SSNIT

SOCIAL SECURITY AND NATIONAL INSURANCE TRUST

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ANNUAL REPORT 2021

We deliver on our promise!

SSNIT ANNUAL REPORT 2021

Bankers

Bank of Ghana

GCB Bank Limited

Universal Merchant Bank Limited

Ecobank Ghana Limited

Absa Bank Ghana Limited

Agricultural Development Bank

Standard Chartered Bank Ghana Limited

Societe Generale Ghana

Republic Bank (Ghana) Limited

Ghana International Bank plc

Auditors

Audit Service
P.O. Box M96, Accra

Company Secretary

Mrs. Gifty Joan Annan
Pension House,
P.O. Box MB.149, Ministries, Accra

General Counsel

Mr. Jaezi Orleans-Lindsay
Pension House,
P.O. Box MB.149, Ministries, Accra

SSNIT

OUR MISSION

To provide income security for workers in Ghana through excellent business practices.

OUR VISION

To be the model for the administration of social protection schemes in Africa and beyond.

OUR CORE VALUES

Professionalism
(Ethical Conduct, Confidentiality and Discipline)

Leadership
(Empowerment)

Integrity
(Accountable and Transparent)

Customer Focus
(Service Excellence and Empathy)

Commitment
(Passion)

Innovation
(Creativity)

Teamwork
(Collaboration and Participation)

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Corporate Information

Board of Trustees

Mad. Elizabeth Akua Ohene
CHAIRPERSON/GOVERNMENT REPRESENTATIVE

Hon. Mrs. Abena Osei-Asare
REP., MINISTRY OF FINANCE AND ECONOMIC PLANNING

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REP., ORGANISED LABOUR

Dr. Emmanuel Adu-Sarkodee
REP., GHANA EMPLOYERS' ASSOCIATION

Mr. Daniel Acheampong
REP., GHANA EMPLOYERS' ASSOCIATION

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REP., ORGANISED LABOUR

Mr. Joshua Ansah
REP., ORGANISED LABOUR

Ms. Ivy Betur Naaso
REP., ORGANISED LABOUR

Mrs. Gloria Irene Amaki Payida
PRESIDENT'S NOMINEE

Mr. Peter Osei Duah
PRESIDENT'S-NOMINEE

Mr. Benjamin Odotei Asumang
REP., NATIONAL PENSIONERS' ASSOCIATION

Dr. John Ofori-Tenkorang
DIRECTOR-GENERAL

Executive Team

Dr. John Ofori-Tenkorang
DIRECTOR-GENERAL

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DEPUTY DIRECTOR-GENERAL (FINANCE & ADMIN.)

Mr. Kofi Bosompem Osafo-Maafo
DEPUTY DIRECTOR-GENERAL, IDD

Mrs. Laurette K. Otchere
DEPUTY DIRECTOR-GENERAL (OPERATIONS & BENEFITS)

Mrs. Elizabeth Aggrey-Ampiah
GENERAL MANAGER, FINANCE

Mr. Kingsley Adjei-Manu
GENERAL MANAGER, OPERATIONS

Mr. Andrews Anim-Boateng
CHIEF INTERNAL AUDITOR

Mr. Robert Owusu-Sekyere
GENERAL MANAGER, BENEFITS

Mr. Samuel Atuobi Twum
GENERAL MANAGER, INVESTMENT & DEVELOPMENT

Mr Jonathan M. Akyeampong
AG. GENERAL MANAGER, ADMIN. & HR

Mr. Joseph Poku
AG. CHIEF ACTUARY

Mr. Jaezi Orleans-Lindsay
GENERAL MANAGER, GENERAL COUNSEL

Mr. Godson Ladzekpo
AG. GENERAL MANAGER, MIS

Ms. Afua A. Sarkodie
CORPORATE AFFAIRS MANAGER

Mrs. Gifty Joan Annan
COMPANY SECRETARY

The Chairperson's Report

I present to you the Annual Report and Audited Financial Statements of the Social Security and National Insurance Trust (also referred to as the Trust) for the year ending 31st December 2021.

We entered 2021 still reeling from the fallout of the COVID – 19 pandemic and the multiplicity of issues that came with it, but we resolved to address the challenges caused to our operations.

In spite of the difficulties posed by the pandemic to several businesses and employers, you kept faith with us and continued to pay contributions on behalf of your employees. The SSNIT Board of Trustees is thankful to you for staying the course.

Your support for your employees who are on the Scheme is critical especially, when you consider the fact that there are only 1.7 million workers out of an estimated workforce of 11.5 million (Source: Ghana Statistical Service) contributing to the SSNIT Scheme, notwithstanding the 56-year existence of the Trust.

What these figures tell us is that, we must reorient our thinking and policies and craft messages that appeal to self-employed workers and not rely solely on the law to increase Member registration and compliance. We need to have a compelling message for this market segment based on the value the Scheme offers so that they can be motivated to come on board.

To help achieve this objective, the Trust, in October 2021, launched the "Know Me, Know SSNIT" initiative. This was an internal campaign anchored on the conviction that if someone knows a SSNIT employee, they must know about SSNIT and the value the

Scheme provides to workers and pensioners. This programme ensured that staff are armed with the right mix of knowledge, enthusiasm and expertise to help us win over more Members to the Scheme.

Another key campaign for the year under review was the merger of SSNIT numbers with the National Identification Numbers of Members, which was rolled out in June. By close of the year, 1,117,955 Members had merged their SSNIT numbers with their GhanaCard numbers.

The merger of the SSNIT and GhanaCard numbers makes it convenient and easy for Members and Clients to transact business with the Trust. It also eliminates the cost of printing SSNIT cards and improves claims processing time among others.

Breakfast meetings were held with employers in Accra and Kumasi. These meetings provided an opportunity for employers to dialogue with senior leadership of the Trust on matters of concern and to give feedback for improvement in operational performance and service delivery.

The Trust also introduced the quarterly online magazine, the SSNIT News port, targeted at our various stakeholders. The SSNIT News port is meant to contribute to the ongoing conversation on pension administration with stakeholders by empowering and informing them on SSNIT operations, services and activities.

We continued with the mass distribution of Statements of accounts to Members with valid email addresses so that Members of the Scheme are kept informed and are in lockstep with us on the journey to a fulfilling retirement.

All these initiatives and interventions form part of our approach to build confidence in the Scheme and ensure overall stakeholder satisfaction.

The Trust continues to enjoy considerable relevance at ISSA and serves as a reference point for best practice and governance among social security institutions in the sub – region and Africa.

To this end, we received delegations from sister social security institutions such as the National Social Security and Insurance Trust of Sierra Leone, the Ministry of Finance and Economic Affairs of the Gambia and the National Institute of Social Security of Mali. Members of these delegations were in Ghana to exchange experiences and learn best practices.

Operational Performance

The Trust mobilised GH¢4,129.51 million as contributions representing a decrease of 18.06% over the GH¢5,039.38 million collected in 2020.
This performance was because in 2020, the Trust received GH¢2,670 million from the Controller and Accountant General (CAGD) which comprised of GH¢ 1,000.00 million in Government of Ghana (GoG) Bond as part payment of CAGD's indebtedness to the Trust and GH¢ 1,670.12 million in Cash to settle past indebtedness. Whereas in 2021 the Trust received only cash of GH¢1,390,09 million from CAGD without any bonds.

The active contributor population increased from 1,633,505 in 2020 to 1,734,168 in 2021, representing a modest growth of 6.16%. The number of pensioners also decreased from 227,407 to 225,768, representing a dip of 0.72%. This decrease was as a result of the mass deactivation of the names of 22,920 pensioners from the Pension Payroll for the non-renewal of their Pensioner Certificates.

Investment Assets Under Management

As of 31st December 2021, the total investment portfolio of the Trust had increased by 12.13% from GH¢10,084.36 million in 2020 to GH¢11,307.75 million.

Over the past five years, the Trust's Investment Portfolio has grown by 21.31%, from GH¢9,321.45 million in 2017 to GH¢11,307.75 million in 2021, representing a compounded annual growth of 4.95% over the five-year period.

Portfolio Performance

Gross investment income for the year 2021 was GH¢495.54 million. This amount represents an increase of 0.79% compared to the 2020 figure of GH¢491.64 million.

The Trust will continue to appraise and restructure its investment portfolio in accordance with its Investment Policy & Guidelines to achieve short-to-medium term investment objectives.

Benefits

A total of GH¢3,628.28 million was paid out as benefits for 2021, representing an increase of 9.86% over the GH¢3,302.75 million paid to beneficiaries in 2020. Average processing time for pensions improved from 12 days in 2020 to 10 days in 2021.

Conclusion

On behalf of the Board of Trustees, let me express our appreciation to the employees of the Trust, Members and Clients of the Scheme for coming along with us as we travel the path of transforming the Trust through innovation, improved service delivery, continuous stakeholder engagement and productive partnerships.

The Director - General's Report

I am pleased to present an overview of the performance of the Social Security and National Insurance Trust (SSNIT) for the year 2021. The report covers performance in the following areas:

- Compliance;
- Benefits;
- Investments; and
- Macroeconomic Outlook for 2022.

1.0 Compliance

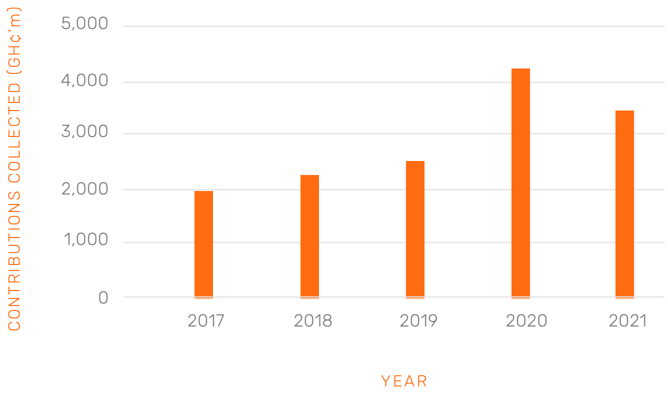
1.1 Contributions Collected

The Trust collected an amount of **GH¢4,129.51 million** as contributions for 2021, representing a decrease of **18.06%** over the **GH¢5,039.38 million** collected as contributions in 2020. A 5-year trend of contributions collected is presented in Table 1 and Chart 1.

Table 1: 5-year Trend of Contributions Collected

Year	Contributions Collected (GH¢'m)	% Change
2017	2,374.23	28.41
2018	2,719.52	14.54
2019	3,024.95	11.23
2020	5,039.38	66.59
2021	4,129.51	18.06

Chart 1: 5-year Trend of Contributions Collected



1.2 Establishments Covered

The Trust covered a total of **75,973** establishments as of 31st December 2021. This indicates an increase of **21.61%** over the 2020 figure of **62,472**. A 5-year trend of establishment coverage from 2017 to 2021 is presented in Table 2 and Chart 2. Table 3 and Chart 3 show establishment coverage by SSNIT Area Office.

Table 2: 5-year Trend of Establishment Coverage

Year	2017	2018	2019	2020	2021
Establishments Covered	58,745	66,350	68,487	62,472	75,973
Growth (%)	8.72	12.95	3.22	(8.78)	21.61

Chart 2: 5-year Trend of Establishment Coverage

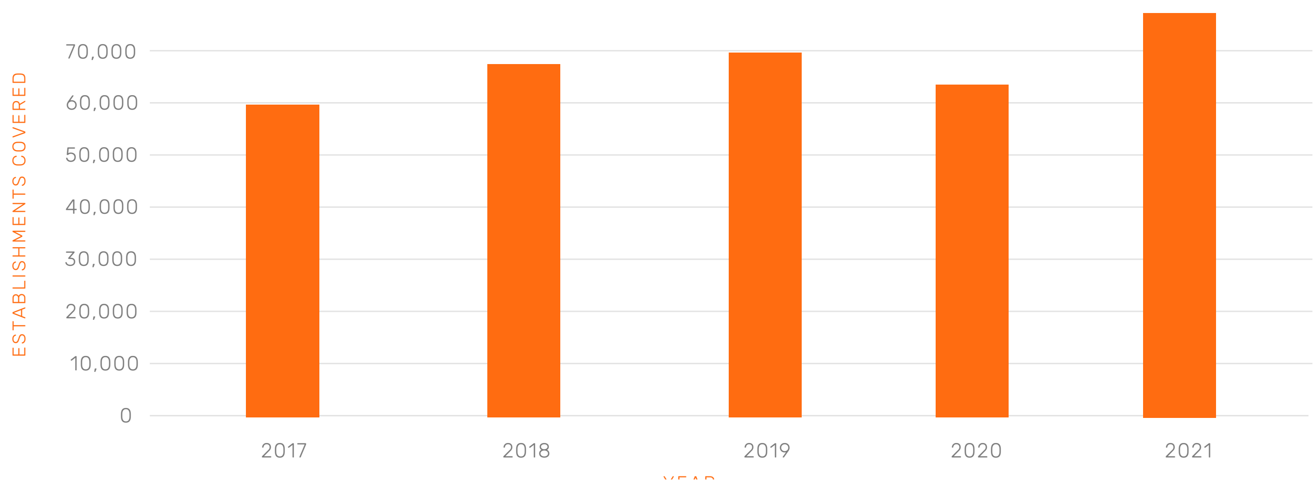
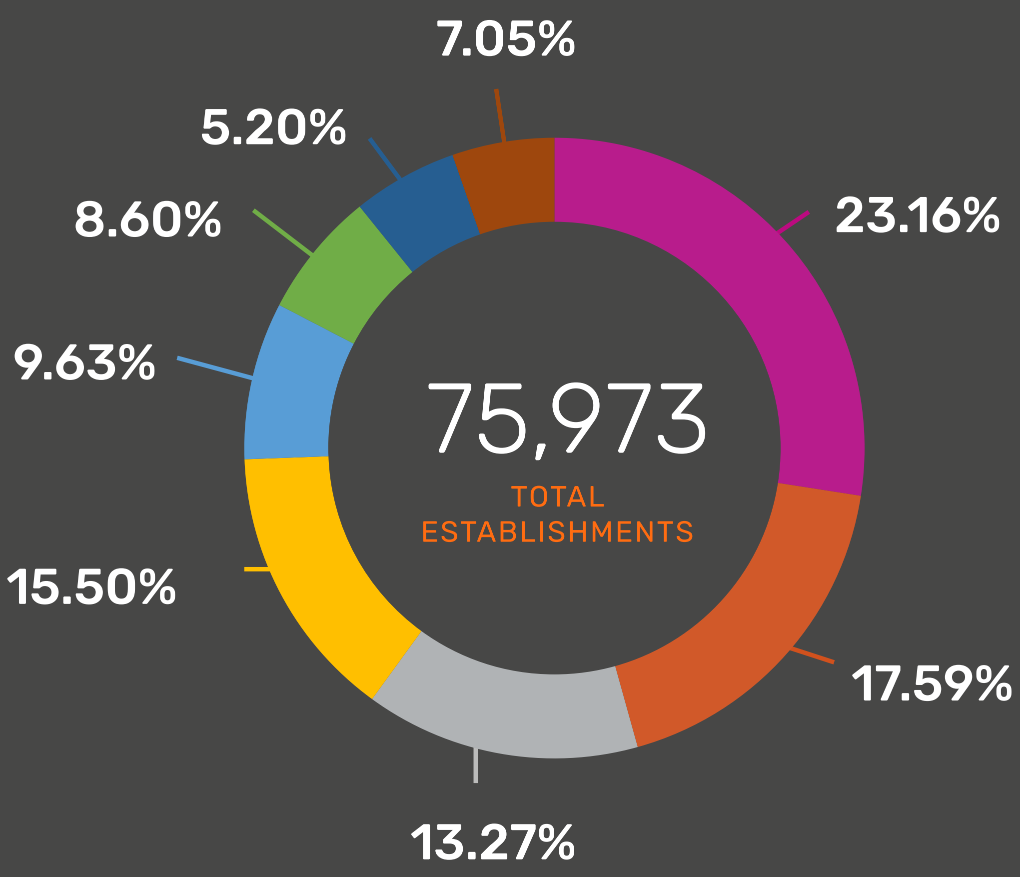


