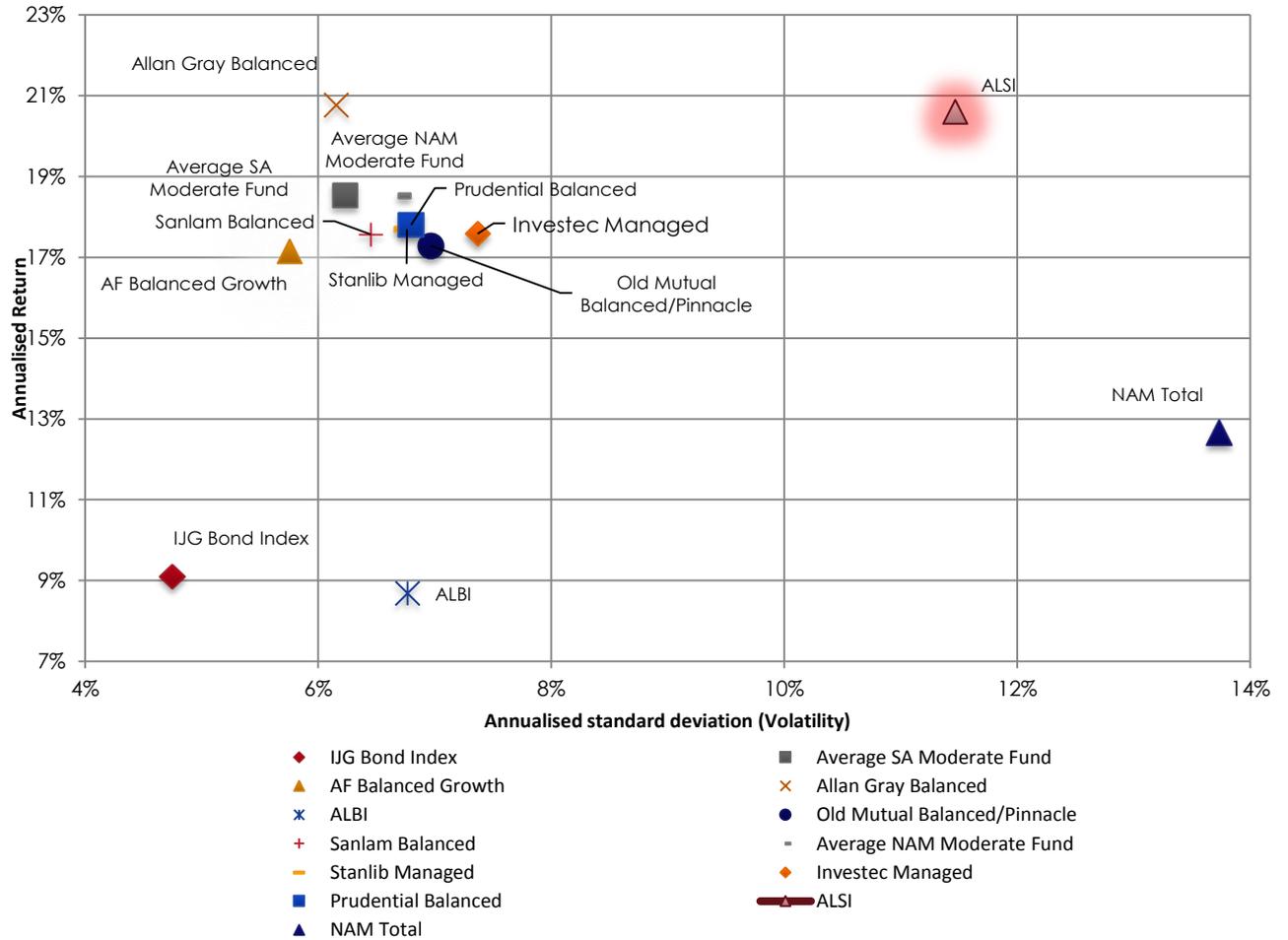


### 10 year performance for the period ending 30 June 2014



### 3.1.5 Volatility vs Return

The following graph illustrates the volatility and return statistics of the moderate portfolios for a 3 year period ending **30 June 2014**. These returns are also **gross** of all investment charges.



## 3.2 Moderate – Low Portfolios

### 3.2.1 Asset Allocation

The table below reflects the asset allocation of the moderate-low portfolios as at **30 June 2013 (12 Months ago)**

	Nam Coronation Capital Plus	NAM Coronation Balanced Defensive	Prudential Inflation Plus	Default Portfolio
Nam Equities	8.2%	2.3%	11.3%	15.3%
Nam Bonds	16.8%	2.8%	4.1%	6.2%
Nam Cash	8.9%	33.8%	19.9%	13.5%
Nam Property	-	-	-	1.0%
SA Equities	26.2%	4.6%	10.4%	16.2%
SA Bonds	8.0%	20.0%	19.7%	9.6%
SA Cash	0.6%	5.1%	2.5%	3.3%
SA Property	4.7%	4.7%	4.0%	2.0%
International Equity	24.7%	21.7%	15.2%	16.2%
International Bonds	-	0.7%	12.9%	6.3%
International Cash	-	1.1%	-	-
International Other <sup>1</sup>	-	0.3%	-	9.7%
Other <sup>2</sup>	1.9%	2.9%	-	0.7%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

1. Other represents Hedge Funds

2. Other represents Gold ETF's

The table below reflects the asset allocation of the moderate-low portfolios as at **30 June 2014**

	Nam Coronation Capital Plus*	NAM Coronation Balanced Defensive	Prudential Inflation Plus	Default Portfolio
Nam Equities	6.8%	2.9%	7.6%	13.7%
Nam Bonds	10.0%	3.2%	4.3%	6.8%
Nam Cash	24.7%	31.2%	16.2%	11.3%
Nam Property	-	0.1%	1.8%	2.2%
SA Equities	23.6%	10.5%	11.0%	19.3%
SA Bonds	5.2%	18.7%	27.1%	13.2%
SA Cash	-1.3% <sup>3</sup>	3.7%	1.3%	0.8%
SA Property	4.8%	4.8%	3.7%	1.8%
International Equity	23.4%	20.8%	14.2%	14.8%
International Bonds	-	1.8%	11.7%	5.7%
International Cash	1.7%	0.9%	1.1%	1.8%
International Other <sup>1</sup>	-	0.2%	-	7.6%
Other <sup>2</sup>	1.2%	1.2%	-	1.2%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

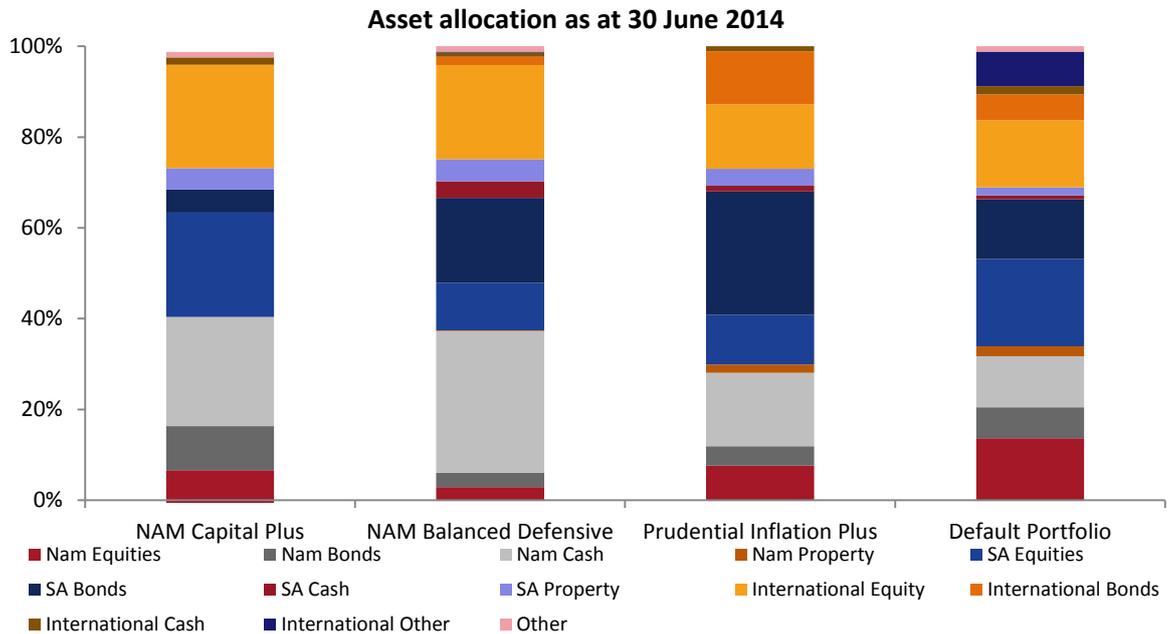
1. Other represents International Property

2. Other represents Commodities

3. The effective exposure takes financial derivatives into account, this accounts for the negative cash exposure.

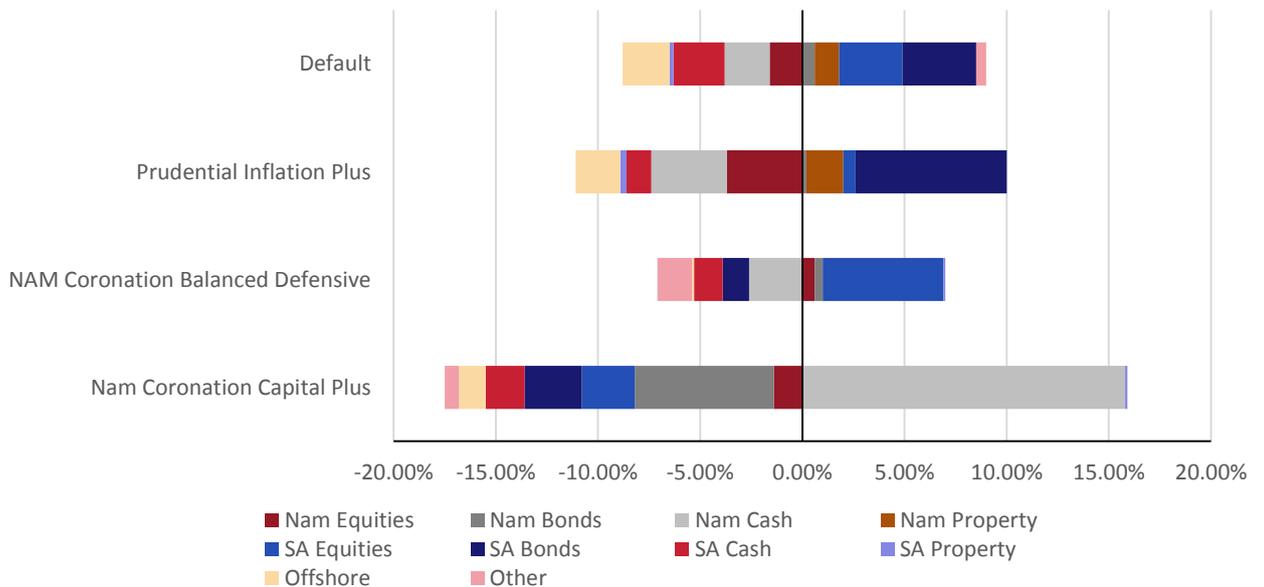
\*Please note that the exposure to equities within the portfolio can be as high as 65.0% at times should the asset manager deem that to be appropriate.

The figures below reflect the asset allocation of the moderate-low portfolios as at **30 June 2014**.



### 3.2.2 Change in Asset Allocation

The following graph illustrates the changes that were made to the managers' asset allocation over the 12 month period ending **30 June 2014**. In the event that the allocation to an asset class was decreased, the change would be indicated on the left hand side of the vertical axis and vice versa.



### 3.2.3 Geographical Split

Listed below is the geographical split as at **30 June 2014**.