Table 3: Establishment Coverage by SSNIT Area Office

Area Office	Regional Coverage	No. of Establishments	% of Total
Accra North	Greater Accra and parts of Central Region	17,549	23.16
Accra South	Greater Accra Region	13,365	17.59
Kumasi	Ashanti Region, parts of Central and Western North Regions	11,792	15.50
Tema	Parts of Greater Accra and Volta Regions	10,082	13.27
Takoradi	Western and parts of Central Regions	7,312	9.63
Koforidua	Eastern and parts of Volta Region	6,542	8.60
Tamale	Savannah, Northern, North East, Upper East & Upper West Regions	5,358	7.05
Sunyani	Bono, Bono East and Ahafo Regions	3,973	5.20
	TOTAL	75,973	100

Chart 3: Establishment Coverage by SSNIT Area Office



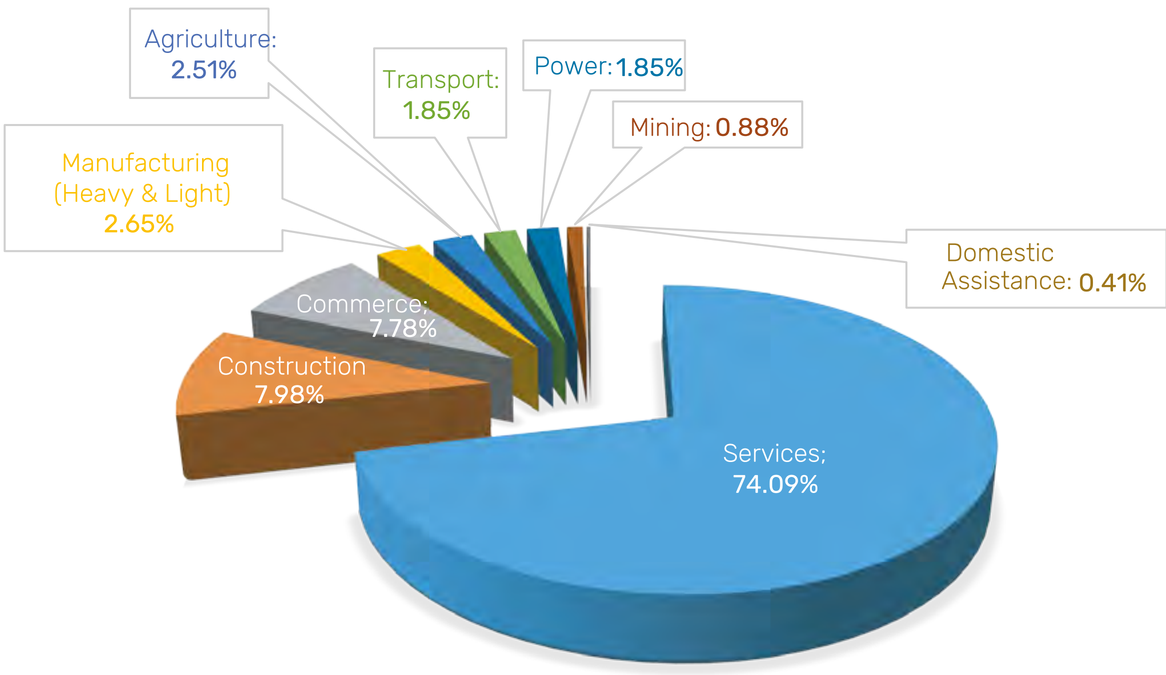
1.3 Economic Activity of Covered Establishments

An analysis of economic activity of establishments covered under the Scheme shows that **74.09%** of establishments were in the Services Sector. Table 4 and Chart 4 show the various economic activities of covered establishments.

Table 4: Economic Activity of Covered Establishments

Economic Activity	Covered Establishments	% of Total
Services	56,289	**74.09**
Construction	6,063	**7.98**
Commerce	5,907	**7.78**
Manufacturing (Heavy & Light)	2,012	**2.65**
Agriculture	1,905	**2.51**
Transport	1,408	**1.85**
Power	1,403	**1.85**
Mining	672	**0.88**
Domestic Assistance	314	**0.41**
TOTAL	**75,973**	**100**

Chart 4: Pie-Chart showing Economic Activity of Covered Establishments



1.4 Registration of New Establishments and Workers

New Establishments Registered

A total of **15,469** new establishments were registered on the Scheme in 2021. This represents an increase of **24.86%** in new establishments registration over the **12,389** establishments registered in 2020. A 5-year trend of new establishments is shown in Table 5.

Table 5: 5-year Trend of New Establishments Registered

Year	New Establishments Registered	
	No. of Establishments	% Change
2017	11,567	55.76
2018	12,974	12.16
2019	13,739	5.90
2020	12,389	(9.82)
2021	15,469	24.86

New Workers Registered

A total of **277,819** new workers were registered in 2021. New workers registered in 2021 increased over that of 2020 (i.e. **204,136**) by **36.10**%. A 5-year trend of new workers registered is shown in Table 6.

Table 6: 5-year Trend of New Workers Registered

Year	New Workers Registered	
	No. of Workers	% Change
2017	281,328	50.76
2018	281,311	(0.01)
2019	296,269	2.61
2020	204,136	(31.10)
2021	277,819	36.10

1.5 Active Contributors*

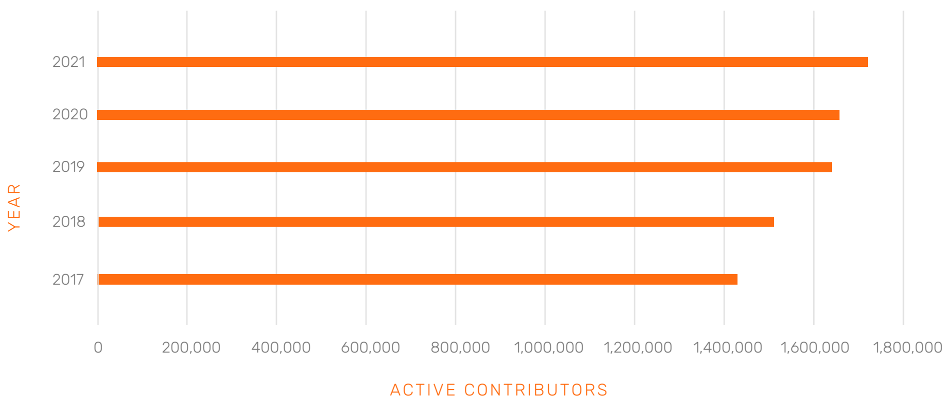
Active contributors at the end of 2021 stood at **1,734,168,** representing an increase of **6.16%** over the **1,633,505** active contributors recorded in 2020. A 5-year trend of active contributors is shown in Table 7 and Chart 5.

Table 7:
5-year Trend of Active Contributors

Year	Active Contributors	% Change
2017	1,440,424	6.41
2018	1,533,942	6.49
2019	1,625,255	5.95
2020	1,633,505	0.51
2021	1,734,168	6.16

*Active Contributors are Members of the Scheme on whose behalf contribution reports have been processed at least once within the last 12 months.

Chart 5: 5-year Trend of Active Contributors



1.6 Active Contributors by Establishment Category

As of 2021, Contributors from the private sector constituted **62.75%** of the total number of active contributors, Government Establishments constituted **34.90%**, **1.63%** from Government Subvented Establishments and **0.72%** from Voluntary Contributors.

Table 8 and Chart 6 show the distribution of active contributors by establishment category.

Chart 6: Active Contributors by Establishment Category

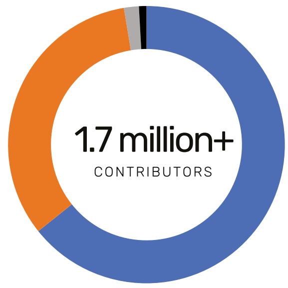


Table 8: Active Contributors by Establishment Category

Establishment Category	Active Contributors	% of Total
Private	1,088,727	62.75
Controller and Accountant General's Department	605,178	34.90
Government Subvented	28,232	1.63
Self-employed	12,551	0.72
Total	**1,734,168**	**100**

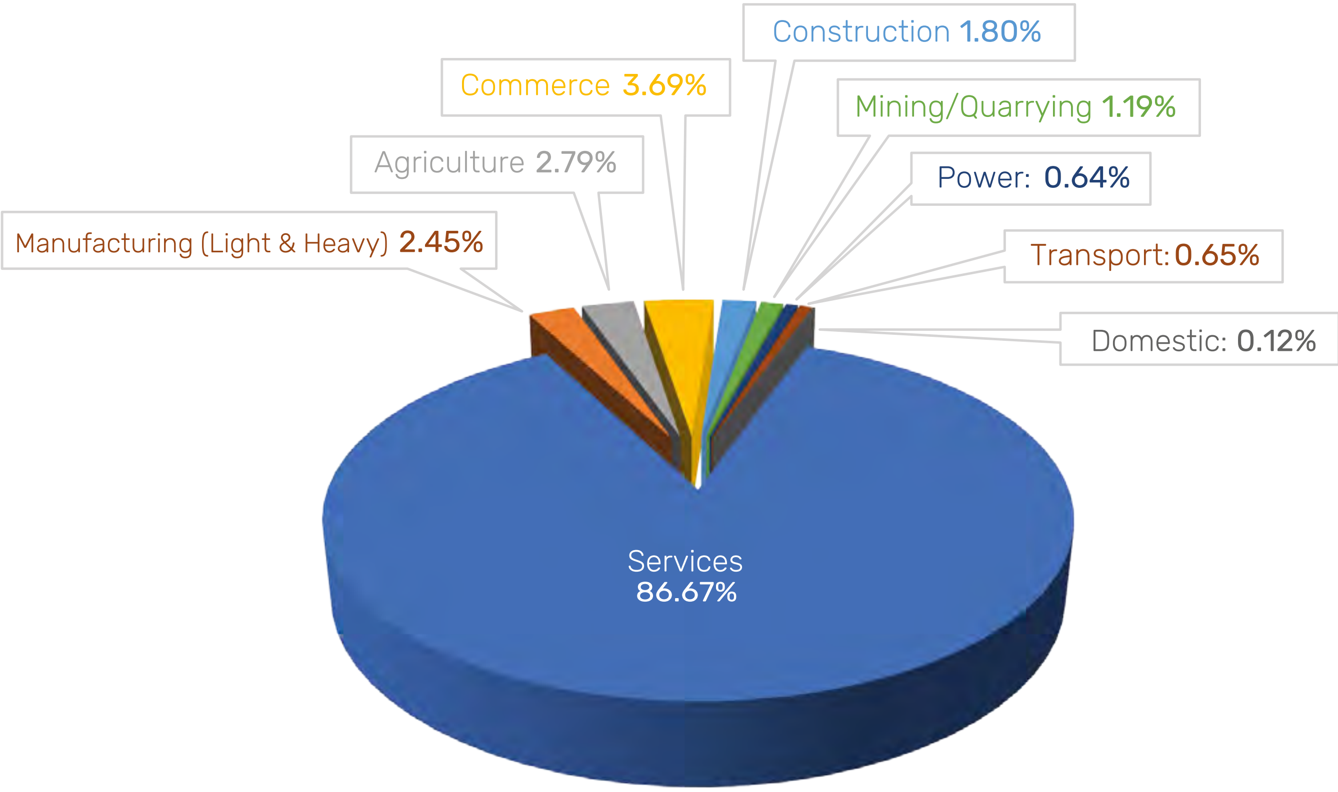
1.7 Economic Activity of Active Contributors

By economic activity, **86.67%** of the total number of active contributors were engaged in the Services Sector. Table 9 and Chart 7 are graphic representations of active contributors by their respective economic activity.

Table 9: Economic Activity of Active Contributors

Economic Activity	Active Contributors	% of Total
Services	1,503,049	86.67
Manufacturing (Heavy & Light)	42,497	2.45
Commerce	63,933	3.69
Agriculture	48,390	2.79
Construction	31,227	1.80
Mining/Quarrying	20,611	1.19
Transport	11,266	0.65
Power	11,050	0.64
Domestic Assistance	2,145	0.12
Total	**1,734,168**	**100**

Chart 7: Economic Activity of Active Contributors



1.8 Establishment Indebtedness to the Scheme

Total establishment indebtedness to the Scheme at the end of 2021 stood at **GH¢9,195.90 million.** This indicates an increase of **GH¢4,624.10 million** representing **101.14%** over the 2020 figure of **GH¢4,571.80 million.** Public establishments accounted for **96.65%** of the total establishment indebtedness to the Scheme. A 5-year trend of establishment indebtedness to the Scheme is presented in Table 10.

Table 10: 5-year Trend of Establishment Indebtedness to the Scheme

Year	Private Establishments GH¢'m	Public Establishments GH¢'m	Total GH¢'m	% Change
2017	157.66	935.98	1,093.64	70.68
2018	219.88	1,825.14	2,045.02	86.99
2019	220.48	4,016.55	4,237.02	107.19
2020	237.40	4,334.40	4,571.80	7.90
2021	308.50	8,887.41	9,195.90	101.14

2.0 Benefits

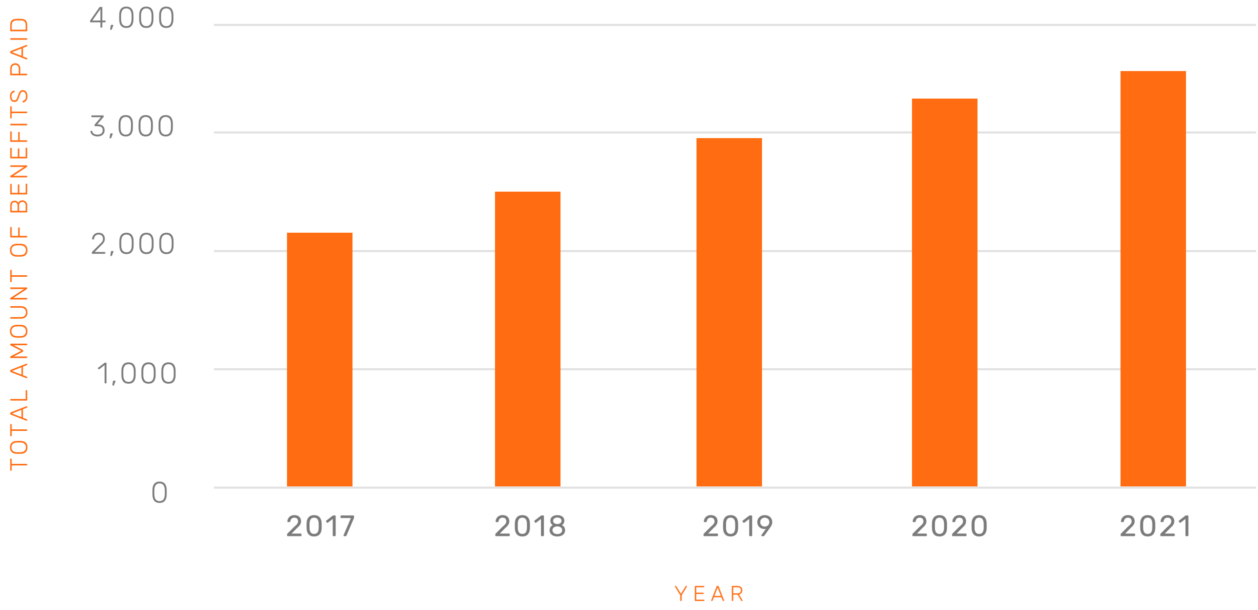
2.1 Benefits Paid

An amount of **GH¢3,628.28 million** was paid as Social Security benefits in 2021. This represents an increase of **9.86%** over the 2020 amount of **GH¢3,302.75 million.** Of the 2021 total amount paid, **GH¢3,196.01 million,** representing **88.09%,** was paid as Pensions whilst **GH¢432.27 million,** which represents **11.91%,** was paid as Lump sums. Benefit paid from 2017 to 2021 are presented in Table 11.

Table 11: 5-year Trend of Benefits Paid

Year	Claim Type		(GH¢'m)	% Change
	Old Age/Invalidity Pension (GH¢'m)	Lump sum (GH¢'m)		
2017	1,853.36	336.12	2,189.48	25.20
2018	2,194.07	301.38	2,495.45	13.97
2019	2,608.38	337.33	2,945.71	18.04
2020	2,968.27	334.48	3,302.75	12.12
2021	3,196.01	432.27	3,628.28	9.86

Chart 8: 5-year Trend of Benefits Paid



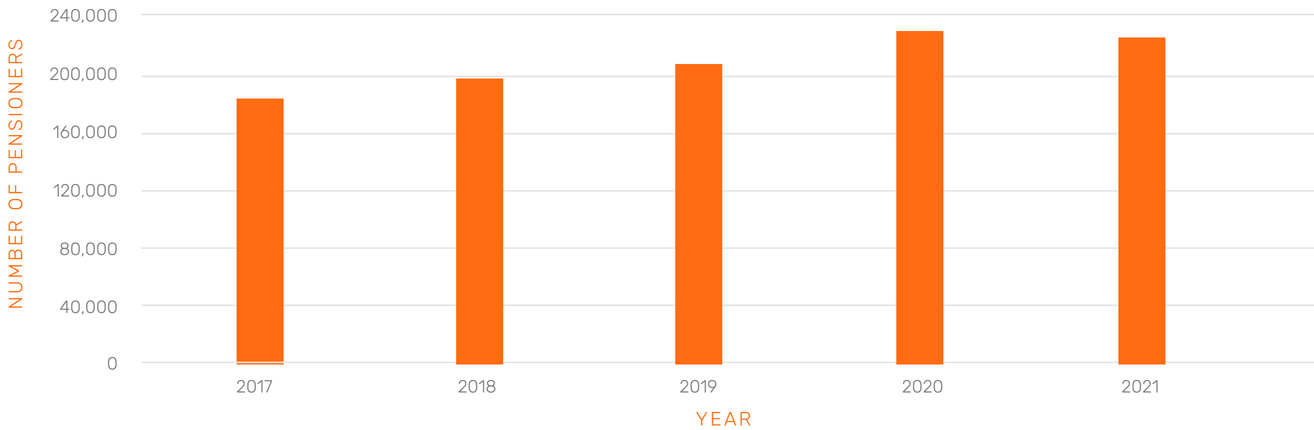
2.2 Number of Pensioners

At the end of 2021, the total number of Pensioners on the SSNIT Pension payroll stood at **225,768,** representing a decrease of **0.73%** over the **227,407** Pensioners on the payroll as of 31st December 2020. The pensioner population from 2017 to 2021 is represented in Table 12 and Chart 9.

Table 12: Number of Pensioners (2017 – 2021)

Year	**2017**	**2018**	**2019**	**2020**	**2021**
Number of Pensioners	189,549	200,000	215,850	227,407	225,768
% Change	8.83	5.51	7.93	5.35	0.72

Chart 9: 5-year Trend of Number of Pensioners



3.0 Investments

3.1 Investment Policy Objectives

Investment is one of the critical functions in the management of the Social Security Scheme. As a partially-funded Scheme, the Trust is challenged to maximize returns on investments to support benefits payment and meet the cost of administering the Scheme.

The Trust's Investment Policy objectives include the following:

- Implementation of an Optimal Asset Allocation Policy.
- Maintaining a long-term Optimum Fund Ratio.
- Protection of the principal assets of the Scheme and the value of those assets.
- Achieving a Real Return on Investments (RROI) of at least +4.25% per annum.
- Attracting, training and retention of competent investment professionals.

In achieving the investment objectives, the Trust continues to be guided by the following basic principles that govern the investment of Social Security Funds: -

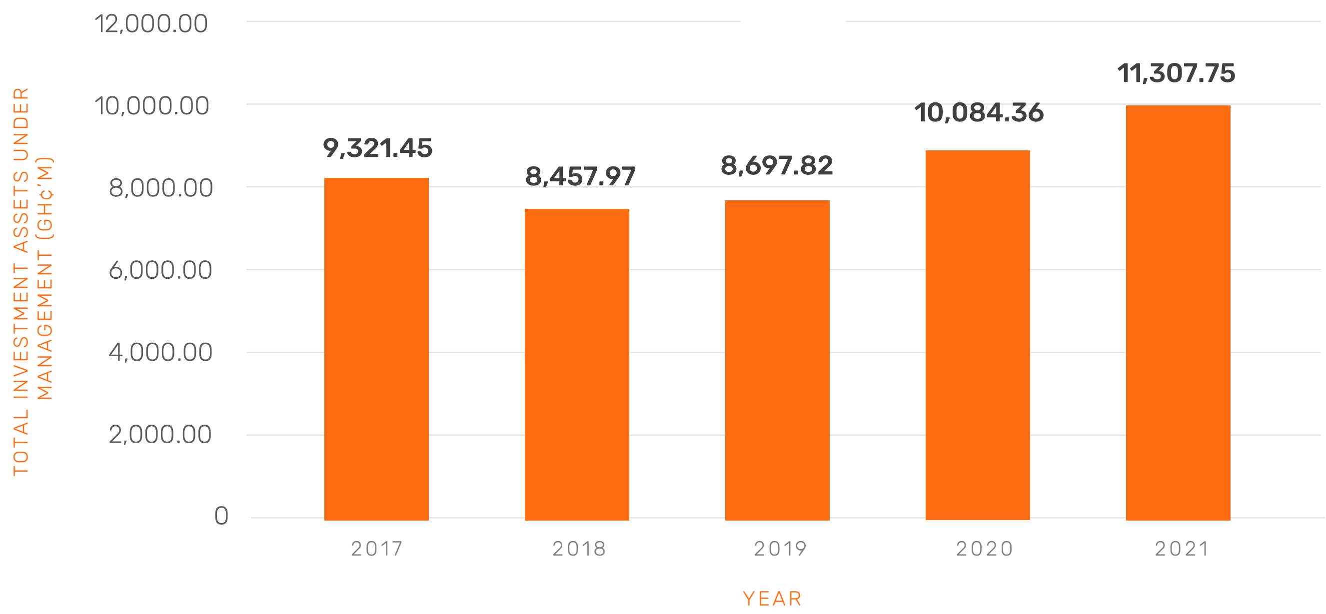
- Safety,
- Yield,
- Liquidity,
- Diversification and
- Social/Economic Utility

3.2 Investment Assets Under Management

The total investment portfolio of the Trust as at 31st December, 2021 increased by **12.13%,** from **GH¢10,084.36 million** in 2020 to **GH¢11,307.75 million**. The increase was mainly due to capital appreciation of GH¢572.74 million of some stocks in our listed equity portfolio and fair value gains of GH¢826.72 million realised on some unlisted companies.

Over the past five years, the Trust's Investment Portfolio has grown by **21.31%**, from **GH¢9,321.45 million** in 2017 to **GH¢11,307.75 million** in 2021, representing a compounded annual growth of **4.95%** over the period. The values of the total investment assets for the five years are presented in Chart 10.

Chart 10: Total Investment Assets under Management (GH¢' Million) from 2017 to 2021



3.3 Composition of the Trust's Investment Portfolio

The Trust's Investment Portfolio comprises; Investment Properties, Equity Investments (see a list of investee companies in Appendix 1), Investment Securities, Loans and Receivables, and Student Loans. The composition of the Investment Portfolio for 2021 and 2020 is presented in Table 13 and Chart 11

Table 13: Investment Portfolio Structure – 2021 and 2020

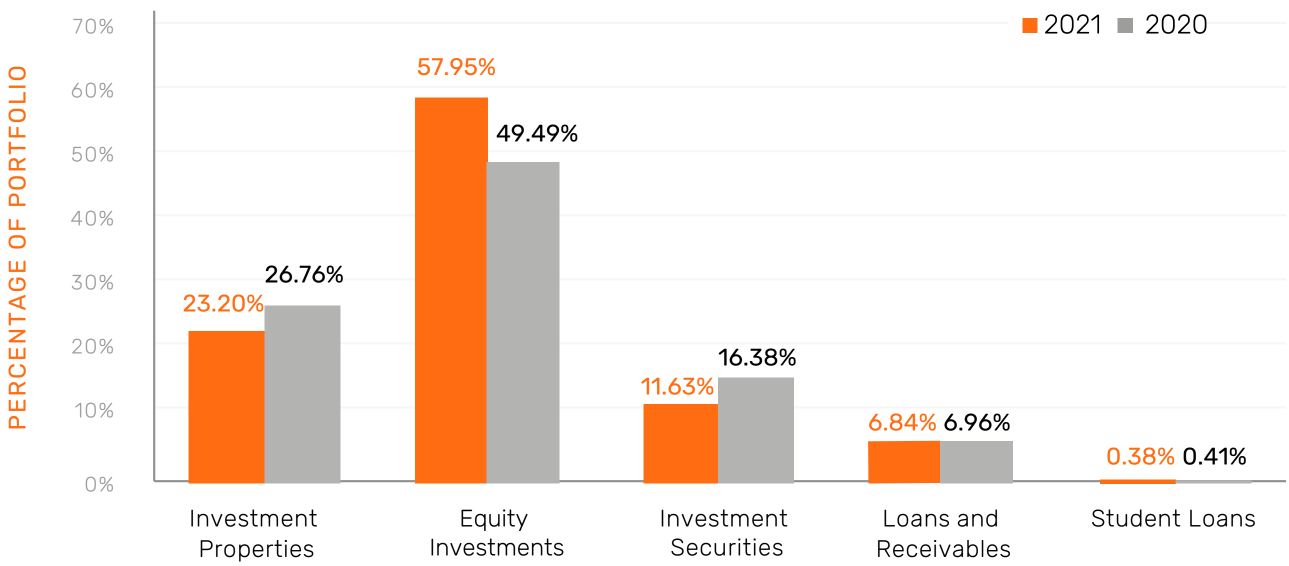
Investment Assets	Percentage of Portfolio	
	2021	**2020**
Investment Properties	23.20	26.76
Equity investments	57.95	49.49
Investment securities	11.63	16.38
Loans and receivables	6.84	6.96
Student loans	0.38	0.41
Total	**100**	**100**

Investment Properties, made up of commercial properties, real estate under construction and housing stock, decreased from **26.76%** in 2020 to **23.20%** as at 2021, due to adjustment of the housing stock balance with the cost of the affordable housing units sold at Borteyman and Asokore Mampong. Additionally, works on the Government of Ghana affordable housing projects at Borteyman and Asokore Mampong were close to completion and therefore, expenditures on the projects were decreasing. The expenditure for 2021 was **GH¢21.21 million**, compared to **GH¢24.92 million** in 2020.

Equity Investments increased from **49.49%** in 2020 to **57.95%** in 2021 due to a rise in the price of some stocks on the Ghana Stock Exchange held in the SSNIT Stock Market Portfolio (SSMP). Key among the stocks that recorded an increase in their share prices over the period were Fan Milk Limited, Benso Oil Palm Plantation and Guinness Ghana Brewery Limited, which appreciated by **270.4%**, **232.5%** and **100.0%** respectively.

Investment Securities consisting of Bonds and Short-term Treasury instruments, decreased by **4.75%** to **11.63%** in 2021 from **16.38%** in 2020 as a result of redemption of the GCB Guarantee West Hills Mall Bond worth **GH¢35 million** and a **GH¢306.16 million** decrease in the short-term Treasury portfolio.

Chart 11: Investment Portfolio Structure 2020/2021



The SSNIT investment portfolio is made up of three main Asset Classes per the Trust's Asset Allocation Policy namely; Equities, Fixed Income and Alternative Investments as presented in Table 14.

Table 14: Investment Portfolio by Asset Classes – 2021 and 2020

Assets Class	Percentage of Portfolio	
	2021	2020
Equities	54.99	46.45
Fixed Income	18.85	23.75
Alternative Investments	26.16	29.80
Total	**100**	**100**

The Asset Allocation Policy classification guides all investment strategies and activities. The Policy also assists in the management and evaluation of the risks and returns of the Trust's investment decisions.

3.4 Portfolio Performance

Gross investment income for the year 2021 was **GH¢495.54 million**. This represents an increase of **0.79%** compared to the 2020 figure of **GH¢491.64 million**. The nominal return for 2021 was **19.67%,** compared to **5.73%** in 2020.

The portfolio posted a real return of positive **8.84%** in 2021. This was above the policy benchmark return of positive **4.25%** by **4.59 percentage points** compared to the 2020 real return of negative **3.81%,** which resulted in a variance of negative **8.06** percentage points below the policy benchmark return. The difference in performance was mainly due to the good performance of the stocks held by the Trust on the Ghana Stock Exchange as well as revaluation gains on the Trust's unlisted equities in 2021, as compared to 2020.

A summary of the Investment Portfolio Performance for 2021 and 2020 is presented in Table 15.

Table 15: Investment Portfolio Performance - 2021 and 2020

Return on Investment (ROI)	2021	2020
Nominal Return	19.67%	5.73%
Average Inflation	9.95%	9.93%
Real Return (Actual)	8.84%	-3.81%
Real Return (Target)	4.25%	4.25%
Variance	4.59%	-8.06%

Positive returns were generated across all asset classes with the overall gain for 2021 higher than that recorded in 2020 despite the relatively higher average inflation of **9.95%,** compared to the **9.93%** recorded in 2020.

The SSMP, which represents the aggregate value of SSNIT's holdings in companies listed on the Stock Exchange, recorded a return of **34.12%** in 2021, underperforming the GSE return of **43.66%** for the same period. The underperformance was due to the financial sector stocks, to which the Trust is heavily exposed, weighing negatively on the overall performance of the SSMP. The GSE Financial Stock Index (GSE-FSI) increased from **1,782.76 points** in December 2020 to **2,151.85 points** in December 2021, indicating a return of **20.70%** compared to the GSE-CI return of **43.66%**. This was due to an improved performance of the non-financial stocks compared to the performance of financial stocks during the period.