	Nam Coronation Capital Plus	NAM Coronation Balanced Defensive	Prudential Inflation Plus	Default Portfolio
Namibia	41.5%	37.4%	29.9%	34.0%
South Africa	33.4%	38.9%	43.1%	36.2%
International	25.1%	23.7%	27.0%	29.8%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

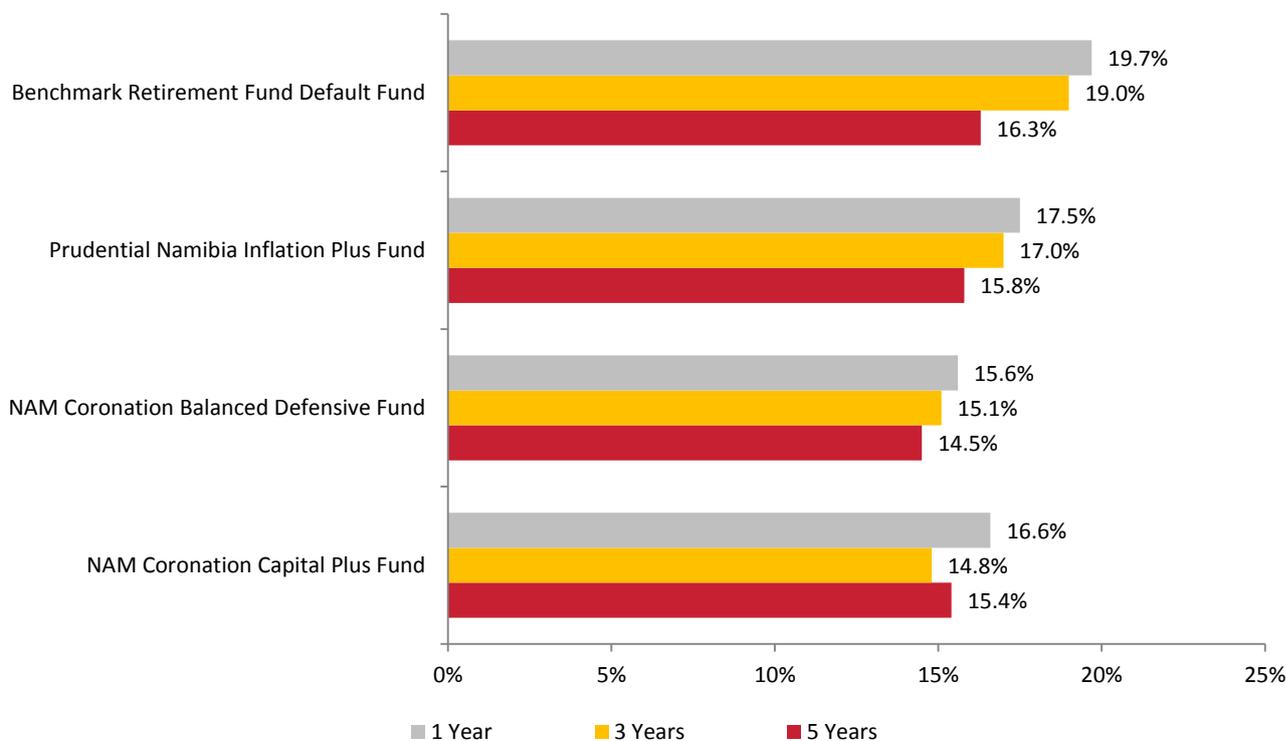
### 3.2.4 Time Weighted Returns

Listed below are the investment returns achieved for the specified periods to **30 June 2014**. Please note the returns are **gross** of fees.

Investment Portfolio	One Year	Three Years (annualised)	Five Years (annualised)	Ten Years (annualised)
NAM Coronation Capital Plus Fund <sup>1</sup>	16.6%	14.8%	15.4%	-
NAM Coronation Balanced Defensive Fund	15.6%	15.1%	14.5%	-
Prudential Namibia Inflation Plus Fund	17.5%	17.0%	15.8%	14.9%
Benchmark Retirement Fund Default Fund	19.7%	19.0%	16.3%	14.3%
<b>Nam Inflation</b>	<b>6.1%</b>	<b>6.1%</b>	<b>5.6%</b>	<b>6.1%</b>
<b>Nam Inflation + 3% to 5%</b>	<b>9.1% to 11.1%</b>	<b>9.1% to 11.1%</b>	<b>8.6% to 10.6%</b>	<b>9.1% to 11.1%</b>

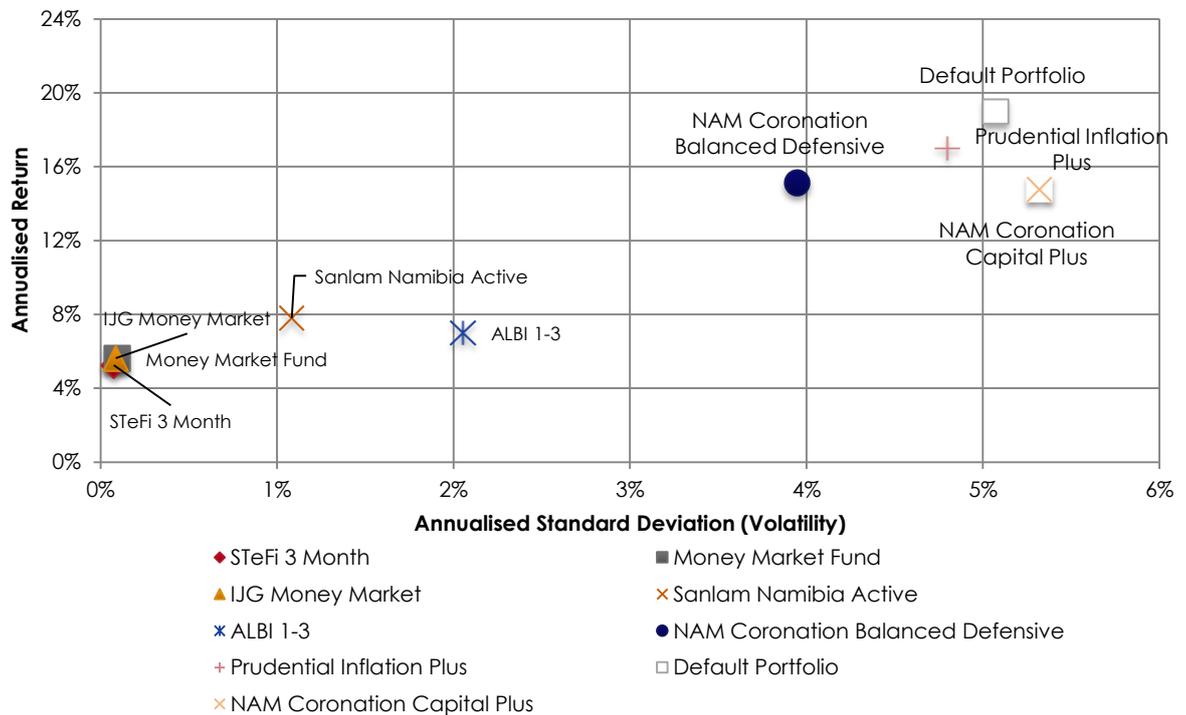
1. The NAM Coronation Absolute Fund was renamed to NAM Coronation Capital Plus Fund effective 26 April 2011.

The following graph reflects the investment returns achieved for each period graphically:



### 3.2.5 Volatility vs Return

The following graph illustrates the volatility and return statistics of the moderate-low portfolios for a 3 year period ending **30 June 2014**. These returns are also **gross** of all investment charges.



### 3.3 Low Risk and Capital Preservation Portfolios

#### 3.3.1 Asset Allocation

The figures below reflect the asset allocation of the low risk portfolios.

Sanlam Namibia Active			
	30 June 2014	30 June 2013	Change
Nam Equities	-	-	-
Nam Bonds	1.5%	1.4%	0.1%
Nam Cash	35.0%	76.4%	-41.4%
Nam Property	-	-	-
SA Equities	-	1.8%	-1.8%
SA Bonds	17.9%	14.2%	3.7%
SA Cash	42.6%	-	42.6%
SA Property	2.9%	1.9%	1.0%
Offshore	-	-	-
Other	-	-	-
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	

The total Namibian exposure is 36.5% as at 30 June 2014.

### 3.3.1 Time Weighted Returns

Listed below are the gross investment returns achieved for the specified periods to **30 June 2014**. Please note the returns are gross of fees.

#### Low Risk Portfolios

Investment Portfolio	One Year	Three Years (Annualised)	Five Years (Annualised)
Sanlam Namibia Active Fund	7.3%	7.2%	7.8%
<b>ALBI 1-3 Years Index</b>	<b>5.6%</b>	<b>6.9%</b>	<b>7.4%</b>
<b>Inflation</b>	<b>6.1%</b>	<b>6.1%</b>	<b>5.6%</b>
<b>Inflation + 1% to 2%</b>	<b>7.1% to 8.1%</b>	<b>7.1% to 8.1%</b>	<b>6.6% to 7.6%</b>

#### Capital Protection Portfolios

Investment Portfolio	One Year	Three Years (Annualised)	Five Years (Annualised)
Money Market Fund <sup>1</sup>	5.6%	5.6%	6.2%
<b>IJG Money Market Index</b>	<b>5.5%</b>	<b>5.6%</b>	<b>6.2%</b>
<b>Inflation + 1%</b>	<b>7.1%</b>	<b>7.1%</b>	<b>6.6%</b>

1. The underlying portfolio for the Money Market Fund is the Bank Windhoek Investment Fund, which may be changed by the Trustees at any time.

## 4. Fund Fact Sheets

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## Allan Gray Namibia Unit Trust Management Limited

**Risk Profile:** Moderate

**Size:** N\$ 3.1bn

**Portfolio Description:**

The Allan Gray Namibia Balanced Fund is a market-linked balanced portfolio which represents Allan Gray's best investment view for balanced mandates.

**Inception:** Aug-1999

**CIO:** Ian Liddle

**Portfolio Manager**

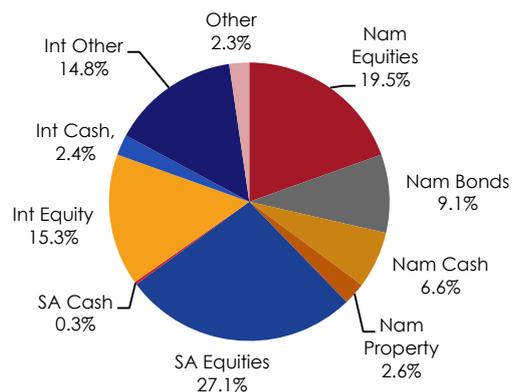
Ian Liddle, Duncan Artus, Andrew Lapping, Simon Raubenheimer

**Benchmark**

The benchmark for the fund is the average of the Alexander Forbes Namibia Survey for Retirement Funds. For comparative purposes the NMG Average Moderate Fund will be used as benchmark.