3.5 Portfolio Returns

The three, five and ten-year geometric mean returns of the Trust's investments presented in Table 16 represent the short, medium and long-term performance of the investment portfolio. The portfolio's real return on Investment (RROI) underperformed the minimum policy benchmark of +4.25% as indicated by the short and medium-term geometric mean returns, however, the long-term mean return outperformed the benchmark.

Table 16: Investment Portfolio Performance – Mean Portfolio Returns

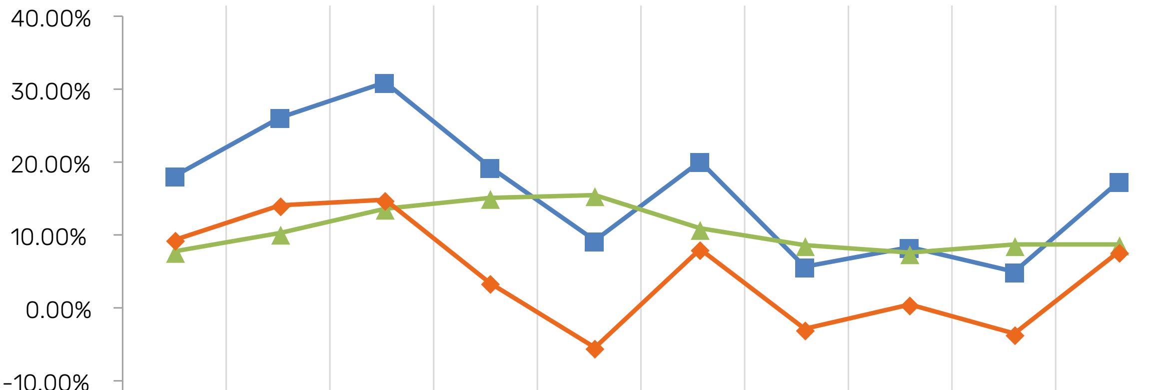
Return On Investment (ROI)	2018	3-Year Mean (2019 - 2021)	5-Year Mean (2017- 2021)	10-Year Mean (2012 - 2021)
Nominal Return (%)	6.50	11.26	12.48	17.70
Average Inflation (%)	9.85	9.52	10.15	12.10
Real Return (%)	-3.05	1.60	2.12	5.00

According to the 2017 external actuarial valuation of the Scheme, at 4.25% RROI per annum, the Fund could be sustained until the year 2038 and at 1.00% RROI, until the year 2037.

The trend of the portfolio's performance over the 10-year period (2012 to 2021) is presented in Chart 12.

The performance between 2018 and 2020 was adversely affected by several factors. These include, weaker equity markets over the period; the significant amount of work-in-progress from legacy real estate projects that are yet to yield a return as they are being completed; provisioning for legacy loans in 2018; very limited new investments beyond project completion, redemption of bonds by the Government and the impact of the novel COVID-19 pandemic.

Chart 12: Investment Portfolio Performance from 2012 to 2021



	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Nominal return	20.50%	29.48%	34.86%	21.84%	10.55%	22.74%	6.50%	9.48%	5.73%	19.67%
Average Inflation	8.89%	11.65%	15.45%	17.13%	17.52%	12.38%	9.85%	8.68%	9.93%	9.95%
Real Return	10.67%	15.97%	16.81%	4.02%	-5.93%	9.22%	-3.05%	0.74%	-3.81%	8.84%

4.0 Economic Developments And Macroeconomic Outlook For 2021

4.1 Global

Global economic developments were clouded by many risks and considerable uncertainty as the world progressed into the second year of the COVID-19 crisis. Output in many countries gradually rebounded in 2021 following the sharp decline in 2020 as the path to a global recovery began amidst rising energy and supply chain disruptions.

Global growth was expected to moderate from 5.9% in 2021 to 4.4% in 2022, half a percentage point lower than in the October World Economic Outlook (WEO), largely reflecting forecast reductions in the two largest economies. For the United States, a revised assumption removing the "build back better fiscal policy" package from the baseline, the earlier withdrawal of monetary accommodation, and continued supply shortages produced a downward 1.2 percentage points revision, whilst in China, pandemic-induced disruptions related to the zero-tolerance COVID-19 policy and protracted financial stress among property developers induced a 0.8 percentage point downgrade.

Overall, global risks were on the upside as the emergence of new COVID-19 variants could prolong the pandemic and induce renewed economic disruptions. Moreover, supply chain disruptions, energy price volatility, and localised wage pressures mean elevated inflation and uncertainty around policy paths remain high.

[Source: IMF World Economic Outlook (WEO), January 2022 & April 2022]

4.2 Domestic

Domestic economic activity steadily picked up, showing some gradual recovery from the damaging effects of the COVID-19 pandemic in the year 2020, though slow during the year. The gradual easing of COVID-19 related restrictions abroad was pivotal for the observed economic and private sector recovery

Ghana's projected economic growth of 5.1% for 2021 by the World Bank, largely reflects the softer contraction in the industrial sector, the growth in the agriculture sector as well as the rebound in the services sector, which significantly benefited from more moderate COVID-19 restrictions during the period.

In the near term, as the impact of the pandemic continues to decline, the economy was projected to gain steam on the back of recovering domestic and foreign demand. The industrial and services sectors were likely to benefit from easing restrictions and that should spearhead economic growth. That said, downside risks such as a slow vaccine rollout and volatile commodity prices continue to cloud the outlook.

4.2.1 Inflation

Headline inflation recorded a general upward trend beyond the upper limit of the medium-term target band of 8% (±2%) due to inflationary pressures to close the year at 12.60%. Improved growth outcomes in the period to the third quarter helped dampen inflationary pressures resulting in a decline in rate from 10.3% in March to 9.7% in August 2021. However, it increased in the fourth quarter peaking at 12.6% in December 2021. Overall, headline inflation averaged 9.95% for the year 2021 compared to 9.93% in 2020.

4.2.2 Monetary Policy Rate

The monetary policy rate was mostly stable, as it remained unchanged at 14.5% until May 2021, when the Central Bank revised it downwards by 100 basis points to 13.5%. Thereafter, the policy rate was maintained until November 2021 when the rate was increased by 100 basis points to end the year at 14.5%. The tight monetary policy stance of the Central Bank was largely informed by the rising inflation trend beyond the upper limit of the medium-term target band of 8% (±2%), contracting output following public health restrictions, and the adverse effects of the COVID-19 pandemic on public finances.

4.2.3 Exchange Rate

On the foreign exchange market, the Ghana Cedi generally depreciated against the major trading currencies. The Ghana Cedi ended the year 2021 at GH¢6.01 to the US Dollar, GH¢6.83 to the Euro and GH¢8.13 to the Pound Sterling. Year-on-year, the Cedi depreciated by 4.09% against the US Dollar and 3.11% against the Pound Sterling, compared to 3.93% and 7.08% depreciation respectively in 2020. However, the Cedi appreciated by 3.46% against the Euro in 2021 compared to a depreciation of 12.07% in 2020.

4.2.4 Money Market Rates

Developments in the Money Market reflected a downward trend in interest rates for both short and medium-term instruments. The 91-day Treasury bill and 182-day Treasury bill rates ended the year 2021 at 12.49 % and 13.19% in December 2021, compared to 14.08% and 14.13% respectively in December 2020. Similarly, the 364-day Treasury bill declined to 16.46% from 17.12% in December 2020. Rates were mixed in the secondary Bond Markets, with yields on the 5, 6, 7 and 15-year bonds marginally increasing to 21.0%, 20.81%, 21.01%, and 21.38% respectively in 2021, from 19.85%, 19.76%, 19.74% and 21.23% in 2020. However, the yields on the 3-year and 10-year bonds declined to 19.0% and 20.90% in 2021, compared to 19.25% and 21.0% respectively in 2020.

4.2.5 Ghana Stock Exchange (GSE)

Stock Market activity recorded a bullish performance supported by the significant growth in value of stocks on the Ghana Stock Exchange. Total market capitalisation increased by GH¢10.13 billion to GH¢64.50 billion in December 2021, from GH¢54.37 billion at the end of December 2020, representing a gain of 18.6%. The Ghana Stock Exchange Composite Index (GSE-CI) grew by 847.75 points or 43.66% to close at 2,789.34 points in December 2021, from 1,941.59 points in December 2020. Similarly, the Financial Stocks Index, increased by 369.09 points or 20.70% from 1,782.76 points in December 2020 to 2,151.85 points in December 2021.

4.3 Macroeconomic Outlook for 2022

The trend in key macroeconomic indicators suggests headline inflation could rise marginally in the first quarter of 2022, as a result of rising energy prices. The rate is expected to ease in the subsequent quarters, towards the target medium-term band of 8% (±2%), driven by lower inflation expectations and lower real marginal costs, barring any unforeseen shocks.

The Bank of Ghana is expected to maintain a tight monetary policy stance to support economic growth. Interest rates are expected to remain modest to support private sector borrowing.

Activity on the capital market is also expected to gain momentum on the back of improved investor sentiment, but much remains to be done to attract more companies from the various sectors of the economy to list on the market.

[Source: Bank of Ghana, Ghana Statistical Service and Ghana Stock Exchange]

5.0 SSNIT Investment Governance

A key governance instrument for the Trust's investments has been the implementation of the Board-approved Asset Allocation Policy and Investment Guidelines. The Trust will continue to monitor the implementation of the Investment Guidelines and Asset Allocation Policy approved in September 2019 by the Board of Trustees and endorsed by the regulator, National Pensions Regulatory Authority (NPRA) to ensure its targets are fully achieved.

The policy document guides the Trust and ensures prudent investments to achieve both short and long-term returns, sufficient to meet the funding objective of the Scheme and to optimise returns within identified risk parameters in a prudent and cost efficient manner, while ensuring that regulatory compliance is met.

6.0 Conclusion

The Trust continued its review of the investment portfolio in line with the Board approved Investment Policy & Guidelines to attain the short-to-medium term investment objectives. Also, efforts were made to rebalance the investment portfolio through increase of the Trust's fixed income investment portfolio by monetising the real estate works-in-progress in the face of limited investable funds.

Performance for the year was largely impacted by the impressive performance of the GSE, which resulted in higher dividends and capital appreciation of stocks compared to the previous year.

Going forward, the general downturn of the productive sectors of the economy coupled with the impact of the COVID-19 pandemic, are expected to adversely affect economic growth and hence, the performance of the stock market, and our investment portfolio.

Equity Holding in Companies

Listed Companies

FINANCE/INSURANCE	
1	CAL BANK LIMITED
2	ECOBANK GHANA LIMITED
3	ECOBANK TRANSNATIONAL INCORPORATED
4	ENTERPRISE GROUP LIMITED
5	GCB BANK LIMITED
6	REPUBLIC BANK (GHANA) LIMITED
7	SIC INSURANCE COMPANY LIMITED
8	SOCIETE GENERALE GHANA LIMITED
9	STANDARD CHARTERED BANK GHANA LIMITED

BREWERY/ PHARMACEUTICALS	
1	DANNEX AYRTON STARWIN PLC
2	FAN MILK PLC
3	GUINNESS GHANA BREWERIES LIMITED

MANUFACTURING /TRADING	
1	ALUWORKS LIMITED
2	UNILEVER GHANA LIMITED

AGRIC/AGRO PROCESSING	
1	BENSO OIL PALM PLANTATION LIMITED
2	COCOA PROCESSING COMPANY LIMITED
3	PRODUCE BUYING COMPANY LIMITED

METALS/OIL	
1	ANGLOGOLD ASHANTI LIMITED
2	GHANA OIL COMPANY LIMITED
3	TOTAL ENERGIES MARKETING GHANA
4	TULLOW OIL PLC

INFORMATION & COMMUNICATION TECHNOLOGY	
1	MTN GHANA

Unlisted Companies

BANKING/FINANCE HOUSES	
1	BAYPORT SAVINGS AND LOANS COMPANY
2	CDH FINANCIAL HOLDINGS LIMITED
3	FIDELITY BANK LIMITED
4	GHANA INTERNATIONAL BANK PLC
5	NATIONAL TRUST HOLDING COMPANY LIMITED
6	UNIVERSAL MERCHANT BANK LIMITED

MANUFACTURING/ENERGY	
1	BESSBLOCK CONCRETE PRODUCTS LIMITED
2	CENIT ENERGY LIMITED
3	GHANA AGRO FOODS COMPANY
4	SENTUO STEEL LIMITED
5	TEMA LUBE OIL COMPANY LIMITED

REAL ESTATE	
1	BROLL GHANA LIMITED
2	CCL PROPERTIES MANAGEMENT LIMITED
3	GHANA HOSTELS LIMITED
4	GULF CONSOLIDATED LIMITED
5	WEST HILLS MALL LIMITED

HOSPITALITY/SERVICES	
1	ACCRA CITY HOTEL LIMITED
2	AFRICA WORLD AIRLINES
3	GOLDEN BEACH HOTELS LIMITED
4	GRAND REGENCY HOTEL
5	HOTEL INVESTMENTS GHANA LIMITED
6	INTERCITY STC COACHES LIMITED
7	MMC PROPERTY MANAGEMENT COMPANY LIMITED

Unlisted Companies

8	RIDGE ROYAL HOTEL LIMITED
9	SIMNET GHANA LIMITED
10	SSNIT GUEST HOUSE LIMITED
11	TRUST HOSPITAL LIMITED
12	TRUST LODGE, TAKORADI
13	TRUST LOGISTICS LIMITED

UNDER RESTRUCTURING	
1	FOS ALUMINIUM LIMITED
2	SUBRI INDUSTRIAL PLANTATION LIMITED

OUT OF OPERATION - SSNIT EITHER EXITING OR ABOUT TO EXIT	
1	BMK PARTICLE BOARD LIMITED
2	BRIDAL TRUST INTERNATIONAL PAINTS COMPANY LIMITED
3	GRANITE AND MARBLES COMPANY LIMITED
4	NINGO SALT LIMITED

WORK IN PROGRESS	
1	RSS DEVELOPERS LIMITED
2	SWITCHBACK DEVELOPERS LIMITED
3	TRUST F-LINE PROPERTIES LIMITED
4	WESTHILLS RIDGE COMPANY LIMITED

PRIVATE EQUITY FUNDS	
1	CANADA INVESTMENT FUND FOR AFRICA LP (CIFA)
2	EMERGING CAPITAL PARTNERS FUND III PCC (ECP III)
3	FIDELITY EQUITY FUND II (FEF II)
4	PAN AFRICAN INFRASTRUCTURE DEVELOPMENT FUND (PAIDF)

ECONOMICALLY TARGETED INVESTMENTS	
1	ACCRA ABATTOIR COMPANY LIMITED
2	EXIMGUARANTY COMPANY GHANA LIMITED
3	GHANA INDUSTRIAL AND COMMERCIAL ESTATES LIMITED
4	METRO MASS TRANSIT LIMITED
5	KUMASI ABATTOIR COMPANY LIMITED
6	TRUST SPORTS EMPORIUM LIMITED


SSNIT
We understand
you want a pension scheme
that takes care of you if you
suffer permanent disability
Your contributions at SSNIT will guarantee you
financial independence, should that time come
SSNIT has got you covered
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Contribute to SSNIT today and build assurance for the unexpected
Contact Centre: 0302 611 622
WhatsApp and SMS only (DG's Office Direct): 0500 003 050
Digital Address (Pension House): GA-107-4293
Email: contactcentre@ssnit.org.gh
Website: www.ssnit.org.gh | @ssnitghana
SOCIAL SECURITY AND NATIONAL INSURANCE TRUST
We deliver on our promise!