**Fees:** 0.75% p.a. on average month end market value

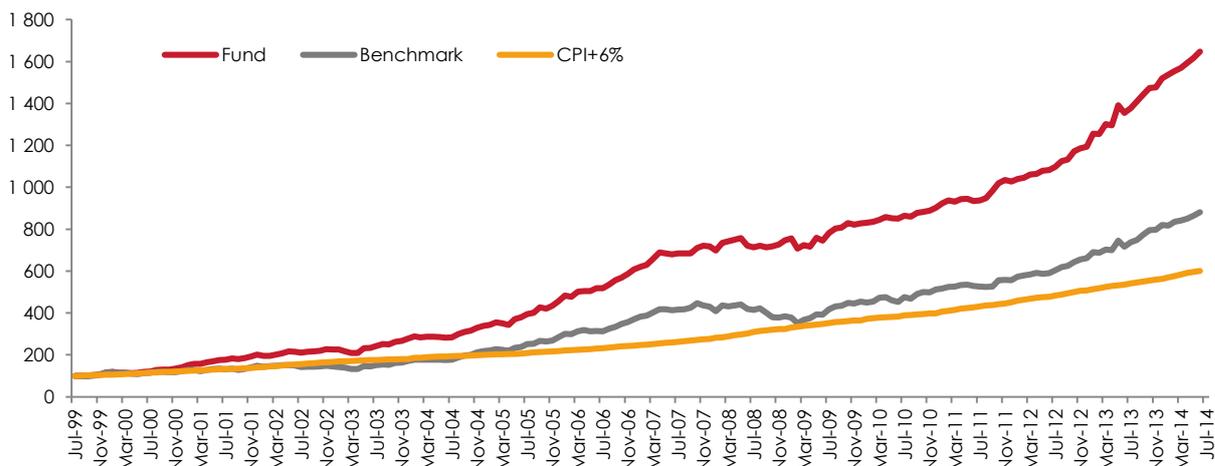
**Asset Allocation as at 30 June 2014**



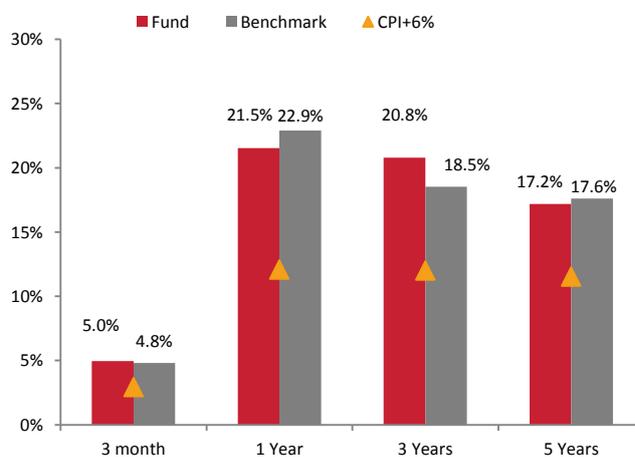
**Top 10 Securities**

Rank	Share	% of Equity	Rank	Share	% of Equity
1	Sasol	6.3%	6	Stimulus	2.8%
2	British American Tobacco	5.3%	7	Remgro	2.1%
3	FNB Namibia	4.1%	8	Anglo	1.9%
4	SAB Miller	3.7%	9	Vukile	1.6%
5	Standard Bank Namibia	3.5%	10	Namibia Breweries	1.5%

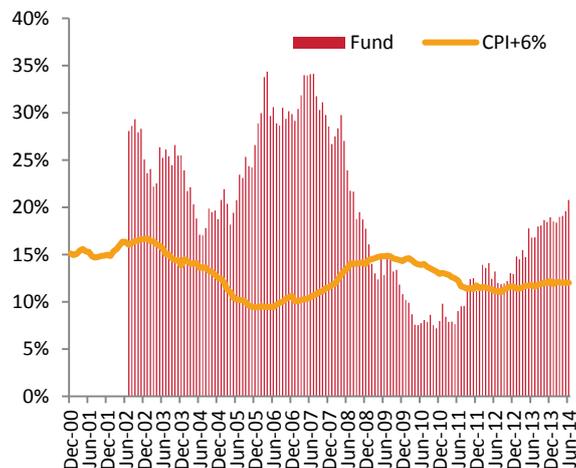
**Cumulative Performance vs Benchmark since inception**



**Historical performance as at 30 June 2014**



**3-year rolling performance vs. CPI target**



## Investec Managed Fund

**Risk Profile:** Moderate

**Size:** N\$ 1.1bn

**Portfolio Description**

The Investec Managed Fund is a market-linked balanced portfolio which aims to achieve stable returns over the longer term by investing in all asset classes. This portfolio represents Investec's best investment view.

**Inception:** May-97

**CIO:** John McNab, Mimi Ferrini

**Portfolio Manager**

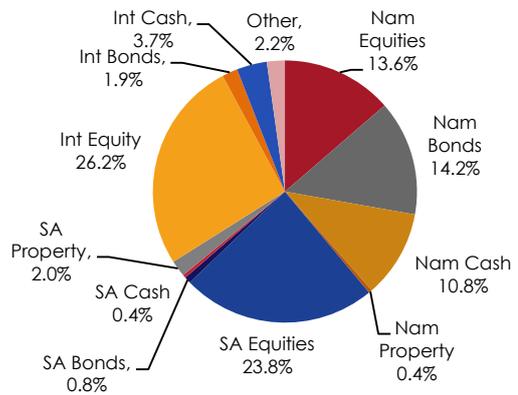
James Hatuikulipi and Chris Freund

**Benchmark**

The benchmark for the fund is to outperform the average of the manager's peer group. For comparative purposes the NMG Average Moderate Fund will be used as benchmark.

**Fees:** 0.75% p.a. on average month end market value

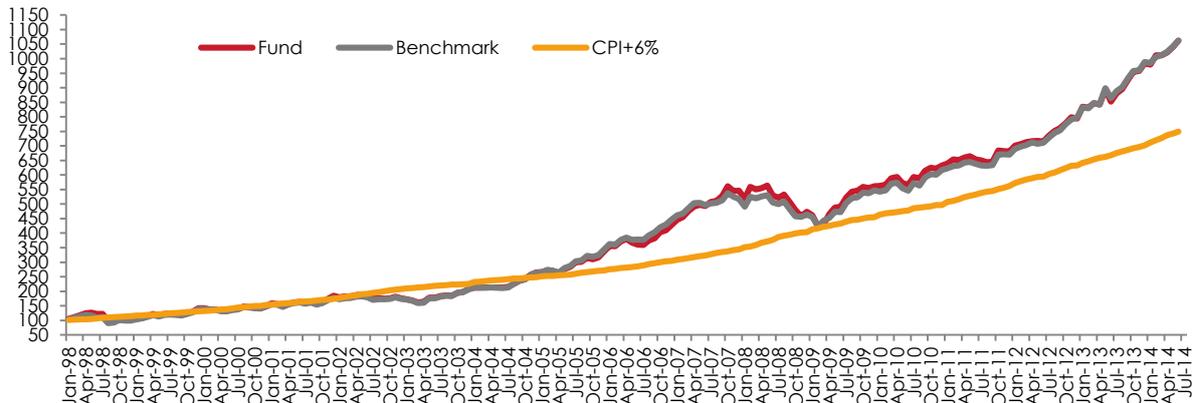
**Asset Allocation as at 30 June 2014**



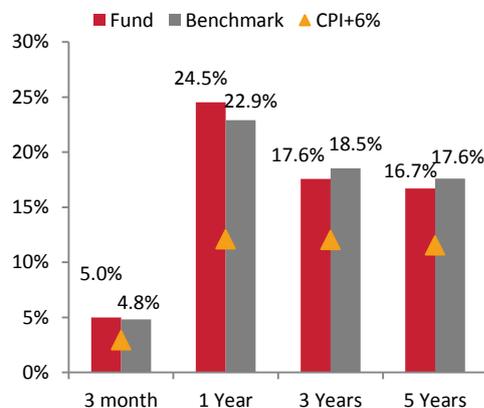
**Top 10 Securities**

Share	% of Equity	Share	% of Equity
1 Steinhoff	5.2%	6 Mondi	2.4%
2 Old Mutual	4.9%	7 BHP Biliton	1.9%
3 Firststrand	4.1%	8 Liberty	1.8%
4 Sasol	3.6%	9 Sanlam	1.7%
5 Naspers	3.1%	10 Richemont	1.3%

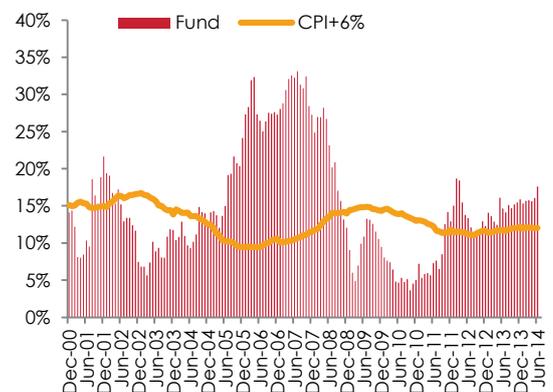
**Cumulative Performance vs. Benchmark since January 1998**



**Historical performance as at 30 June 2014**



**3-year rolling performance vs. CPI target**



## AF Namibia Balanced Growth Fund

**Risk Profile:** Moderate

**Size:** N\$ 986m

**Portfolio Description**

The AF Namibia Balanced Growth portfolio is a multi-managed, market-linked balanced portfolio which represents Investment Solutions' best investment view for balanced mandates. The portfolio invests in all asset classes and focusses on reducing volatility by diversifying among managers with different investment styles.

**Inception:** Apr-09

**CIO:** Mark Lindheim

**Portfolio Manager**

Suniti Naran

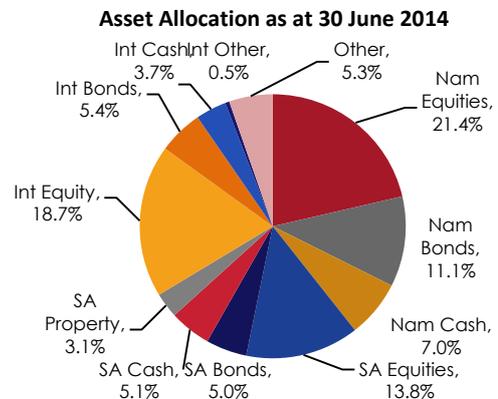
**Benchmark**

The portfolio has an internal benchmark. For comparative purposes the NMG Average Moderate Fund will be used as benchmark

**Fees:** 0.8% p.a. domestic assets  
0.9% p.a. international assets

**Underlying Managers:**

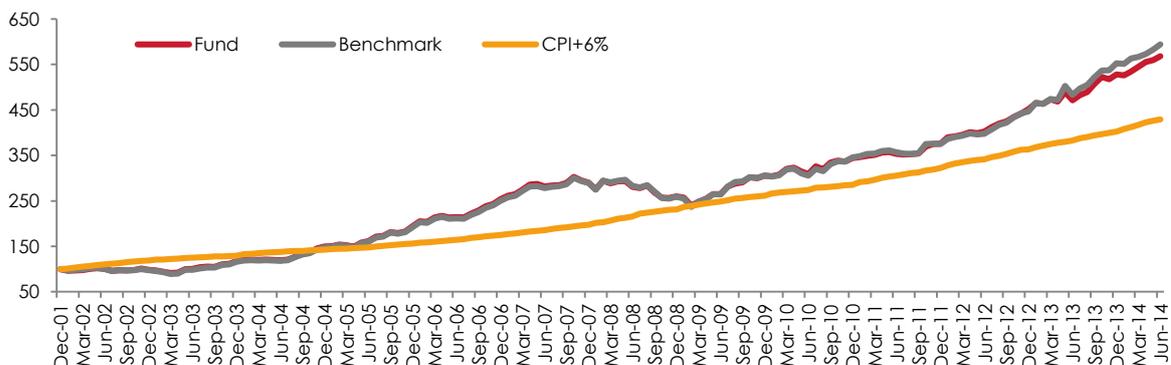
Allan Gray, Coronation, Kagiso, Prescient, Absa, Foord, Oasis, Element, Afena, Caveo, Sanlam, Stanlib, Catalyst, OMIGSA



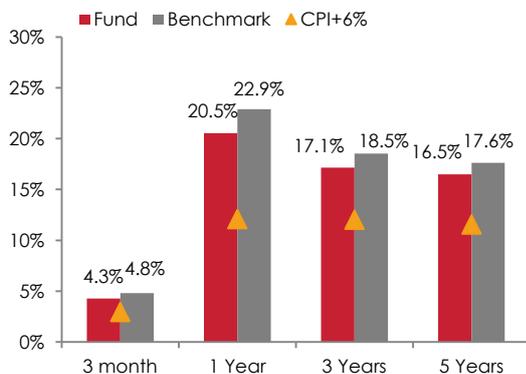
**Top 10 Securities**

	Share	% of Equity		Share	% of Equity
1	Old Mutual Namibia	2.5%	6	Sanlam	2.0%
2	Firststrand	2.3%	7	Nedbak	2.0%
3	Standard Bank	2.3%	8	MMI Holdings	1.4%
4	Shoprite Holdings	2.2%	9	Investec Limited	1.3%
5	Anglo American	2.2%	10	Truworths	1.1%

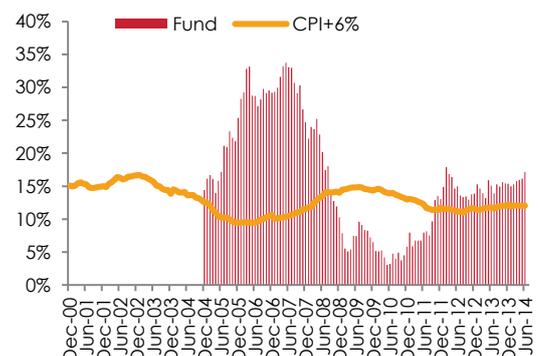
**Cumulative Performance vs Benchmark since inception**



**Historical performance as at 30 June 2014**



**3-year rolling performance vs. CPI target**



## Old Mutual Namibia Profile Pinnacle Fund

**Risk Profile:** Moderate  
**Size:** N\$ 158m

**Portfolio Description**

The Old Mutual Namibia Profile Pinnacle Portfolio is a market-linked balanced portfolio which places emphasis on asset allocation across all asset classes. OMIGNAM has closed the OMIGNAM Balanced Fund and replaced it with OMIGNAM Profile Pinnacle. This mandate is now OMIGNAM's best investment view for a moderate balanced mandate. The portfolio aims to achieve consistent real returns over the longer term. Fund returns below include OMIGNAM Profile Balanced for the period 01 March 1998 until 01 September 2013. Fund returns after 01 September 2013 are those of OMIGNAM Profile Pinnacle.