Report of the Trustees

The Trustees submit their report together with the audited Financial Statements of Social Security and National Insurance Trust for the year ended 31 December 2021.

1.0 The Trust and the Scheme

The Trust

The Social Security and National Insurance Trust (The Trust) manages and operates the Basic National Social Security Scheme in accordance with the National Pensions Act, 2008 (Act 766). Full implementation of Act 766 commenced in the year 2010. Employees of companies operating in Ghana are required by law to be members of the Scheme. The Trustees' particular responsibilities include the administration of membership records, the collection and payments of contributions into the Fund, the payment of benefits and the management of the assets of the Scheme.

The Scheme

The Basic National Social Security Scheme is the first of a Three-Tier Pension Scheme established by the National Pensions Act, 2008 (Act 766) as amended by Act 883.

The other tiers are:

Tier 2 - A mandatory fully funded and privately managed Occupational Pension Scheme.

Tier 3 - A voluntary fully funded and privately managed Provident Fund and Personal Pension Plan.

The Basic National Social Security Scheme is a Defined Benefit Social Insurance Scheme under which members contribute during their working life and receive monthly pension in the event of Old Age, Invalidity, or in the case of Death, the members' dependants receive a Survivor's Lump Sum Benefit.

Contributions and other Features

- The worker contributes 5.5% of monthly basic salary.
- The employer contributes 13% of the worker's monthly basic salary.
- The minimum contribution shall be 18.5% of the approved monthly equivalent of the national daily minimum wage.
    - 2.5% is transferred to the National Health Insurance Fund for provision of medical insurance.
    - 5% is paid to Tier 2.
- SSNIT effectively withholds 11% for the administration of the first tier of the contributory three-tier scheme.
- The minimum contribution period shall be 180 months (15 years) in aggregate. This minimum contribution period would have come into effect in 2015, however, the amended Act 883 extended it to 2020.

- The new minimum age at which a person may join the Basic National Social Security Scheme is 15 years and the maximum is 45 years.
- A fifteen-year annuity period is guaranteed.
- Pensions are paid monthly to qualified members.
- The Pension benefits are earnings-related and based on a formula prescribed in the law governing the scheme. Other factors which affect the level of benefits are the age at which members apply for Old Age Pension and also how long a member contributes to the Scheme.
- The Pension paid will fall between 37.5% and 80% of the average of the three best years' salary depending on how long a member contributed to the Scheme at age 60 and the Scheme the member belongs to.
- Those unable to contribute up to the minimum 180 months under Act 766 or 240 months under Act 247, receive a return of their contributions accumulated at a prescribed interest rate.
- A member can opt for early retirement between ages 55 and 59 and receive a reduced pension.
- Pensions are reviewed annually based on the changes in the average wage of contributing members and other economic indicators.
- Pensioners of the Scheme are made up of those on Old Age and Invalidity Pension who receive monthly benefits through their bank accounts.

Benefits

OLD AGE RETIREMENT PENSION

Old Age Pension is paid monthly to a retired member of the Scheme. The member who retires at age 60, which is the compulsory retirement age, and has contributed for not less than 180 or 240 months in aggregate depending on the Scheme the member belongs, is entitled to full pension.

* Where a member of the social security scheme has made less than fifteen years contribution to the Fund before the member retires either compulsorily or voluntarily, the member is entitled to a lump sum of money equal to the member's contribution as benefit; and an interest of seventy-five percent at the prevailing government treasury bill rate on the lump sum.

INVALIDITY PENSION

Invalidity Pension is paid monthly to a member who is totally incapable of earning a living through working. The member must have contributed for 12 months within the last 36 months preceding the incidence of the invalidity.

SURVIVORS' LUMP SUM BENEFIT

Survivor's Lump Sum Benefit is paid as a lump sum to the nominated dependants of a member upon his/her death. This could happen when the member dies whilst in service or during retirement but not after age 75 or 72 years depending on the Scheme the member belonged.

EMIGRATION BENEFIT

A non-Ghanaian member of the scheme who satisfies the Trust that he or she is emigrating or has emigrated permanently from Ghana, he or she shall be paid a lump sum benefit.

Where the member qualifies for pension, the present value of the member's pension shall be paid as lump sum benefit.

Where the member does not qualify for a pension, a return of contribution together with interest calculated at seventy-five per cent of the interest rate of the ninety-one day Government treasury bill shall be paid as lump sum benefit.

2.0 Statement of Trustees' Responsibility

The Trustees are responsible for the preparation of the Financial Statements, for each financial year, that give a true and fair view of the state of affairs of the Trust. In preparing those Financial Statements, the Board of Trustees have selected suitable accounting policies that are reasonable and prudent. The Trustees believe in full disclosure and therefore adopt standard accounting practices (International Financial Reporting Standards) and ensure adequate internal controls to facilitate reliability of the Financial Statements.

The Trustees are responsible for ensuring that the Trust keeps proper accounting records that disclose with reasonable accuracy at any time the financial position of the Trust. The Trustees are also responsible for safeguarding the assets of the Trust and taking reasonable steps for the prevention and detection of fraud and other irregularities.

3.0 Corporate Governance

The Trust acknowledges the importance of, and is committed to, the principles of good corporate governance which include transparency and accountability.

The Board of Trustees is responsible for ensuring that the highest standards of corporate governance are achieved in directing and controlling the Trust's business.

The Board is assisted in the discharge of its duties by the undermentioned sub-committees which meet frequently in between Board meetings:

Finance & Investment Committee

The Finance and Investment Committee is made up of the following members:

Hon. (Mrs.) Abena Osei-Asare	Chairperson
Mr. John Senanu Amegashie	Member
Mr. Peter Osei Duah	Member
Ms. Ivy Betur Naaso	Member
Mr. Daniel Acheampong	Member
Dr. John Ofori-Tenkorang (Director-General	Member

This Committee reviews, advises and makes recommendations to the Board on financial accounting and treasury policies, corporate plans and budgets; and financial operations of the Trust.

It also advises and makes recommendations on major transactions, major acquisitions, divestments and property development.

Administration, Welfare and Legal Committee

The Administration, Welfare and Legal Committee is constituted by the following members:

Mr. Daniel Acheampong	Chairman
Mr. John Senanu Amegashie	Member
Dr. Emmanuel Adu - Sarkodee	Member
Mr. Joshua Ansah	Member
Mrs. Gloria Irene Amaki Payida	Member
Dr. John Ofori-Tenkorang (Director-General)	Member

This Committee evaluates Human Resource policies, reviews remuneration systems and considers issues relating to discipline of senior management personnel.

The Committee reviews policies for the acquisition, maintenance, security and disposal of physical assets of the Trust. In addition, it evaluates and makes proposals to the Board on key legal strategies required to be implemented.

Technical & Operations Committee

The Technical and Operations Committee is made up of the following members:

Mr. Peter Osei Duah	Chairman
Dr. Evans Agbeme Dzikum	Member
Mr. Joshua Ansah	Member
Dr. Emmanuel Adu-Sarkodee	Member
Mrs. Gloria Irene Amaki Payida	Member
Mr. Benjamin Asumang	Member
Dr. John Ofori-Tenkorang (Director-General)	Member

This Committee evaluates and makes recommendations to the Board on policies for ensuring the solvency of the Social Security Scheme. It also develops policies and guidelines for assessment of benefits adequacy, service delivery improvements, initiatives, and strategies for expansion of the Scheme.

All the above-mentioned Sub Committees have met regularly and submitted appropriate reports to the Board of Trustees.

SSNIT Audit Committee

In addition to the above-named Board Sub-Committees, SSNIT has an external Audit Committee made up of the following members:

Prof. Kwame Adom-Frimpong	Chairman
Dr. Evans Agbeme Dzikum	Member
Dr. David Twum Antwi	Member
Mr. Joshua Magnus Nicol	Member
Mr. Benjamin Asumang	Member

This Committee was inaugurated by SSNIT pursuant to the Public Financial Management Act, 2016 (Act 921). The SSNIT Audit Committee reviews and pursues the implementation of recommendations submitted in the Trust's Internal Audit reports, Parliament's decisions on the Auditor-General's report on SSNIT, and Auditor-General's Audit Management Letter on SSNIT.

4.0 Membership of the Scheme

	2021	2020
Membership at 1 January	**5,521,145**	5,350,525
New members	**277,819**	204,154
	5,798,964	5,554,679
Withdrawals (Retirements)	**(28,836)**	(33,534)
Membership at 31 December	**5,770,128**	5,521,145

The above represents the registered membership of the Scheme. The active membership, however stood at 1,734,168 (2020: 1,633,505) as at 31 December 2021.

5.0 Pensioners

During the year, the number of pensioners decreased from 227,407 to **225,768.**

6.0 Actuarial Valuation

It is the policy of the Trust to arrange for an external actuarial valuation of the Scheme every three years. The latest actuarial review of the Scheme, as at 31 December 2017, concluded that, the SSNIT Scheme is not financially sustainable over the period covered by the projections from the report.

7.0 Finance

The Basic National Social Security Scheme which the Trust manages is a Defined Benefit Partially Funded Scheme and uses a scaled-premium method of financing. The Scheme is financed through the combined contributions of employees and employers as well as investment income.

Under the scaled-premium method of financing, a contribution rate is determined so that the contributions and investment income are adequate to meet the expenditure on benefits and administration over a specified period of equilibrium. When the total income is no longer sufficient to cover the total expenditure during the period, the contribution rate is raised to a new scaled-premium for another period of equilibrium starting from that year.

A significant portion of the benefits are derived from investment income. The choice of scaled-premium and the accumulation of reserves that such a choice permits, helps to minimize unfunded liabilities thereby reducing the necessary intergenerational transfers common to schemes that use the pay-as-you-go financing method.

The National Pensions Scheme uses a reduced combined contribution rate of 11.0% to finance benefits. This has resulted in a reduction of the investable funds needed to grow the Scheme's reserves and will therefore reduce the equilibrium period.

8.0 Investments

The Trust is the only legally authorised institution to operate the mandatory Basic National Social Security Scheme in Ghana and consequently has the responsibility, amongst others, for investing the Scheme's resources in order to fulfil its obligations to current and prospective pensioners. This entails a diversified investment of the Scheme's resources into promising areas of the Ghanaian economy, in particular, the financial, manufacturing, service sectors, and residential and commercial properties.

The investment portfolio is mostly locally based and structured into short, medium and long term investments. The main categories of the investments are stocks, bonds, equities, residential and commercial properties, loans and short term cash deposits.

The composition of the Scheme's investment portfolio and returns as at 31 December 2021 and 2020 were as follows:

	2021		2020	
	Portfolio	Rate of Return	Portfolio	Rate of Return
	%	%	%	%
Investment Properties	23.20	1.52	26.76	5.02
Equity investments	57.95	27.03	49.49	1.42
Investment securities	11.63	17.68	16.38	19.63
Loans and receivables	6.84	22.70	6.96	6.16
Student loans	0.38	10.79	0.41	11.16
	100.00		**100.00**	

Investment properties
These are long-term investments and carried at market values determined periodically. Investment properties are not subject to depreciation.

Equity investments
This relates to investments in listed and unlisted equities.

Investment securities
This relates to bonds, treasury bills and fixed deposits.

Loans and receivables
Represent advances to companies less related impairment allowance.

By order of the Board of Trustees:

Trustee:
08/03/2023

Director-General:
08/03/2023


SSNIT
We understand
you want to do
business your way
SSNIT has provided multiple service delivery channels for your convenience
SSNIT lives in your world
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SSNIT
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@ssnitghana
www.ssnit.org.gh
0302 611 622
contactcentre@ssnit.org.gh
Like, follow and use any of our service delivery channels
Contact Centre: 0302 611 622
WhatsApp and SMS only (DG's Office Direct): 0500 003 050
Digital Address (Pension House): GA-107-4293
Email: contactcentre@ssnit.org.gh
Website: www.ssnit.org.gh | @ssnitghana
SOCIAL SECURITY AND NATIONAL INSURANCE TRUST
We deliver on our promise!

External Actuarial Valuation Report

Actuarial opinion

This report was prepared as requested under Article 53 of the National Pensions Act 2008, Act 766. In our opinion:

- the data on which this report is based are sufficient and reliable although there are some aspects related to the reconciliation of the data and the mortality rates which create some uncertainties;
- the assumptions used are, individually and in aggregate, reasonable and appropriate; and
- the methodology employed is appropriate and consistent with accepted actuarial practice.

Based on the results of this valuation, we hereby certify that the SSNIT scheme is not financially sustainable over the period covered by the projections in this report. This means that in considering applicable financing rules and the future demographic and economic environment in which it will operate, the current assets of the SSNIT scheme, together with future contributions, will not be sufficient to pay all future benefits and administrative and operational expenses over the period covered by the projections in this report.

This report has been prepared, and our opinions given, in accordance with internationally accepted actuarial practice as provided by the *International Standard of Actuarial Practice 2: Financial Analysis of Social Security Programs*.

20 October 2020

Georges Langis, FSA, FCIA
Actuary
ILO external collaborator

Alexandre Landry, FSA, ACIA
Actuary
ILO external collaborator

André Picard, FSA, FCIA
Chief Technical Adviser
Head of Actuarial Services Unit
ILO Social Protection Department

Independent Auditor's Report

Opinion

We have audited the financial statements of Social Security and National Insurance Trust (SSNIT) which comprise; the Statement of net assets available for benefits as of 31 December 2021, the Statement of changes in net assets available for benefits and Statement of cash flows for the year then ended, and notes to the financial statements as set out on pages 14 to 58 including a summary of significant accounting policies and other explanatory notes.

In our opinion, the financial statements present fairly, in all material respects, the Statement of net assets available for benefits of Social Security and National Insurance Trust as of 31 December 2021, its financial performance and of its cash flows for the year then ended in accordance with International Financial Reporting Standards and in the manner required by the National Pensions Act, 2008 (Act 766) as amended.

Basis for Opinion

We conducted our audit in accordance with International Standards for Supreme Audit Institutions. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the entity in accordance with the Code of Ethics for Supreme Audit Institutions together with the ethical requirements that are relevant to our audit of the financial statements in Ghana, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

The Trustees are responsible for the other information. The other information comprises the Trustees' Report and Actuary's Report. The other information does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express an audit opinion or any form of assurance conclusion thereon.

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

Responsibilities of the Trustees for the Financial Statements

The Trustees are responsible for the preparation and fair presentation of these financial statements in accordance with International Financial Reporting Standards and in the manner required by the National Pensions Act, 2008 (Act 766) and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the Fundamental Auditing Principles (ISSAIs 100-999) of the International Standards for Supreme Audit Institutions, will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with the Fundamental Auditing Principles (ISSAIs 100-999) of the International Standards for Supreme Audit Institutions, we exercise professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Trust's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Trustees.

- Conclude on the appropriateness of the Trustees' use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Trust's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern.

- Evaluate the overall presentation structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within Company to express an opinion on the financial statements. We are responsible for the direction, supervision, and performance of the Company audit. We remain solely responsible for our audit opinion.

Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within Company to express an opinion on the financial statements. We are responsible for the direction, supervision, and performance of the Company audit. We remain solely responsible for our audit opinion.