**Inception:** Apr-98  
**CIO:** Peter Brooke

**Portfolio Manager**

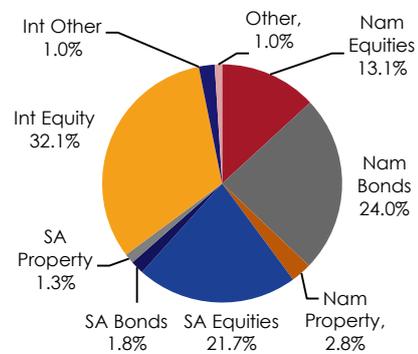
Peter Brooke and Tyrone van Wyk

**Benchmark**

The OMIGNAM Profile Pinnacle Portfolio has an internal benchmark. For comparative purposes the NMG Average Moderate Fund will be used as benchmark.

**Fees:** 0.55% p.a. domestic assets  
 0.80% p.a. international assets

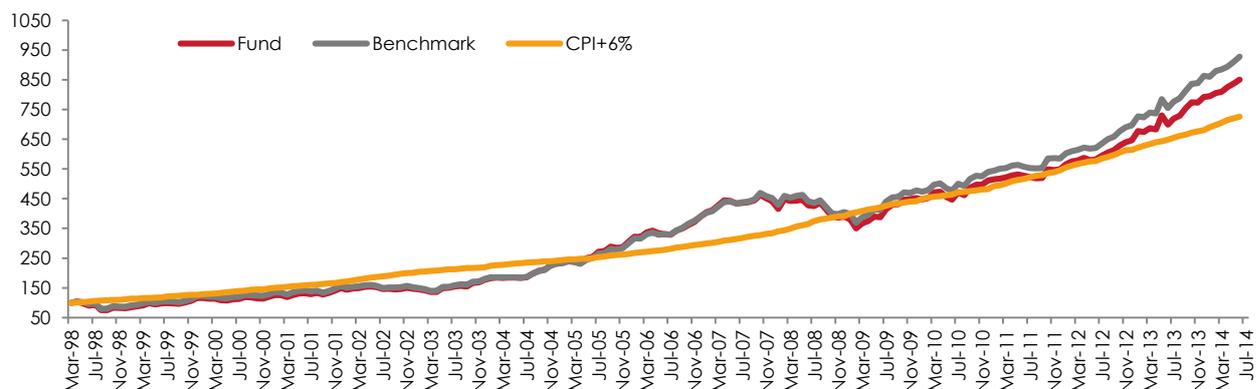
**Asset Allocation as at 30 June 2014**



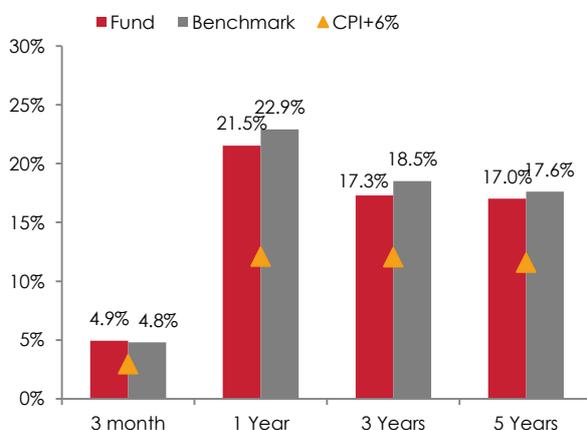
**Top 10 Securities**

Share	% of Equity	Share	% of Equity
1 Investec	9.2%	6 Naspers	5.2%
2 Anglo American	8.9%	7 Compagnie Richemont	5.1%
3 MTN	6.2%	8 Barclays	4.6%
4 Sasol	6.2%	9 British American Tobacco	4.3%
5 Firststrand	6.1%	10 Steinhoff	3.5%

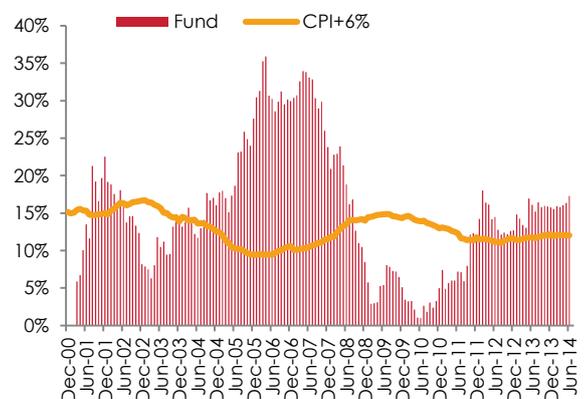
**Cumulative Performance vs. Benchmark since inception**



**Historical performance as at 30 June 2014**



**3-year rolling performance vs. CPI target**



## Prudential Namibia Balanced Fund

**Risk Profile:** Moderate

**Size:** N\$ 83m

**Portfolio Description**

The Prudential Namibia Balanced portfolio is a market-linked balanced portfolio which aims to achieve consistent growth of capital and income by maintaining a superior stock selection across all industries relative to the benchmark and across all asset classes. The portfolio represents Prudential's best investment view.

**Inception:** Aug-08

**CIO:** Marc Beckenstrater

**Portfolio Manager**

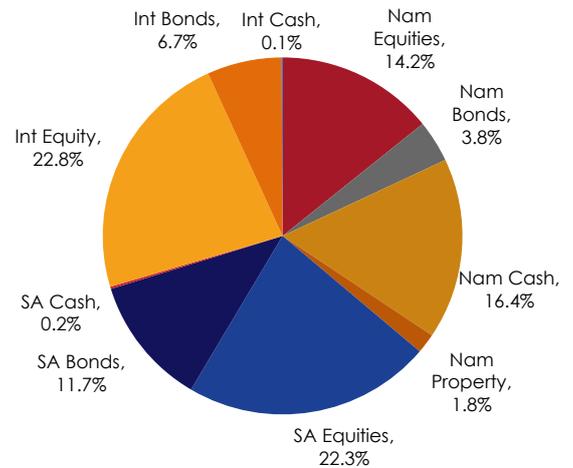
Michael Moyle and Marc Beckenstrater

**Benchmark**

The benchmark for the portfolio is the Alexander Forbes Global Large Manager Watch (Namibia). For comparative purposes the NMG Average Moderate Fund will be used as benchmark

**Fees:** 0.75% p.a. on average month end market value

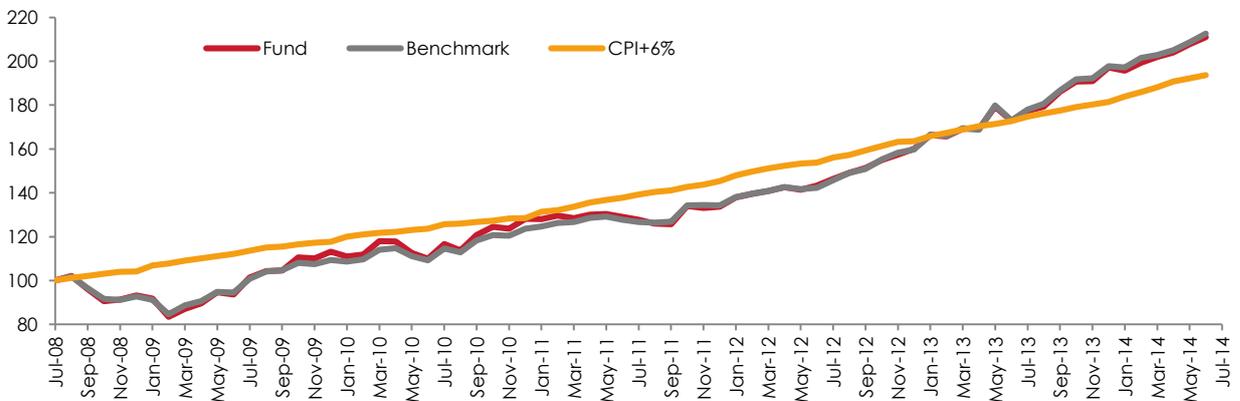
**Asset Allocation as at 30 June 2014**



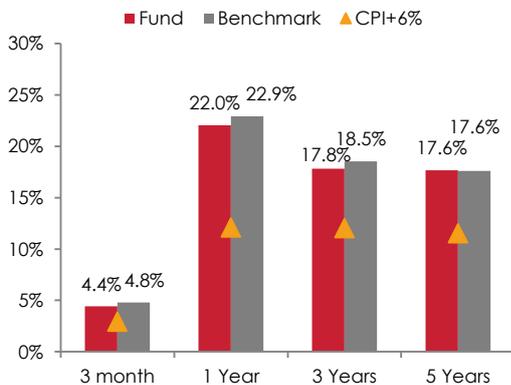
**Top 10 Securities**

Rank	Share	% of Equity	Rank	Share	% of Equity
1	MTN	9.6%	6	Standard Bank Namibia	4.9%
2	Naspers	9.4%	7	First Rand Namibia	4.8%
3	Sasol	9.1%	8	Vukile Property	4.8%
4	British American Tobacco	6.7%	9	Old Mutual	4.4%
5	Anglo American	5.4%	10	BHP Biliton	4.0%

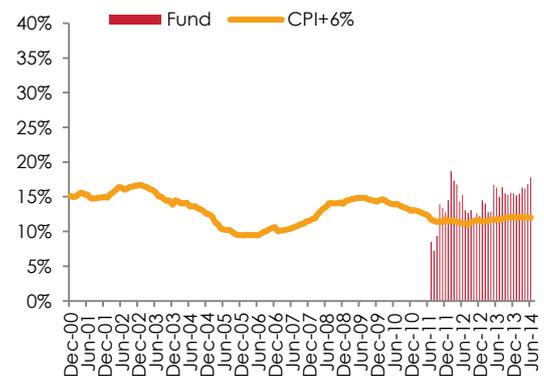
**Cumulative Performance vs. Benchmark since inception**



**Historical performance as at 30 June 2014**



**3-year rolling performance vs. CPI target**



## Sanlam Namibia Balanced Fund

**Risk Profile:** Moderate  
**Size:** N\$ 457m

**Portfolio Description**

The Sanlam Namibia Managed Prudential Fund is a market-linked Balanced Unit Trust portfolio which invests in all asset classes, aiming to achieve maximum returns over the longer term. The Fund is closely aligned with Sanlam's best investment view and is suitable for investors seeking capital growth over the long term.