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

We also provide the Trustees with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

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

JOHN GODFRED KOJO ADDISON
DEPUTY AUDITOR- GENERAL/CAD
for: AUDITOR-GENERAL

Date: 13/03/ 2023

Statement of net assets available for benefits

(All amounts are expressed in Thousands of Ghana Cedis)

	NOTE	2021	2020
Non-current assets			
Property, plant & equipment	4	**1,055,708**	1,004,783
Intangible asset - Computer software	4c	**1,299**	1,321
Investment properties	5a	**2,441,682**	2,626,230
Investment in Subsidiaries	5e	**64,227**	73,281
Non-current financial assets	6a	**8,270,882**	6,710,327
		11,833,798	10,415,942
Current assets			
Housing stock	9	**181,507**	72,541
Inventories	8	**4,191**	3,902
Current financial assets	6b	**692,701**	772,537
Prepayments and advances	6c	**19,795**	36,241
Cash and bank balances	7	**155,143**	158,524
		1,053,337	1,043,745
Current liabilities			
Accounts payable	10	**(724,320)**	(548,393)
Ghana Education Trust Fund	11	**(26,418)**	(26,418)
		(750,738)	(574,811)
Net current assets		**302,599**	468,934
Total assets less current liabilities		**12,136,397**	10,884,876
Represented by			
Net assets at 1 January		**10,884,876**	9,078,774
Current year movement		**1,251,521**	1,075,751
Impact of loan restructuring		**-**	730,351
Net assets at 31 December available for benefits		**12,136,397**	10,884,876

The notes on pages 50 to 87 form an integral part of these Financial Statements.

The Financial Statements on pages 47 to 87 were approved by the Board of Trustees on **28th February 2023** and were signed on its behalf by:

……………………………………… ………………………………………

Trustee **Director-General**

Statement of changes in net assets available for benefits

(All amounts are expressed in Thousands of Ghana Cedis)

	NOTE	2021	2020
Net Contributions received	13	**3,368,335**	4,106,623
Net investment income	14a	**473,638**	469,474
Other income	14b	**61,662**	88,671
Total Operating Income		**3,903,635**	4,664,768
Direct costs and expense			
Operational cost	15a	**(254,661)**	(234,951)
Benefits	15b	**(3,628,280)**	(3,302,751)
Total Direct costs and expense		**(3,882,941)**	(3,537,702)
Surplus of income over direct costs		**20,694**	1,127,066
Administrative expenses	16a	**(334,759)**	(309,552)
Net impairment (loss)/gain on financial assets	16b	**12,968**	324,359
Net surplus/(deficit)		**(301,097)**	1,141,873
Movement in net assets available for benefits			
Surplus of income over expenditure		**(301,097)**	1,141,873
Net increase in the value of investments	19	**1,552,618**	(66,122)
Net current year movement in net assets available for benefits		**1,251,521**	1,075,751

The notes on pages 50 to 87 form an integral part of these Financial Statements.

Statement of cash flows

(All amounts are expressed in Thousands of Ghana Cedis)

	NOTE	2021	2020
Operating Activities			
Net surplus		**(301,097)**	1,141,873
Depreciation - Tangible assets	4	**24,821**	27,623
Amortisation - Intangible assets - Computer software	4c	**439**	23,897
Impairment loss/(gain) on financial assets		**7,032**	(324,359)
Profit/Loss on disposal of Fixed Assets		**(120)**	(362)
Other non-cash items		**-**	6,186
		(268,925)	874,858
Adjustment for movement in working capital			
(Increase)/Decrease in housing stock	9	**(108,966)**	27,581
(Increase)/Decrease in inventories	8	**(289)**	(404)
(Increase)/Decrease in current financial assets (More than 91 days but less than 1 year)		**(58,464)**	(156,873)
(Increase)/Decrease in prepayment		**16,446**	(857)
Increase /(Decrease) in payables	10	**175,927**	(310,743)
(Increase)/Decrease in investment properties	5d	**329,415**	(44,212)
Decrease/(Increase) in Non-current financial assets		**(184,182)**	(116,285)
Net cash (used for) / generated from operating activities		**(99,038)**	273,064
Investing activities			
Purchase of property, plant & equipment	4	**(33,112)**	(33,816)
Purchase of intangible assets - Computer software	4c	**(417)**	(1,452)
Proceeds from the sale of property, plant & equipment		**186**	602
		(33,343)	(34,666)
Increase in cash and cash equivalents		**(132,381)**	238,398
Cash and cash equivalents at 1 January		**475,524**	237,126
Balance at 31 December		**343,143**	475,524
Analysis of cash and cash equivalents			
Current financial assets (Within 91 days)		**188,000**	317,000
Cash & bank balances		**155,143**	158,524
		343,143	475,524

The notes on **pages 50 to 87** form an integral part of these financial statements.

Notes to the Financial Statements

1.0 Corporate Information

The Social Security and National Insurance Trust (SSNIT) is a statutory public Trust established under NRCD 127 to administer Ghana's National Pension Scheme. The Social Security Law (PNDC Law 247) under which the current Social Security Scheme used to operate was passed in 1991. This was repealed by the National Pensions Act, 2008 (Act 766) as amended by Act 883 which provides for a three-tier pension scheme. SSNIT is mandated by the law to manage the 1st Tier which is compulsory for all Ghanaian workers.

The SSNIT is presently the largest non-bank financial institution in the country. Its primary responsibility is to replace part of lost income to member workers due to Old Age, Invalidity, or Death through the administration of a Social Security Scheme. The principal activities of the SSNIT are described in the Report of the Trustees.

The address of the Head Office of the SSNIT is Pension House, Ministries, Pension Road, Accra.

2.0 Basis of Preparation

2.1 Statement of Compliance

The Financial Statements of the Trust have been prepared in accordance with International Financial Reporting Standards (IFRS) and their interpretation as issued by the International Accounting Standards Board (IASB).

2.2 Basis of Measurement

The Financial Statements have been prepared under the historical cost basis as modified to include fair valuation of specified investment properties, financial assets and liabilities to the extent required or permitted under accounting standards and as set out in the relevant accounting policies. The Financial Statements are presented in Ghana Cedis (GH¢) and all values are rounded to the nearest thousand Ghana Cedis except when otherwise indicated.

2.3 Basis of Consolidation

The Trust is an investment entity and, as such, does not consolidate the entities it controls. Instead, interests in subsidiaries are classified as fair value through profit or loss, and measured at fair value. Investments in Associates are also classified as fair value through profit or loss, and measured at fair value.

2.4 Use of Estimates and Judgment

The preparation of the Trust's Financial Statements requires Management to make judgements, estimates and assumptions that affect the reported amounts of revenues, expenses, assets and liabilities, and the accompanying disclosures, and the disclosure of contingent liabilities. Uncertainty about these assumptions and estimates could result in outcomes that require a material adjustment to the carrying amount of assets or liabilities affected in future periods.

Estimates and Assumptions

The key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date, that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year, are described below. The Trust based its assumptions and estimates on parameters available when the Financial Statements were prepared. Existing circumstances and assumptions about future developments, however, may change due to market changes or circumstances arising that are beyond the control of the Trust. Such changes are reflected in the assumptions when they occur.

Basis of Preparation - continued

Fair Value of Financial Instruments

Where the fair value of financial assets and financial liabilities recorded in the Statement of net assets available for benefits cannot be derived from active markets, they are determined using valuation techniques including the discounted cash flows model. The inputs to these models are taken from observable markets where possible, but where this is not feasible, a degree of judgment is required in establishing fair values. The judgments include considerations of inputs such as liquidity risk, credit risk and volatility. Changes in assumptions about these factors could affect the reported fair value of financial instruments.

Fair Value of Investment Properties

The fair value of investment properties was assessed by accredited independent valuers with recognised and relevant professional qualifications, and with recent experience in the locations and category of the investment properties being valued.

The fair value of completed investment property has been determined on a market value basis in accordance with International Valuation Standards (IVS), as set out by the International Valuation Standards Council (IVSC). In arriving at their estimates of market values, the valuers have used their market knowledge and professional judgement and not only relied on historical transactional comparables.

Fair value of investment in private equity investment funds

The Fund invests in private equity funds, which are not quoted in an active market and which may be subjected to restrictions on redemptions such as lock up periods, redemption gates and side pockets.

The Fund's investment Manager considers the valuation techniques and inputs used in valuing these funds as part of its due diligence prior to investing, to ensure they are reasonable and appropriate and therefore the Net Asset Value (NAV) of these funds may be used as an input into measuring their fair value.

Provisions

Provisions are recognised when the Trust has a present obligation (legal or constructive) as a result of a past event; it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation.

Useful lives of property, plant and equipment

The residual values of property, plant and equipment are considered in the estimation of their useful lives and economic lives. The estimation of useful lives is based on historical performance as well as expectations about future use, and therefore, require a degree of judgement to be applied. The depreciation rates represent Management's current best estimate of the useful lives of the assets.

Revaluation of Land and buildings

An external, independent valuer, having appropriate recognized professional qualifications and recent experience in the locations and category of property under consideration, valued the Trust's property. The fair values are based on market values, being the estimated amount for which a property could be exchanged on the date of the valuation between a willing buyer and a seller in an arm's length transaction after proper marketing wherein the parties had each acted knowledgeably, prudently and without compulsion.

2.5 Accounting Policies

The accounting policies adopted are consistent with those of the previous financial year.

3.0 Significant accounting policies

The significant accounting policies applied in the preparation of the Financial Statements are set out below.

3.1 Functional and Presentation Currency

The Financial Statements are presented in Ghana Cedis (GH¢), which is the Trust's functional and presentation currency and values are rounded to the nearest thousand (GH¢'000) except when otherwise stated.

Foreign currency transactions are translated into the functional currency using the exchange rates prevailing at the dates of the transactions. Monetary assets and liabilities denominated in foreign currencies are translated at the functional currency rate of exchange ruling at the end of the reporting period. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the Statement of changes in net assets.

3.2 Contributions

Contributions are accounted for on a cash basis. An accrual basis is not considered appropriate because it would result in substantial debtor accounts which may not be recoverable. However, where satisfactory payment arrangements have been concluded, contributions on behalf of Government workers are accrued.

The Contribution rates used are stipulated in the National Pensions Act, 2008 (Act 766) as amended by Act 883 which stipulates the following rates:

Workers' contribution	5.50%	
Employers' contribution	13.00%	of Workers' Pay

Contributions are reported net of 2.5% transfer to the National Health Insurance Fund for provision of medical insurance.

3.3 Investment Income

Interest earned on investment securities is reported as interest income. Dividends received are included separately as dividend income. Investment income is reported net of management cost and impairment. Interest income is recognised for financial instruments (corporate loans) measured at amortised cost using the effective interest method. Financial Assets include debt securities which Management intends to hold to collect contractual cash flows and are stated at amortised cost. They also include equity securities which are stated at fair value.

When a financial asset or a group of similar financial assets have been written down as a result of impairment, interest income is recognized using the rate of interest used to discount the future cash flows for the purpose of measuring the impairment loss.

Interest income and expenses on financial assets and liabilities held at fair value through profit or loss are recognized in the Statement of changes in net assets in the period they arise. Fees and commissions, income and expenses that are an integral part to the effective interest rate on financial instruments are included in the measurement of the effective interest rate.

3.4 Benefits Paid

Benefits paid represent all valid benefit claims paid during the year. These include lump sum payments made under the Pension Scheme.

3.5 Financial instruments

Financial assets and liabilities are recognised in the Trust's statement of net assets available for benefits when the Trust becomes a party to the contractual provisions of the instruments. All financial assets and liabilities are initially measured at fair value, including transaction costs except for those classified as of fair value through profit or loss which are initially measured at fair value, excluding transaction costs.

3.0 Significant accounting policies - continued
3.5 Financial instruments - continued

A Financial Assets

The Trust classifies its financial assets as subsequently measured at amortised cost or measured at fair value through profit or loss based on both:

i. The entity's business model for managing the financial assets.
ii. The contractual cash flow characteristics of the financial assets.

A debt instrument is measured at amortised cost if it is held within a business model whose objective is to hold financial assets in order to collect contractual cash flows and its contractual terms give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

The Trust measures financial assets at amortised cost only if both of the following conditions are met:

- The financial asset is held within a business model with the objective to hold financial assets in order to collect contractual cash flows.
- The contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest (SPPI) on the principal amount outstanding.

The details of these conditions are outlined below:

i. Business model assessment

The Trust determines its business model at the level that best reflects how it manages groups of financial assets to achieve its business objective:

- The risks that affect the performance of the business model (and the financial assets held within that business model) and, in particular, the way those risks are managed.

- How Managers of the business are compensated (for example, whether the compensation is based on the fair value of the assets managed or on the contractual cash flows collected).

The expected frequency, value and timing of sales are also important aspects of the Trust's assessment.

ii. The solely payments of principal and interest (SPPI) test

As a second step of its classification process, the Trust assesses the contractual terms of the financial asset to identify whether they meet the SPPI test.

'Principal' for the purpose of this test is defined as the fair value of the financial asset at initial recognition and may change over the life of the financial asset (for example, if there are repayments of principal or amortisation of the premium/discount).

The most significant elements of interest within a lending arrangement are typically the consideration for the time value of money and credit risk. To make the SPPI assessment, the Trust applies judgement and considers relevant factors such as the currency in which the financial asset is denominated, and the period for which the interest rate is set.

iii. Financial assets measured at fair value through profit or loss (FVPL)

A financial asset is measured at fair value through profit or loss if:

(a) Its contractual terms do not give rise to cash flows on specified dates that are solely payments of principal and interest (SPPI) on the principal amount outstanding, or

(b) It is not held within a business model whose objective is either to collect contractual cash flows, or to both collect contractual cash flows and sell, or

(c) At initial recognition, it is irrevocably designated as measured at FVPL when doing so eliminates or significantly reduces a measurement or recognition inconsistency that would otherwise arise from measuring assets or recognising the gains and losses on them on different bases.

The Trust includes in this category:

- Equity instruments: Included within equity instruments are investments in subsidiaries and other equity investments.

3.0 Significant accounting policies - continued

3.5 Financial instruments - continued

- Investment in subsidiaries: In accordance with the exception under IFRS 10, the Trust does not consolidate subsidiaries in the Financial Statements unless the subsidiary is not itself an investment entity and its main purpose and activities are providing services that relate to the Trust's investment activities. The Trust has no consolidated subsidiaries. The Trust measures unconsolidated subsidiaries (including loans to subsidiaries) at FVPL.

B Impairment of financial assets

i. Overview of the ECL principles

The Trust has recorded the allowance for expected credit losses (ECL) for all debt financial assets not held at FVPL. Equity instruments are not subject to impairment under IFRS 9.

The ECL allowance is based on the credit losses expected to arise over the life of the asset (the lifetime expected credit loss or LTECL), unless there has been no significant increase in credit risk since origination, in which case, the allowance is based on the 12 months' expected credit loss (12m ECL) as outlined below.

The 12m ECL is the portion of LTECLs that represent the ECLs that result from default events on a financial instrument that are possible within the 12 months after the reporting date.

Both LTECLs and 12m ECLs are calculated on either an individual basis or a collective basis, depending on the nature of the underlying portfolio of financial instruments.

The Trust has established a policy to perform an assessment, at the end of each reporting period, of whether a financial instrument's credit risk has increased significantly since initial recognition, by considering the change in the risk of default occurring over the remaining life of the financial instrument.