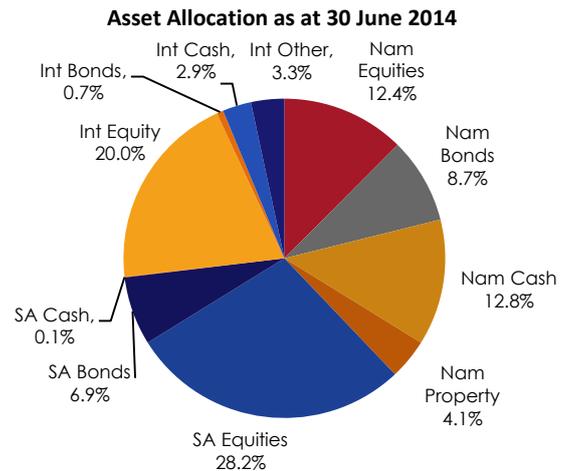
**Inception:** Jul-00  
**CIO:** Andre Roux

**Portfolio Manager**  
 Gerhard Cruywagen

**Benchmark**

The benchmark of the portfolio is the average of the Standard&Poor's Micropal Asset Allocation Prudential Medium Equity category. For comparative purposes the NMG Average Moderate Fund will be used as benchmark.

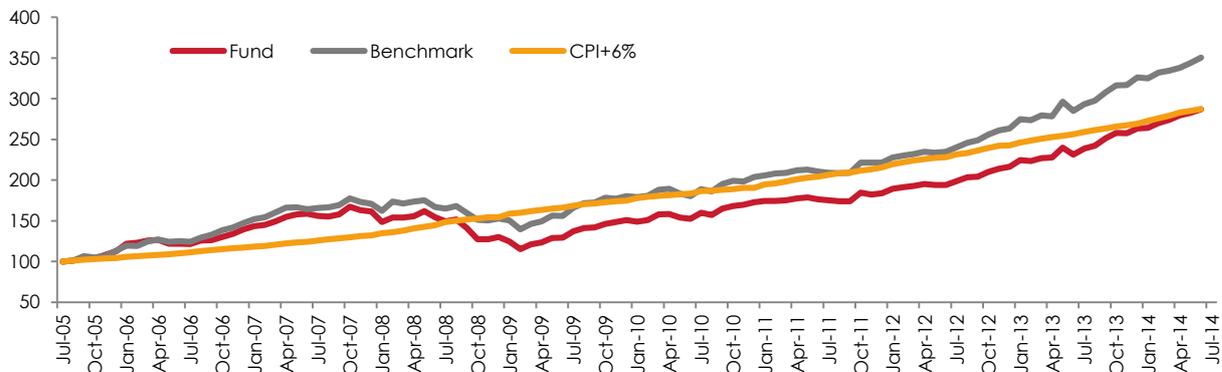
**Fees:** 0.75% p.a. on average month end market value



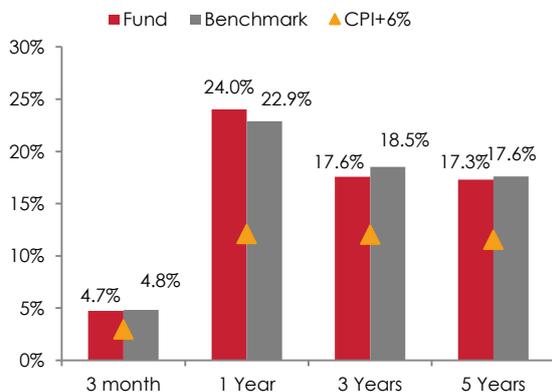
**Top 10 Securities**

Share	Share	% of Portfolio	Share	Share	% of Portfolio
1	Sanlam World Equity Tracker Class I	9.8%	6	Sasol	3.7%
2	Sanlam World Equity Class C	6.8%	7	Nam 10.50% 151024	3.3%
3	Sim Nam R Cl B2 (D)	6.4%	8	EUR Sett Acc NPRUDE	2.4%
4	CAP Call NPRUDE	6.3%	9	Stan Bank	2.4%
5	SIM Nam Prop Class D	3.7%	10	British American Tobacco	2.3%

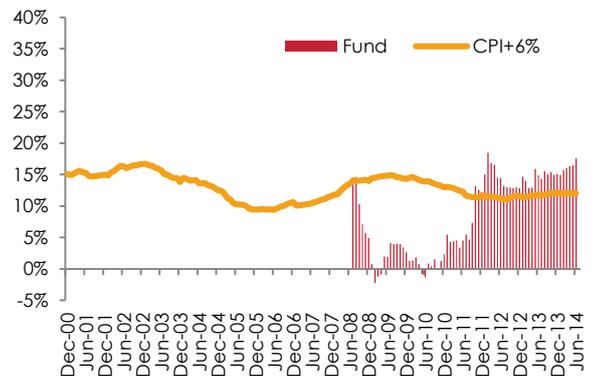
**Cumulative Performance vs. Benchmark since July 2005**



**Historical performance as at 30 June 2014**



**3-year rolling performance vs. CPI target**



## Standard Bank Namibia Managed Fund

**Risk Profile:** Moderate  
**Size:** N\$ 217m

**Portfolio Description**

The Standard Bank Namibia Managed Fund is a market-linked balanced portfolio which invests in all asset classes. The fund includes the combined investment views of STANLIB (SA&NAM). The portfolio aims to achieve capital growth over the longer-term.

**Inception:** Apr-98  
**CIO:** Brown Amuenje

**Portfolio Manager**

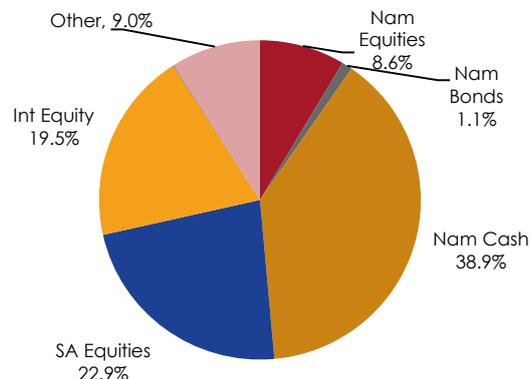
Brown Amuenje

**Benchmark**

The benchmark for this fund is the Alexander Forbes Large Manager Watch. For comparative purposes the JMCA average Moderate Fund will be used as benchmark.

**Fees:** 0.50% p.a. on average month end market value

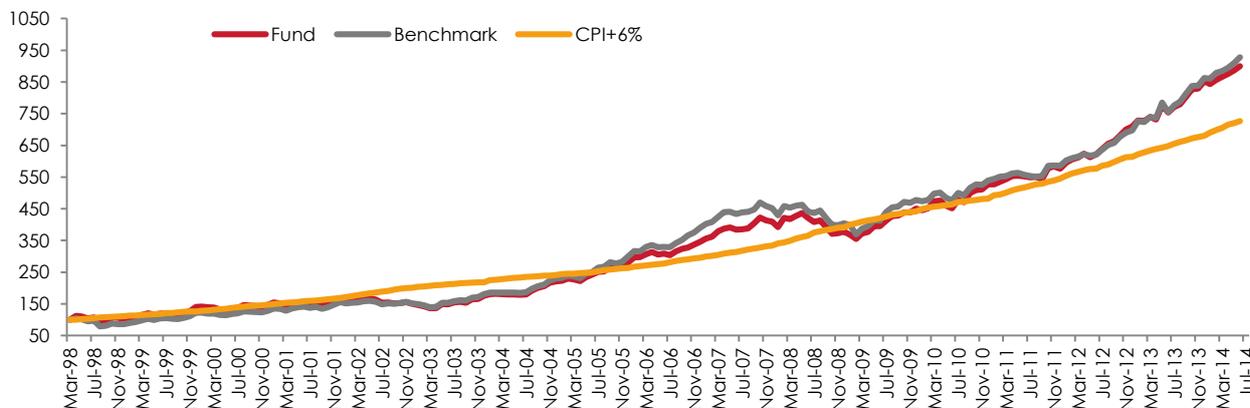
**Asset Allocation as at 30 June 2014**



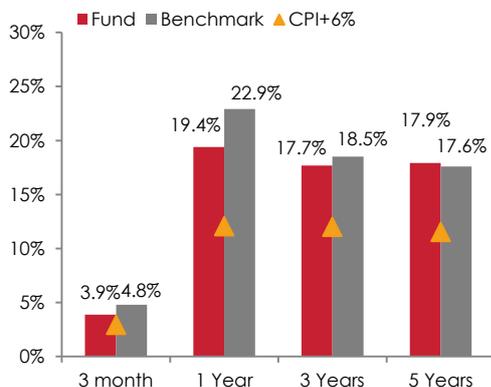
**Top 10 Securities**

Rank	Share	% of Portfolio	Rank	Share	% of Portfolio
1	Stanlib High Alpha Global Equity	19.5%	6	Firstrand	2.2%
2	Standard Bank Namibia Money Market	15.9%	7	BHP Bilton	1.8%
3	Std NAM Income Fund	9.0%	8	British American Tobacco	1.8%
4	Sasol	2.6%	9	Sanlam Limited Namibia	1.6%
5	MTN Group	2.3%	10	Shoprite Holdings	1.5%

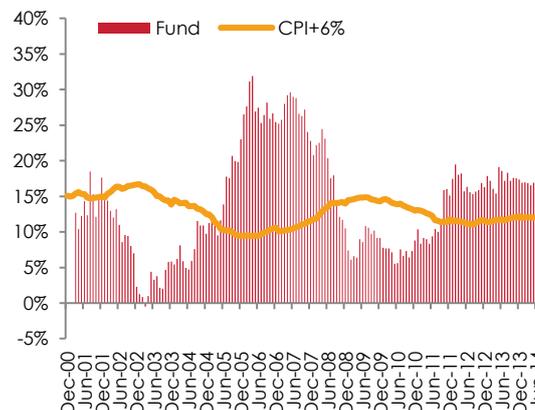
**Cumulative Performance vs. Benchmark since inception**



**Historical performance as at 30 June 2014**



**3-year rolling performance vs. CPI target**



## NAM Coronation Balanced Defensive Fund

**Risk Profile:** Moderate-low  
**Size:** N\$ 512m

**Portfolio Description**

The NAM Coronation Balanced Defensive Fund is suitable for members with a lower risk tolerance. It is an actively managed, moderate-low risk fund with exposure to all asset classes. The NAM Balanced Defensive Fund aims to provide a reasonable level of income whilst seeking to preserve capital in real terms.

**Inception:** Nov-07  
**CIO:** Eino Emvula

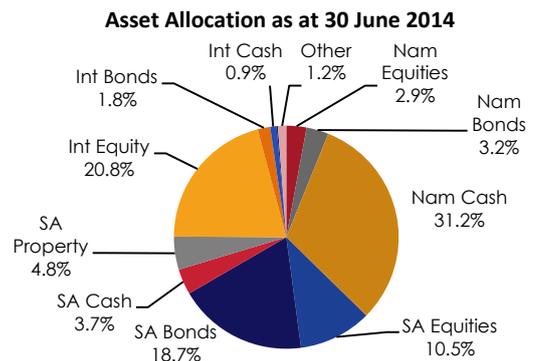
**Portfolio Manager**

Louis Stassen and Henk Groenewald

**Benchmark**

The benchmark for the fund is cash plus 3.0%.

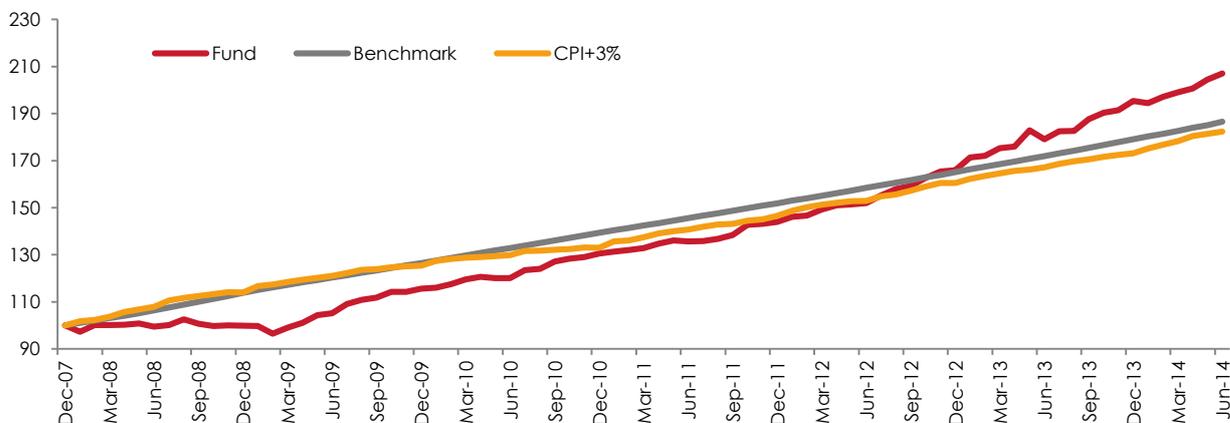
**Fees:** 0.95 % p.a. on average month end market value



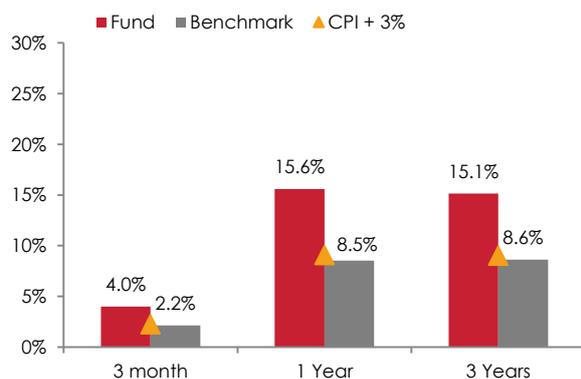
**Top 10 Securities**

Rank	Share	% of Portfolio	Rank	Share	% of Portfolio
1	Coronation Global Opportunities Equity	11.3%	6	British American Tobacco	0.8%
2	Coronation Global Emerging Markets Fund	4.9%	7	Hyprop Investments	0.7%
3	Coronation Global Capital Plus	4.6%	8	Anglo American	0.7%
4	INTU Properties	1.4%	9	Standard Bank	0.6%
5	Naspers Ltd	0.9%	10	MTN	0.6%

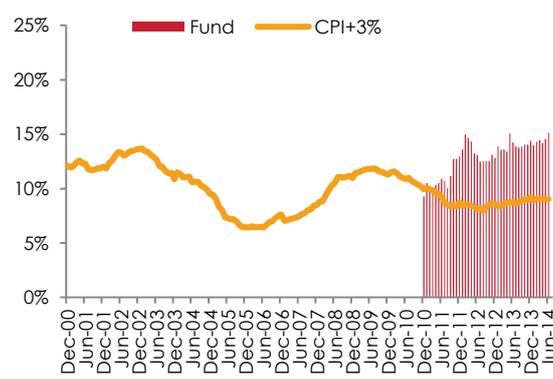
**Cumulative Performance vs. Benchmark since inception**



**Historical performance as at 30 June 2014**



**3-year rolling performance vs. CPI target**



## NAM Coronation Capital Plus Fund

**Risk Profile:** Moderate-low  
**Size:** N\$ 500m

**Portfolio Description**

The NAM Coronation Capital Plus Class A Fund (previously Absolute Fund) is suitable for members with a lower risk tolerance. It is an actively managed, moderate-low risk fund with exposure to all asset classes. The fund aims to achieve consistent positive real returns with a primary focus on offering downside protection and preserving capital in real terms over any rolling 12 month period.

**Inception:** Nov-07  
**CIO:** Eino Emvula

**Portfolio Manager**

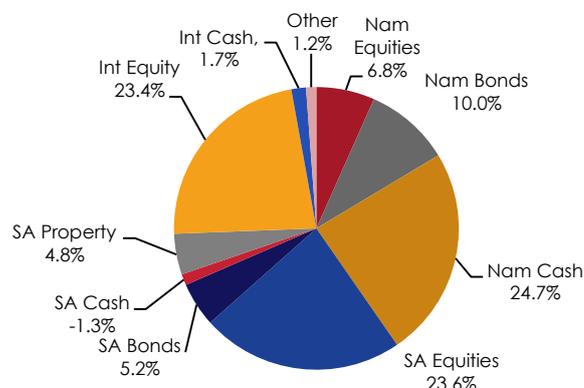
Louis Stassen and Henk Groenewald

**Benchmark**

The benchmark for the fund is Namibia Headline Inflation plus 4.0% over a rolling three year period.

**Fees:** 0.95 % p.a. + 10% outperformance to a maximum of 2.25% p.a.

**Asset Allocation as at 30 June 2014**

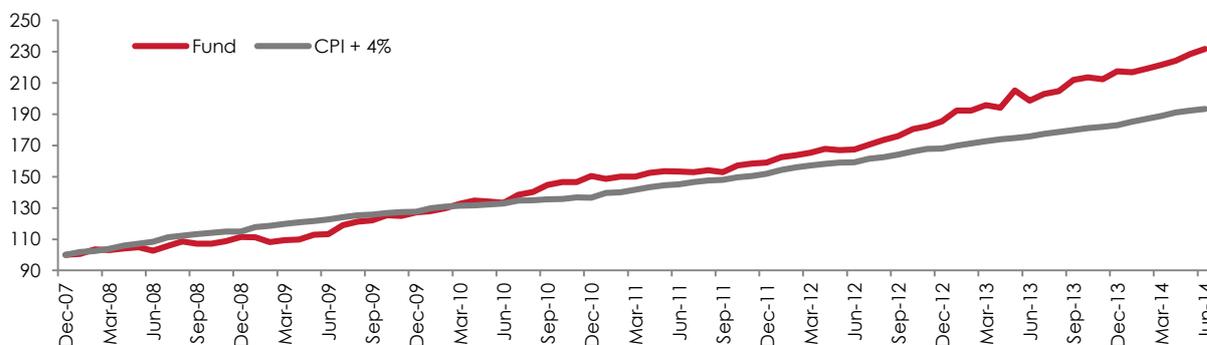


The effective exposure takes financial derivatives into account, this accounts for the negative cash exposure.

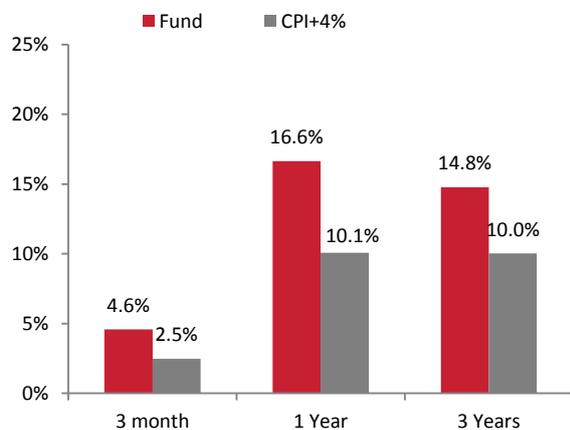
**Top 10 Securities**

Share	% of Portfolio	Share	% of Portfolio
1 Coronation Global Capital Plus	12.6%	6 British American Tobacco	1.4%
2 Coronation Global Equity FoF	7.6%	7 MTN	1.4%
3 Coronation Global Managed Fund	2.2%	8 Exxaro Resources	1.2%
4 Anglo American	2.2%	9 Coronation Global Emerging Market Fund	1.0%
5 Standard Bank	1.5%	10 INTU Properties	0.9%

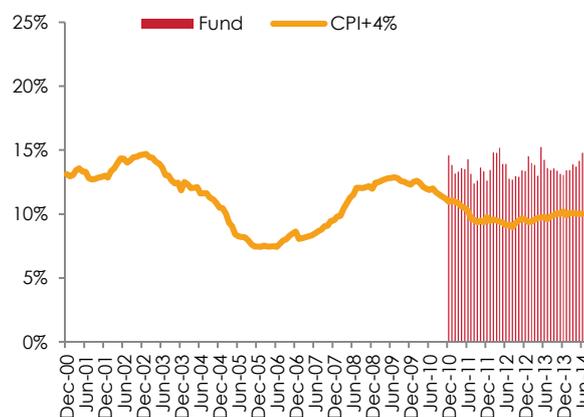
**Cumulative Performance vs. Benchmark since inception**



**Historical performance as at 30 June 2014**



**3-year rolling performance vs. CPI target**



## Prudential Namibia Inflation Plus Fund

**Risk Profile:** Moderate-low  
**Size:** N\$ 1.4bn

**Portfolio Description**

The Prudential Namibia Inflation Plus Fund is a conservative market-linked portfolio which aims to produce stable real returns. The fund invests predominantly in inflation linked bonds and other interest-bearing securities and equities.

**Inception:** Sep-99  
**CIO:** Marc Beckenstrater

**Portfolio Manager**

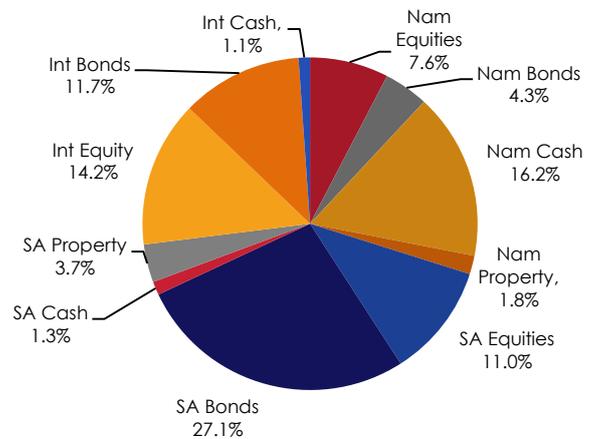
Michael Moyle, Albert Arntz

**Benchmark**

The benchmark for the fund is Namibia Headline Inflation plus 4% over a rolling three year period.

**Fees:** 0.7% p.a. on average month end market value

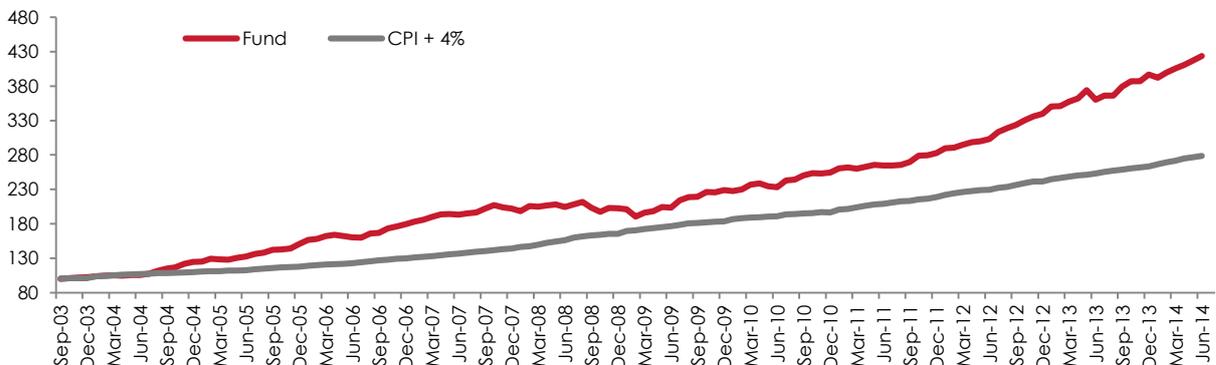
**Asset Allocation as at 30 June 2014**



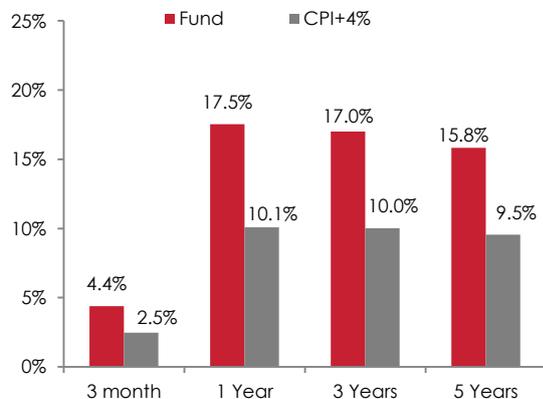
**Top 10 Securities**

Rank	Share	% of Equities	Rank	Share	% of Equities
1	Naspers	7.7%	6	British American Tobacco	5.4%
2	MTN Group	7.6%	7	Anglo Namibia	4.3%
3	Vukile Property	7.6%	8	Standard Bank Namibia	4.0%
4	Sasol	7.2%	9	Firststrand Namibia	3.9%
5	Emira	5.4%	10	Old Mutual Namibia	3.7%