Based on the above process, the Trust groups its financial assets into Stage 1, Stage 2 and Stage 3, as described below:

- Stage 1: When financial assets are first recognised, the Trust recognises an allowance based on 12m ECLs. Stage 1 financial assets also include facilities where the credit risk has improved and the financial asset has been reclassified from Stage 2.
- Stage 2: When a financial asset has shown a significant increase in credit risk since origination, the Trust records an allowance for the LTECLs. Stage 2 financial assets also include facilities, where the credit risk has improved, and the financial asset has been reclassified from Stage 3.
- Stage 3: Financial assets considered credit impaired. The Trust records an allowance for the LTECLs.

For financial assets for which the Trust has no reasonable expectations of recovering either the entire outstanding amount, or a proportion thereof, the gross carrying amount of the financial asset is reduced. This is considered a (partial) derecognition of the financial asset.

The calculation of ECLs

The Trust calculates ECLs based on three probability-weighted scenarios to measure the expected cash shortfalls, discounted at an approximation to the effective interest rate (EIR). A cash shortfall is the difference between the cash flows that are due to an entity in accordance with the contract and the cash flows that the entity expects to receive.

The mechanics of the ECL calculations are outlined below and the key elements are, as follows:

- PD: The Probability of Default is an estimate of the likelihood of default over a given time horizon. A default may only happen at a certain time over the assessed period, if the facility has not been previously derecognised and is still in the portfolio.
- EAD: The Exposure at Default is an estimate of the exposure at a future default date, taking into account expected changes in the exposure after the reporting date, including repayments of principal and interest, whether scheduled by contract or otherwise, and accrued interest from missed payments.

3.0 Significant accounting policies - continued
3.5 Financial instruments - continued

- LGD: The Loss Given Default is an estimate of the loss arising in the case where a default occurs at a given time. It is based on the difference between the contractual cash flows due and those that the lender would expect to receive. It is usually expressed as a percentage of the EAD.

When estimating the ECLs, the Trust considers three scenarios (a base case, an upturn and downturn). Each of these is associated with different PDs, EADs and LGDs. When relevant, the assessment of multiple scenarios also incorporates how defaulted financial assets are expected to be recovered, including the probability that the financial assets will cure and the value of collateral or the amount that the Trust can receive from selling the asset.

The mechanics of the ECL method are summarized below:

- **Stage 1:** The 12m ECL is calculated as the portion of LTECLs that represent the ECLs that result from default events on a financial instrument that are possible within the 12 months after the reporting date. The Trust calculates the 12m ECL allowance based on the expectation of a default occurring in the 12 months following the reporting date. These expected 12-month default probabilities are applied to a forecast EAD and multiplied by the expected LGD and discounted by an approximation to the original EIR. This calculation is made for each of the three scenarios.

- **Stage 2:** When a financial asset has shown a significant increase in credit risk since origination, the Trust records an allowance for the LTECLs. The mechanics are similar to those explained above, including the use of multiple scenarios, but PDs and LGDs are estimated over the lifetime of the instrument. The expected cash shortfalls are discounted by an approximation to the original EIR.

- **Stage 3:** For financial assets considered credit-impaired, the Trust recognises the lifetime expected credit losses for these financial assets. The method is similar to that for Stage 2 assets, with the PD set at 100%.

ii. Impairment of financial assets - Forward looking information

In its ECL models, the Trust relies on a broad range of forward-looking information as economic inputs, such as:

- Inflation rate
- Unemployment rate
- Exchange rates

The inputs and models used for calculating ECLs may not always capture all characteristics of the market at the date of the Financial Statements. To reflect this, qualitative adjustments or overlays are occasionally made as temporary adjustments when such differences are significantly material.

C Write-offs

Financial assets are written off either partially or in their entirety only when the Trust has stopped pursuing the recovery. If the amount to be written off is greater than the accumulated loss allowance, the difference is first treated as an addition to the allowance that is then applied against the gross carrying amount. Any subsequent recoveries are credited to credit loss expense.

D Equity investments

Equity investments are instruments that evidence a residual interest in the issuer's net assets. This relates to investment in listed and unlisted equities of companies. The Trust subsequently measures all equity investments at fair value through profit or loss. Impairment losses (and reversal of impairment losses) are not reported separately from other changes in fair value. Dividends, when representing a return on such investments, are recognised in profit or loss as part of investments income when the Trust's right to receive payments is established.

E Investment securities

Investment securities are non-derivative financial assets with fixed or determinable payments and fixed maturity that the Trust has classified as hold to collect. These comprise investments in Government bonds, corporate bonds, treasury bills and fixed deposits.

3.0 Significant accounting policies - continued
3.5 Financial instruments - continued

Investment securities are initially measured at fair value plus incremental direct transaction costs, and subsequently measured at their amortised cost using the effective interest method less any impairment losses.

F Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. Loans and receivables represent advances to companies, student loans and other receivables excluding prepayments, and cash and cash equivalents.

Loans and advances are initially measured at fair value plus incremental direct transaction costs, and subsequently measured at their amortised cost using the effective interest method less any impairment losses.

3.6 Property, Plant and Equipment

I Recognition and Measurement

Property, plant and equipment are initially recognized at cost. Land and buildings are recognized at revalued amounts less subsequent accumulated depreciation and subsequent accumulated impairment losses. Any accumulated depreciation at the date of revaluation is eliminated against the gross carrying amount of the asset and the net amount restated to the revalued amount of the asset.

An increase in the carrying amount of land and buildings as a result of revaluation is recognized in other comprehensive income and accumulated in equity under revaluation reserve. However, the increase is recognized in profit or loss to the extent that it reverses a revaluation decrease of the same asset previously recognized in profit or loss.

A revaluation decrease is recognized in profit or loss. However, the decrease is recognized in other comprehensive income to the extent of any credit balance existing in the revaluation reserve in respect of the asset. The surplus on revaluation is transferred directly to retained earnings when the asset is derecognized.

Valuations are performed with sufficient regularity to ensure that the fair value of a revalued asset does not differ materially from its carrying amount.

Other items of property, plant and equipment are subsequently measured at cost less accumulated depreciation and any accumulated impairment losses. Cost includes expenditures that are directly attributable to the acquisition of the asset. The cost of self-constructed assets includes the cost of materials and direct labour, and any other costs directly attributable to bringing the asset to a working condition for its intended use. Purchased software that is integral to the functionality of the related equipment is capitalised as part of that equipment.

When parts of an item of property, plant and equipment have different useful lives, they are accounted for as separate items (major components).

II Subsequent costs

The cost of replacing part of an item of property or equipment is recognised in the carrying amount of the item if it is probable that the future economic benefits embodied within the part will flow to the Trust and its cost can be measured reliably. The costs of the day-to-day servicing of property, plant and equipment are recognised in the Statement of changes in net assets as incurred.

III Depreciation

Depreciation is recognised in the Statement of changes in net assets on a straight-line basis over the estimated useful lives of each part of an item of property and equipment. Leased assets are depreciated over the shorter of the lease term and their useful lives. Land is not depreciated.

The principal annual depreciation rates used are as follows:

Freehold properties	2%
Leasehold properties	Over the unexpired lease period
Motor vehicle	25%
Furniture	25%
Equipment	20%
Computer Hardware	25%
Computer Software	25%

3.0 Significant accounting policies - continued

3.6 Property, Plant and Equipment - continued

Depreciation methods, useful lives and residual values are reassessed at the reporting date.

Gains and losses on disposal of property, plant and equipment are determined by comparing proceeds from disposal with the carrying amounts of property, plant and equipment and are recognised in the Statement of changes in net assets as other income.

IV Disposal

An item of property, plant and equipment is derecognised upon disposal or when no future economic benefits are expected to arise from the continued use of the asset. Gains and losses on disposal are included in the Statement of changes in net assets.

3.7 Employee Benefits

A Short-term Benefits

Short-term employee benefits are measured on an undiscounted basis and are expensed as the related service is provided.

A provision is recognised for the amount expected to be paid under short-term cash bonus if the Trust has a constructive obligation to pay this amount as a result of past service provided by the employee and the obligation can be estimated reliably.

B Post-employment Benefits

The Trust has a Third Tier Occupational Scheme for all permanent employees. The Third Tier Occupational Scheme is a retirement plan under which the Trust pays fixed contributions; there is no legal or constructive obligation to pay further contributions. The assets of the plan are held separately from those of the Trust. The fund is under the control of different Trustees.

The Trust contributes 12.0% of the Basic Salary of the Employee to the Scheme while the Employees contribute 4.5%. The Trust's obligation under the plan is limited to the relevant contribution and these are settled on due dates to the Scheme.

The total expense charged to income of GH¢29,308,045.44 (2020: GH¢24,285,280.14) represents contributions paid to these plans by the Trust at rates specified in the rules of the plan.

C Termination Benefits

Termination Benefits are payable when employment is terminated before the normal retirement date, or whenever an employee accepts voluntary redundancy in exchange for these benefits. The Trust recognises termination benefits when it is demonstrably committed to either terminating the employment of current employees according to a detailed formal plan; or providing termination benefits as a result of an offer made to encourage voluntary redundancy. Benefits falling due more than 12 months after balance sheet date are discounted to present value.

3.8 Provisions

Provisions are recognised when the Trust has a present legal or constructive obligation as a result of past events; it is more likely than not that an outflow of resources will be required to settle the obligation and the amount can be reliably estimated. Where the obligation is expected to be settled over a period of years, the provision is discounted using a discount rate appropriate to the nature of the provision.

3.9 Investment properties

Investment properties are treated as long-term investments and carried at market values determined periodically. Investment properties are not subject to depreciation. Increases in their carrying amounts are credited to the movements of net assets. Decreases that offset previous increases of the same asset are charged against the movement of net assets. All other decreases are charged to the revenue account.

3.10 Actuarial Position

The Financial Statements summarise the transactions and net assets of the Pension Scheme. The Financial Statements do not take account of liabilities to pay

3.0 Significant accounting policies - continued
3.6 Property, Plant and Equipment - continued

pensions and other benefits in the future. This is considered in the Actuarial Valuation Report.

The financial and actuarial status of the Scheme is assessed triennially by an independent consulting Actuary. The last Actuarial Valuation Report was prepared upon a cumulative assessment of the Trust's financial results and position as at 31st December 2017.

3.11 Inventory

Inventory is valued at the lower of cost and net realisable value. Cost includes all direct expenditure incurred in bringing the goods to their present location and condition, and is determined using weighted average method.

3.12 Cash and Cash Equivalent

Cash and cash equivalents as referred to in the cash flow statement comprises cash on hand, non-restricted current accounts with banks and short term investment with an original maturity of three months or less.

3.13 Standards, Amendments and Interpretations Issued but not yet Effective

At the date of authorisation of these Financial Statements the following standards, revisions and interpretations were in issue but not yet effective. The Trust has decided to only adopt the new or revised standards as when they become effective.

3.13.1 Standards Issued but not yet effective

The standards and interpretations that are issued, but not yet effective, up to the date of issuance of the Trust's Financial Statements are disclosed below, except for those standards which, in the opinion of the Board, will clearly not impact the Trust. The Trust intends to adopt these standards, if applicable, when they become effective.

3.13.2 Amendments to IAS 1 – Classification of Liabilities as Current or Non-Current

The amendments to IAS 1 affect only the presentation of liabilities as current or non-current in the statement of financial position and not the amount or timing of recognition of any asset, liability, income or expenses, or the information disclosed about those items.

The amendments clarify that the classification of liabilities as current or non-current is based on rights that are in existence at the end of the reporting period; specify that classification is unaffected by expectations about whether an entity will exercise its right to defer settlement of a liability; explain that rights are in existence if covenants are complied with at the end of the reporting period; and introduce a definition of 'settlement' to make clear that settlement refers to the transfer to the counterparty of cash, equity instruments, other assets or services.

The amendments are effective for annual periods beginning on or after 1 January 2023, with early adoption permitted. These amendments will not have any impact on the Trust's financial statements.

(All amounts are expressed in Thousands of Ghana Cedis)

4a Property, Plant & Equipment - 2021

Cost	Land & buildings	Equipment	Furniture & fittings	Motor vehicles	Capital work in progress	Total
At 1 January	978,985	163,441	23,020	38,725	12,518	1,216,689
Additions	-	-	-	-	33,112	33,112
Capitalised WIP	8,607	10,846	2,444	-	(21,897)	-
Transfers - Project WIP	-	-	-	-	-	-
Transfer	-	-	-	-	-	-
Revaluation	42,702	-	-	-	-	42,702
Disposals	-	(861)	(465)	(146)	-	(1,472)
At 31 December	**1,030,294**	**173,426**	**24,999**	**38,579**	**23,733**	**1,291,031**

Depreciation/Impairment

At 1 January	20,179	154,755	12,351	24,623	-	211,908
Charge for the year	9,303	6,772	3,323	5,423	-	24,821
Transfer	-	-	-	-	-	-
Revaluation	-	-	-	-	-	-
Disposals	-	(844)	(422)	(140)	-	(1,406)
At 31 December	29,482	160,683	15,252	29,906	-	235,323
Net book value	**1,000,812**	**12,743**	**9,747**	**8,673**	**23,733**	**1,055,708**

Disposal Schedule

	Cost	Accum. Depn.	NBV	Proceeds	Profit/(Loss) on disposal
Motor Vehicle	146	140	6	97	91
Equipment	861	844	17	40	23
Furniture & fittings	465	422	43	49	6
	1,472	1,406	66	186	120

(All amounts are expressed in Thousands of Ghana Cedis)

4b Property, Plant & Equipment - 2020

Cost	Land & buildings	Equipment	Furniture & fittings	Motor vehicles	Capital work in progress	Total
At 1 January	983,757	130,047	14,939	40,611	12,294	1,181,648
Additions	-	-	-	-	33,816	33,816
Transfers	16,389	5,694	8,429	2,319	(32,831)	-
Transfers - Project WIP	760	-	-	-	(760)	-
Transfer - Donations	(6,186)	28,362	-	-	-	22,176
Revaluation	(15,735)	-	-	-	-	(15,735)
Disposals	-	(662)	(347)	(4,205)	-	(5,214)
At 31 December	**978,985**	**163,441**	**23,021**	**38,725**	**12,519**	**1,216,691**

Depreciation/Impairment

At 1 January	11,549	117,375	10,628	21,518	-	161,070
Charge for the year	8,630	9,792	2,005	7,196	-	27,623
Revaluation	-	28,190	-	-	-	28,190
Disposals	-	(602)	(282)	(4,091)	-	(4,975)
At 31 December	20,179	154,755	12,351	24,623	-	211,908
Net book value	**958,806**	**8,686**	**10,670**	**14,102**	**12,519**	**1,004,783**

Disposal Schedule

	Cost	Accum. Depn.	NBV	Proceeds	Profit/(Loss) on disposal
Motor Vehicle	4,206	4,091	115	460	345
Equipment	662	602	60	53	(7)
Furniture & fittings	347	282	65	89	24
	5,215	**4,975**	**240**	**602**	**362**

(All amounts are expressed in Thousands of Ghana Cedis)

4c. Intangible Asset - Computer Software

Cost	**2021**	**2020**
At 1 January	176,335	203,245
Additions	417	1,452
Transfers	-	(28,362)
Revaluation	-	-
Disposals	-	-
	176,752	**176,335**

Amortisation

At 1 January	175,014	179,307
Charge for the year	439	23,897
Transfer	-	(28,190)
Disposals	**-**	**-**
At 31 December	**175,453**	**175,014**
Net book value	**1,299**	**1,321**

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5a Investment Properties

	Note	2021	2020
Commercial properties	5b	2,261,881	2,146,014
Work in progress - real estate under construction	5c	179,801	480,216
		2,441,682	**2,626,230**

The fair value of investment properties was assessed by accredited independent valuers with recognised and relevant professional qualifications, and with recent experience in the location and category of the investment properties being valued in 2021.