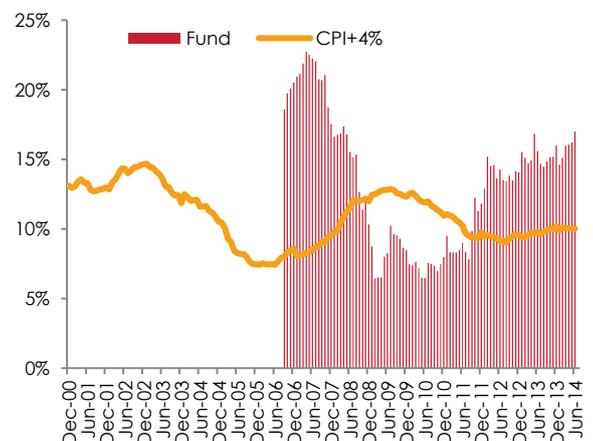
**Cumulative Performance vs Benchmark since inception**



**Historical performance as at 30 June 2014**



**3-year rolling performance vs. CPI target**



## Benchmark Retirement Fund Default Portfolio

**Risk Profile:** Moderate-low

**Size:** N\$ 464m

**Inception:** Aug-99

### Portfolio Description

The Default Portfolio has the following objectives:

- To reduce volatility of returns
- To achieve a real return of 4% (net of fees) over a rolling 3 year period
- To reduce risk of large negative returns over rolling 12 months
- To reduce risk by spreading assets between more than one investment manager

The Default Portfolio has a risk profile lower than that of the moderate risk portfolios and as such the expected long term returns should also be lower. The Trustees use their absolute discretion in selecting the best manager offering and reserve the right to appoint or replace Asset Managers at any time.

### Benchmark

The benchmark for this fund is Namibian Headline inflation +5% over a rolling three year period.

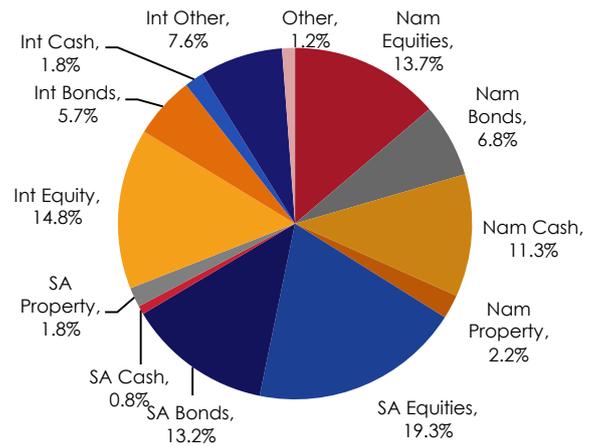
**Fees:** 0.75%p.a.

### Portfolio Mix as at 30 June 2014

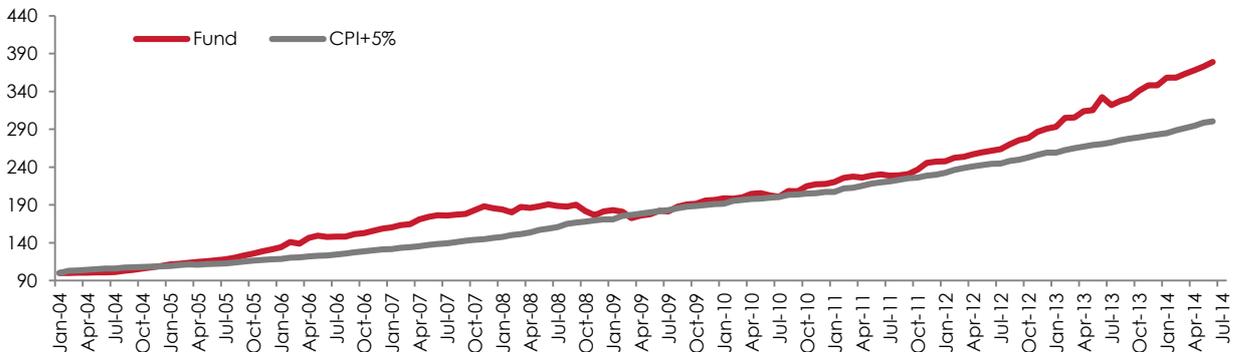
Allan Gray Namibia Unit Trust Management Limited  
Prudential Namibia Inflation Plus

For the period from January 2004 to July 2007 the Default portfolio assets were invested 100% in the Metropolitan Absolute Return Fund. As from July 2007 the Trustees decided to add the Prudential Namibia Inflation Plus Fund to the default portfolio. It was decided to replace the Metropolitan Absolute Return Fund with the Allan Gray Namibia Unit Trust Management Limited as from 1 January 2011. Cash Flows are split equally between the two portfolios.

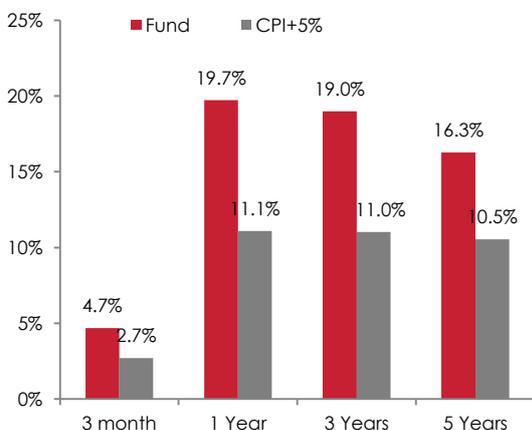
### Asset Allocation as at 30 June 2014



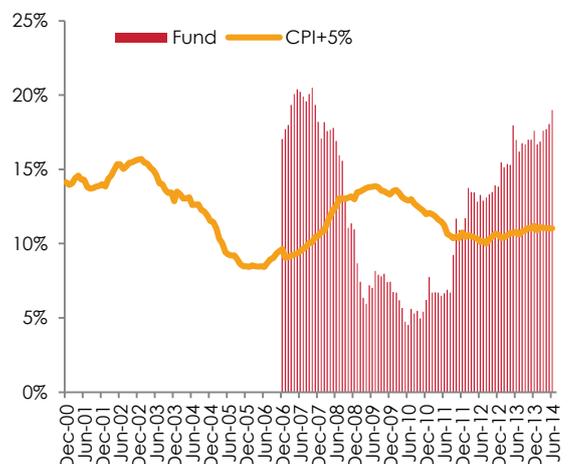
### Cumulative Performance vs Benchmark since inception



### Historical performance as at 30 June 2014



### 3-year rolling performance vs. CPI target



## Sanlam Namibia Active Fund

**Risk Profile:** Low  
**Size:** N\$ 1.3bn

**Portfolio Description**

The Sanlam Namibia Active Fund's objective is to provide a high level of income and maximise returns. This fund invests in income yielding assets including fixed income assets, preference shares and property.

**Inception:** 1 June 2007  
**CIO:** Gerhard Cruywagen

**Portfolio Manager**

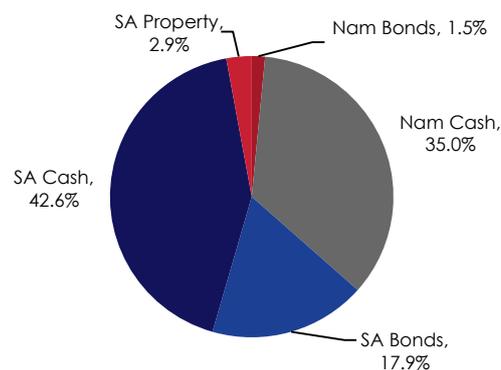
Andre Roux, Phillip Liebenberg, Tertius Liebenberg

**Benchmark**

The benchmark for this portfolio is the BEASSA 1-3 year All Bond Index.

**Fees:** 0.60% p.a on average month end market value

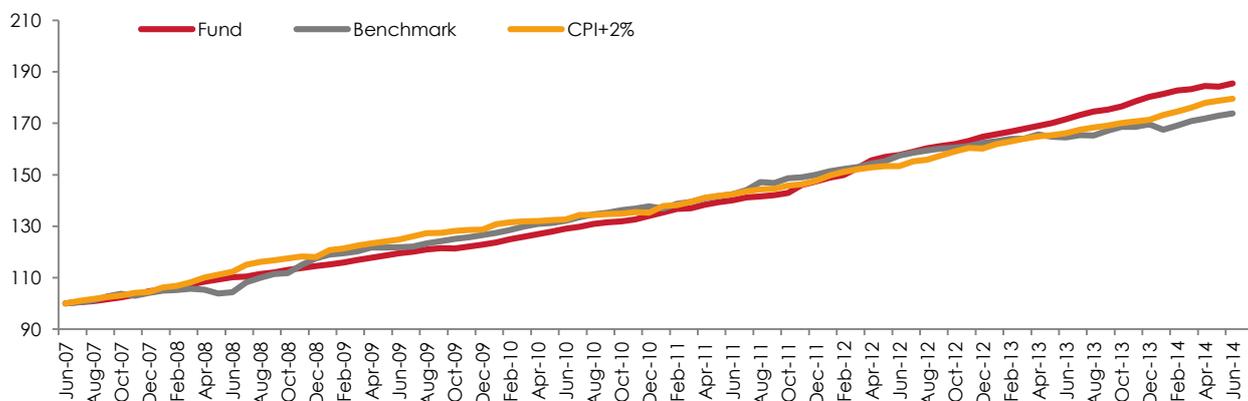
**Asset Allocation as at 30 June 2014**



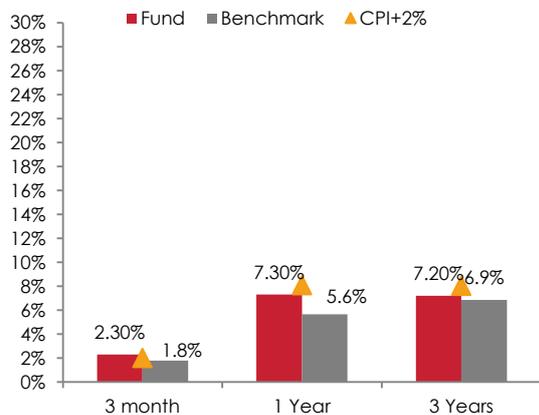
**Top 10 Securities**

Share	% of Portfolio	Share	% of Portfolio
1 Bank Windhoek Commercial Income Fund Class	10.6%	6 R210 ILB 310328	1.9%
2 Sim Namibia Floating Rate Fund Class B2 (D)	7.8%	7 ABSA F/R 160717	1.5%
3 R213RSA 7.00% 280231	2.2%	8 AB013 ABSA 8.295% 211118	1.5%
4 SIM Property Fund	2.0%	9 Standard Bank F/R 190617	1.4%
5 R208 RSA 6.75% 310321	2.0%	10 Capitec Bank F/R 06052016	1.4%

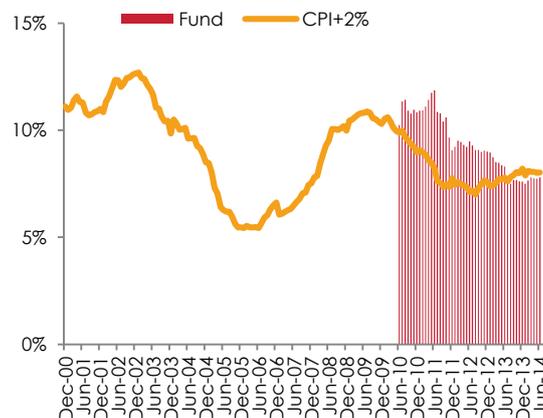
**Cumulative Performance vs Benchmark since inception**



**Historical performance as at 30 June 2014**



**3-year rolling performance vs. CPI target**



## Money Market

**Risk Profile:** Capital Preservation  
**Size:** N\$4.2bn

**Portfolio Description**

The Money Market Fund aims to achieve stable and secure returns for the risk averse investor by investing in a diversified combination of liquid money and capital market instruments. The underlying investment is the Bank Windhoek Investment Fund.

**Inception:** Feb-02  
**CIO:** Ian Erlank

**Portfolio Manager**

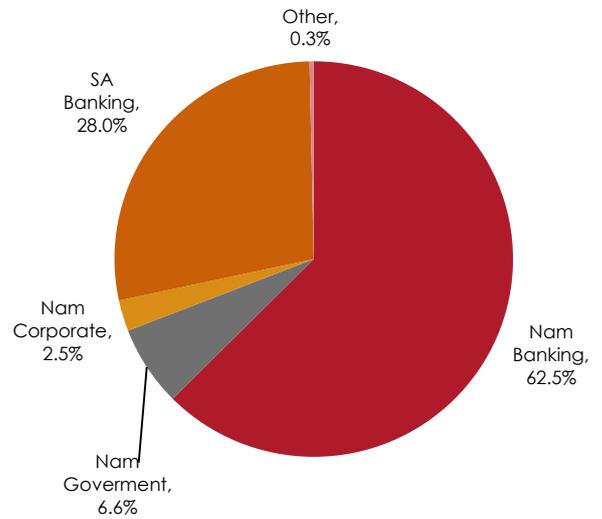
Capricorn Asset Managers (Tertius Liebenberg)

**Benchmark**

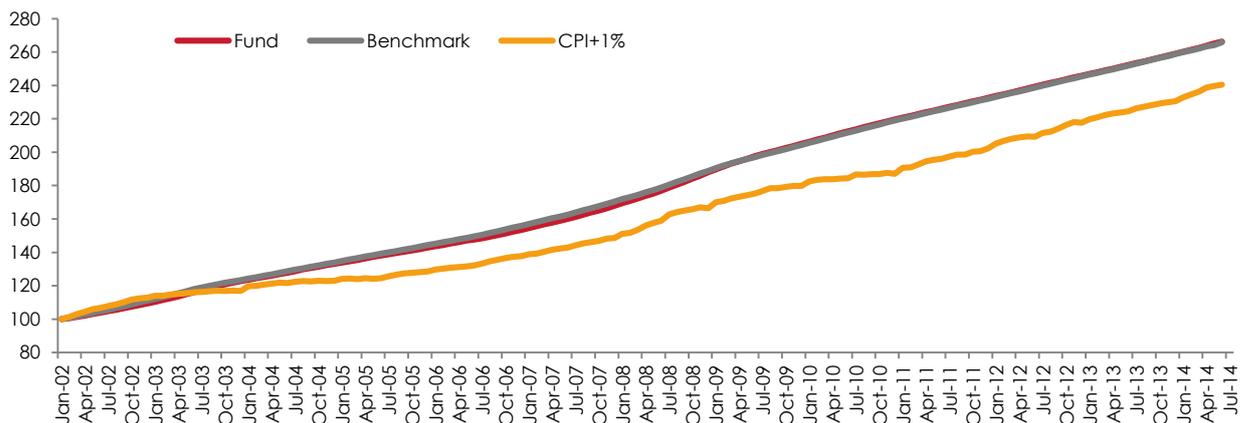
The benchmark for this portfolio is the Bank of Namibia 7 day Repo Rate. For comparative purposes the IJG Money Market Index has been used as benchmark.

**Fees:** 0.5% p.a. on average month end market value

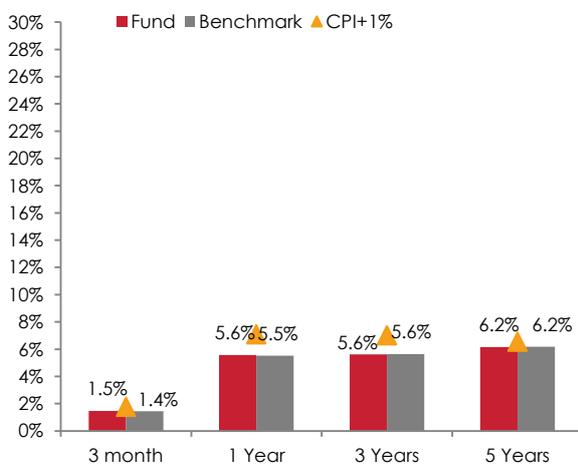
**Asset Allocation as at 30 June 2014**



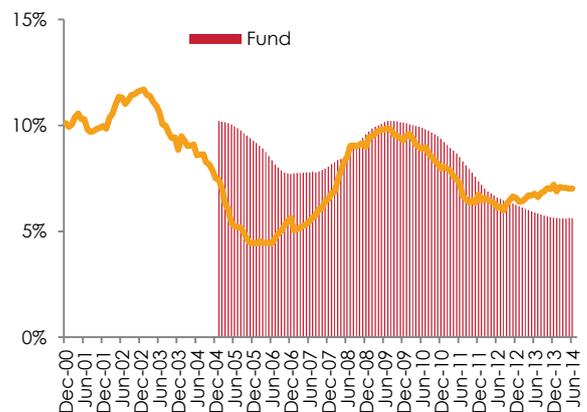
**Cumulative Performance vs. Benchmark since inception**



**Historical performance as at 30 June 2014**



**3-year rolling performance vs. CPI target**



## 5. Glossary

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**Asset Allocation:** The weighting of assets in an investment portfolio amongst different asset classes (shares, bonds, property, cash, and international investments).

**BEASSA All Bond Index (ALBI):** Bond Exchange Actuarial Society of South Africa Index.

**Balanced Fund:** An investment portfolio that spreads its holdings over a range of asset classes, which typically include shares, fixed interest, property, international securities, and cash.

**Benchmark:** An index or other market measurement that is used by a fund manager as a yardstick to assess the risk and performance of a portfolio; for example, the All Share Index is a commonly used benchmark for Domestic Equity portfolios.

**Bottom-up Analysis:** A form of security analysis that begins with forecasting returns for individual companies, then moves to industries and, finally, the economy as a whole.

**Capital Preservation Portfolio:** Portfolios that provide investors with a 100% Capital Guarantee (i.e. initial investments + contributions + percentage of bonuses received).

**FTSE/JSE All Share Index (ALSI):** A “basket” of shares representing all the shares on the JSE. This index is used as a measurement to indicate price movements in the market.

**Growth Style:** Growth style managers identify companies with above average earnings growth, which they believe will be reflected by the price in future. These shares usually have a higher P/E ratio as the price is higher due to earnings being generated at a fast pace.

**Growth at a Reasonable Price:** An investment style in which the manager selects shares where the company is growing profits, but the share price is not over-priced relative to that growth or shares of which the P/E ratio is below that of the index.

**Inflation (CPI):** The consumer price index represents the increase in the price of a “basket” of basic goods and services e.g. food, petrol. It provides an indication as to how fast prices are increasing in the economy.

**Institutional Investor:** An organisation whose primary purpose in investment markets is to invest its own assets or those that it holds in trust for others. Institutional investors include fund managers, life companies, retirement funds, banks, etc.

**JMCA:** An abbreviation for Jacques Malan Consultants and Actuaries.

**JP Morgan Global Bond Index:** An index which can be used to measure global bond market movements. Countries’ bonds across the globe form part of the index, each carrying a certain weight in the index.

**Market Value Adjustment:** A term used with smooth bonus products. All disinvestments which are not for benefit payment (ie switches, terminations) will be paid out at the lower of book or market value. Genuine benefit payments are defined to be payments iro resignation, death and retirement.

**Median:** The middle value that exceeds half of the values in the sample and which is exceeded by the other half. For example, if five items cost R20, R80, R100, R300, and R500 respectively, the median value would be R100, whereas the mean would be R200.

**MSCI World Equity Index:** An index which can be used to measure global market movements. Countries across the globe form part of the index, each carrying a certain weight in the index.

**NSX Index:** A “basket” of shares representing all the shares on the Namibian Stock Exchange. This index is used as a measurement to indicate price movements in the market.

**Price Earnings Ratio:** A stock's market price divided by its current or estimated future earnings per share. The PE ratio is used by the investing public as a measure of the attractiveness of a particular share versus all other shares. The lower the ratio relative to the average of the share market, the lower the market's profit growth expectations.

**Prudential Unit Trust:** A unit trust which complies with Regulation 28 of the Pension Fund Act.

**Regulation 28:** The regulation in the Pension Fund Act providing guidelines for the investments of retirement funds.

**Strategic Asset Allocation:** The composition of an asset mix within a portfolio, constructed with the aim of meeting the long-term objectives of a fund, rather than being based on short-term views of relative performance of the various asset classes. Usually a benchmark is derived in this fashion.

**STeFI:** Short Term Fixed Interest Index. An index used to measure performance for short term (cash) investments.

**Top Decile:** A statistical measure dividing a sample into ten numerically equal groups. Thus, ‘top decile’ means the top 10% of a given sample.

**Top-Down Analysis:** A form of security analysis that begins with forecasting broad macroeconomic trends, then assessing the impact on industries and, finally, on individual companies.

**Tactical Asset Allocation:** A process by which the asset allocation of a fund is changed on a short-term basis to take advantage of perceived differences in relative values of the various asset classes. TAA can also be described as the variation of asset allocation around the strategic asset allocation.

**Upper Quartile:** A statistical measure dividing a sample into four numerically equal groups. Thus, 'upper quartile' means the top 25% of a given sample.

**Value Style:** Asset managers who have a value style identify shares which trade below intrinsic value in the belief that the share price will return to its intrinsic value. These securities usually have low prices relative to book value or earnings.

**Volatility:** A measure used to define risk which refers to the degree of fluctuation of returns over a specified period (normally short-term). The higher the volatility, the higher the fluctuation of returns which is associated with greater uncertainty of expected returns. This scenario is defined as being high risk.

## 6. Appendix A: Replacement Ratios

The following table represents some salary replacement ratios:

	Assumed NET contribution towards retirement i.e. AFTER all costs for risk and administration etc (as % of pensionable salary)				
Assumed Investment Return for 30 years before retirement (after fees)	8%	10%	12%	14%	16%
<b>CPI + 5%</b>	47%	59%	70%	82%	94%
<b>CPI + 4%</b>	39%	49%	59%	69%	79%
<b>CPI + 3%</b>	33%	42%	50%	58%	67%
<b>CPI + 2%</b>	28%	35%	42%	50%	57%

The Trustees consider an appropriate post retirement income to be 60% of pre-retirement pensionable income after 30 years of service (assuming that 2% accumulates for each year of service). This ratio is defined as the salary replacement ratio. The above table shows a range of ratios for various net retirement funding contribution rates in relation to real investment returns, assuming retirement at age 60. Other assumptions are:

Pre-retirement:

- **Real rate of return before retirement is dependent on the investment portfolio chosen;**
- Salaries are assumed to increase in line with price inflation. In order to assess the impact of a salary increase of 1.0% per annum above inflation, one needs to look at a 1.0% per annum lower real return (e.g. if the targeted real rate of return on the selected investment portfolio is CPI + 4% then one needs to look at the results of CPI + 3% in the above table to see the salary replacement ratio if salaries increase 1.0% per annum above price inflation);
- No break in service or 100% preservation of accumulated fund credit where there is a change of employer;
- Full fund credit available on retirement (one-third and two-thirds) is used to generate the pension;
- Effect of tax is not taken into account.

Post retirement

- Single life with-profit annuity is purchased at age 60 years;
- Allowance for future pension increases is approximately 2/3rds of price inflation.