The fair value of completed investment property has been determined on a market value basis in accordance with International Valuation Standards (IVS), as set out by the International Valuation Standards Council (IVSC). In arriving at their estimates of market values, the valuers have used their market knowledge and professional judgement and not only relied on historical transactional comparable.

The highest and best use of the investment properties is not considered to be different from its current use. Rental income earned and received from the investment properties during the year was GH¢43,305,000 (2020: GH¢57,674,000).

Direct expenses incurred in relation to the investment properties that generated rental income during the year was GH¢6,376,000 (2020: GH¢13,178,000). During the year and as at the year-end, no restrictions on the realisability of investment property or the remittance of income and proceeds of disposal were present. The Fund does not have any contractual obligations to purchase, construct or develop investment property or for repairs, maintenance or enhancements.

5b Commercial Properties

	2021	2020
Balance at the beginning	2,146,014	2,126,725
Additions	2,925	19,289
Transfer	-	-
SSNIT occupancy	(42,702)	-
Net Gain/(Loss) from Fair Valuation	155,644	-
	2,261,881	**2,146,014**

(All amounts are expressed in Thousands of Ghana Cedis)

The valuation report had been prepared with the following assumptions:

i That no high alumina cement concrete or calcium chloride or other potentially deleterious material was used in the construction of the property or has since been incorporated.

ii That the assets are not subject to any unusual or especially onerous restrictions encumbrances or outgoings and that in the absence of titles to the lands, assumptions of the usual lease terms have been made.

iii The properties and the values are unaffected by any matters which would be revealed by a local search and replies to the usual enquiries or by any statutory notice and that neither the properties nor their intended use are or would be unlawful.

iv That inspection of those parts which are unexposed will neither reveal material defects nor cause the valuer to alter the valuation materially.

v That the physical conditions of the buildings were based on visual inspection only. No liability is assumed for the soundness of the structures since no engineering or soil tests were made on the land on which the property was built.

vi Information and data gathered from the relevant land sector agencies and other authorities pursuant to preparing the valuation report and other secondary data are true and correct.

vii Information furnished by accredited officers of the Trust is believed to be true and correct. However, no warranty is given for its accuracy.

5c Real Estate under Construction

	2021	2020
Balance at 1 January	480,216	455,293
Additions during the year	21,207	24,923
Transfer to Housing Stock	(321,622)	-
At 31 December	**179,801**	**480,216**

(All amounts are expressed in Thousands of Ghana Cedis)

5d Investment Properties Additions

	2021	2020
Estate under construction	21,207	24,923
Commmercial properties net of transfer from Estate under construction	(318,697)	19,289
	(297,490)	44,212
Transfers catered for in PPE	(42,702)	-
	(340,192)	**44,212**

5e Investment in Subsidiaries

		2021	2020
(i)	**SSNIT Hospital**		
	Balance at the beginning	69,761	72,216
	Additions	-	-
	Revaluation Gain/(Loss)	(7,674)	(2,455)
		62,087	**69,761**
(ii)	**SSNIT Guest House**		
	Balance at the beginning	3,520	3,237
	Additions	-	-
	Revaluation Gain/(Loss)	(1,380)	283
		2,140	**3,520**
(iii)	**Bridal Trust Ltd**		
	Total Investment in Subsidiaries	**64,227**	**73,281**

(All amounts are expressed in Thousands of Ghana Cedis)

6a Non-current Financial Assets

		2021	2020
(i)	**Equity investments**		
	Listed equities	2,391,184	1,818,442
	Unlisted equities	4,097,488	3,099,005
		6,488,672	**4,917,447**
(ii)	**Investment securities**		
	Ghana Government bonds	1,002,209	1,022,209
	Corporate bonds	144,056	178,570
	Treasury Note more than one year	-	-
	Impairment	(85,845)	(109,420)
		1,060,420	**1,091,359**
(iii)	**Loans and receivables**		
	Corporate loans		
	Gross	881,841	1,313,168
	Impairment	(160,051)	(611,647)
		721,790	**701,521**
	Total Non-current financial assets	**8,270,882**	**6,710,327**

6b Current Financial Assets

		2021	2020
(i)	**Investment securities**		
	Fixed deposit maturing within 91 days	188,000	317,000
	Fixed deposit maturing after 91 days	66,658	243,814
	Impairment	(271)	(261)
		254,387	**560,553**
(ii)	**Loans and receivables**		
	Students loans	186,282	183,756
	Impairment	(142,914)	(142,880)
		43,368	**40,876**

(All amounts are expressed in Thousands of Ghana Cedis)

		2021	2020
(iii)	**Loans and receivables**		
	Corporate loans		
	Gross	996,056	481,985
	Impairment	(944,355)	(481,432)
		51,701	**553**
(iv)	**Other accounts receivable**		
	Investment income	100,370	113,696
	Staff debtors	64,210	68,163
	Current accounts of subsidiaries	21,120	21,120
	Sundry debtors	208,502	19,298
	Impairment	(50,957)	(51,722)
		343,245	170,555
	Total current financial assets	**692,701**	**772,537**

Analysis of corporate loans by business segment

	2021	%	2020	%
Financial	**189,602**	**10.10**	189,602	10.56
Service	**996,164**	**53.05**	918,176	51.15
Manufacturing	**3,380**	**0.18**	3,380	0.19
Real estate	**688,751**	**36.68**	683,995	38.10
Gross loans and advances	**1,877,897**	**100.00**	1,795,153	100.00
Less impairment allowance	**(1,104,406)**		(1,093,079)	
	773,491		702,074	

6c Prepayments and Advances

	2021	2020
Prepayment	5,124	3,245
Advances to contractors	14,671	32,996
	19,795	**36,241**

(All amounts are expressed in Thousands of Ghana Cedis)

7.0 Cash and Bank Balances

	2021	2020
Current account balances	**155,143**	158,524
	155,143	158,524

8.0 Inventory

	2021	2020
Stationery	**3,810**	3,607
Spare parts	**245**	212
Fuel and lubricants	**136**	83
	4,191	3,902

9.0 Housing Stock

	2021	2020
Opening balance	**72,541**	100,122
Additions during the year	**321,622**	(27,581)
Disposals	**(212,656)**	-
Closing balance	**181,507**	**72,541**

10.0 Accounts payable

	2021	2020
Retention fees	**10,667**	12,474
Suppliers and accrued liabilities	**626,064**	455,124
Rent received in advance	**47,756**	50,821
Returned Pension	**38,326**	28,390
Sundry payables	**1,507**	1,584
	724,320	548,393

(All amounts are expressed in Thousands of Ghana Cedis)

11.0 Ghana Education Trust Fund

The Ghana Education Trust Fund made available to the Trust an amount of GH¢26.42 million between the years 2000 and 2005 for onward lending to students under the Students Loan Scheme. This was disbursed in seven (7) different tranches, that is, (Nov-2000 - GH¢ 3million, Sep-2001 - GH¢ 3million, Nov-2001 - GH¢ 3million, Apr-2002 - GH¢ 3million, Nov-2002 - GH¢ 2million, May-2004 GH¢ 5.44million and May-2005 - GH¢ 6.98million). The amount received from GETFUND is interest free and there is no timeline for the repayment of the fund provided to the Trust.

12.0 Segmental Reporting

Segmental Information is presented in respect of the Trust's business segments. The Trust is organised into three main business segments: Operations, Investment and Administration. The Branch and Area Offices together with the coordination functions constitute the Operations segment which is primarily responsible for Contributions collection and benefits payment. The Investment segment manages the Treasury, Investment and Development functions of the Trust while the Administration segment is responsible for general administration.

2021	Note	Operations	Investments	Administration	Total
Net Contributions	13	3,368,335	-	-	3,368,335
Investment income		-	495,539	-	495,539
Other income		-	-	61,662	61,662
		3,368,335	495,539	61,662	3,925,536
Investment management expenses		-	(21,901)	-	(21,901)
Benefits		(3,628,280)	-	-	(3,628,280)
Operational costs		(254,661)	-	-	(254,661)
Administration Expenses		-	-	(334,759)	(334,759)
Impairment (losses)/gains					12,968
Total operating expenses		**(3,882,941)**	**(21,901)**	**(334,759)**	**(4,226,633)**
Surplus/(deficit) of Income after expenditure		**(514,606)**	**473,638**	**(273,097)**	**(301,097)**
Total assets					**12,887,135**
Total liabilities					**750,738**

(All amounts are expressed in Thousands of Ghana Cedis)

2020	Note	Operations	Investments	Administration	Total
Net Contributions	13	4,106,623	-	-	4,106,623
Investment income		-	491,637	-	491,637
Other income		-	-	88,671	88,671
		4,106,623	491,637	88,671	4,686,931
Investment management expenses		-	(22,163)	-	(22,163)
Benefits		(3,302,751)	-	-	(3,302,751)
Operational costs		(234,951)	-	-	(234,951)
Administration Expenses		-	-	(309,552)	(309,552)
Impairment (losses)/gains					324,359
Total operating expenses		**(3,537,702)**	**(22,163)**	**(309,552)**	**(3,545,058)**
Surplus/(deficit) of Income after expenditure		**568,921**	**469,474**	**(220,881)**	**1,141,873**
Total assets					**11,459,687**
Total liabilities					**574,811**

13.0 Net Contributions Received

	2021	2020
Accountant's General	**1,390,091**	2,670,123
Private/Other Sectors	**2,739,420**	2,369,259
	4,129,511	5,039,382
Transfer to NHIS	**(761,176)**	(932,759)
	3,368,335	4,106,623

(All amounts are expressed in Thousands of Ghana Cedis)

14a Net Investment Income

		2021	2020
Government and corporate bonds		**212,981**	138,136
Term deposits and treasury bills		**18,591**	43,090
Students loans		**4,547**	4,468
Corporate loans		**167,506**	29,601
Rent		**43,305**	57,674
Dividend		**169,848**	128,323
Miscellaneous income	14a (i)	**(121,239)**	90,345
		495,539	491,637
Investment management	14a (ii)	**(21,901)**	(22,163)
		473,638	469,474

14a (i) Miscellaneous Income

Miscellaneous Investment income is made up of all the income from the underlisted sources:

	2021	2020
Profit on sale of commercial and residential properties	(152,719)	53,889
Interest earned on HFC bonds	589	346
Interest earned on Call accounts	28,806	30,573
Interest earned on Current accounts	848	1,955
Equity Distribution Call Received	**1,237**	**3,582**
	(121,239)	**90,345**

(All amounts are expressed in Thousands of Ghana Cedis)

14a (ii) Investment Management Expenses

	2021	2020
Investment expenses arising from investment properties that generate rental income	**6,376**	13,178
Investment expenses arising from investment properties that did not generate rental income	**15,525**	8,985
Total investment management expenses	**21,901**	**22,163**

14a (iii) Movement in Provision for Impairment

		2021	2020
Balance at 1 January		**1,397,362**	1,721,721
Net impairment loss/(gain) for the year	16b	**(12,968)**	(324,359)
Balance at 31 December		**1,384,394**	1,397,362
Corporate loan	(6a (iii) & 6b(iii))	**1,104,406**	1,093,079
Students loan	6b(ii)	**142,914**	142,880
Government & Corporate bonds	6a(ii)	**85,845**	109,420
Fixed Deposits		**271**	261
Other accounts receivable		**50,957**	51,722
		1,384,393	**1,397,362**

The table below shows an analysis of the impairment losses on financial instruments measured at amortised cost base as at 31 December 2021

	Stage 1	Stage 2	Stage 3	Total
Corporate loans	122,494	-	981,912	1,104,406
Other accounts receivable	1,884	3,131	45,942	50,957
Government & Corporate bonds	10,012	-	75,834	85,846
Fixed Deposits	271	-	-	271
Students loans	-	-	142,914	142,914
	134,661	**3,131**	**1,246,602**	**1,384,394**

(All amounts are expressed in Thousands of Ghana Cedis)

14b Other Income

	2021	2020
Other income is made up of income from the underlisted sources:		
Bid/Documentation fee	**47**	64
Profit on disposal of shares	**-**	-
Profit on disposal of fixed assets	**121**	364
Penalty on delayed contribution	**32,806**	31,243
Exchange gain	**4,964**	12,540
Management fees from NHIS	**9,134**	11,193
Miscellaneous income	**14,590**	33,267
	61,662	**88,671**

15a Operational Cost

	2021	2020
Personnel costs	**230,224**	213,402
Utility costs	**5,702**	4,159
Public education	**502**	628
Depreciation	**8,628**	6,611
General expenses	**9,605**	10,151
	254,661	**234,951**

15b Benefits

	2021	2020
Old age and Invalidity	**3,196,006**	2,968,273
Death and Survivors	**432,274**	334,478
	3,628,280	**3,302,751**

(All amounts are expressed in Thousands of Ghana Cedis)

16a Administrative Expenses

Administrative expenses include:

	2021	2020
Depreciation	22,668	44,790
Audit expenses	231	205
Trustees emoluments	1,088	2,330
Others	310,772	262,227
	334,759	**309,552**

16b Net Impairment Loss/(Gain) on Financial Asset

The table below shows the impairment losses/(gains) on financial instruments for the year presented in the Statement of changes in net assets available for benefits:

	Stage 1	Stage 2	Stage 3	Total
Corporate loans	11,328	-	(1)	11,327
Other accounts receivable	(688)	(78)	1	(765)
Government & Corporate bonds	(3,574)	-	(20,000)	(23,574)
Fixed Deposits	10	-	-	10
Students loans	-	(72)	106	34
	7,076	**(150)**	**(19,894)**	**(12,968)**

17.0 Financial Risk Management

The Trust has exposure to the following risks from its use of financial instruments:

- Asset/portfolio/credit risk
- Liquidity risk
- Market risk
- Market risk Operational risk

This note presents information on the Trust's exposure to each of the risks, the Trust's objectives, policies and processes for measuring and managing risk and the Trust's management of capital.

Risk Management Framework

The Board of Trustees has overall responsibility for the establishment and oversight of the Trust's risk management framework.

The Trust's risk management policies are established to identify and analyse the risks faced by the Trust, to set appropriate risk limits and controls, and to monitor risks and adherence to limits.

The Trust, through the standards and procedures aims to develop a disciplined and constructive control environment, in which all employees understand their roles and obligations.

The Trust's Executive Committee is responsible for monitoring compliance with risk management policies and procedures, and for reviewing the adequacy of the risk management framework in relation to risks faced by the Trust.

A) Asset/Portfolio/Credit Risk

An Investment Asset Allocation Policy which is aimed at ensuring that the Trust positions its portfolio to amass optimal returns within the changing market environment and expectations while ensuring that the scheme, risk and performance of the investment portfolio remains relatively safe and sound, is reviewed and approved by the Board.

The Investment and Development Division of the Trust continually monitors the risk environment and as and when deemed necessary, the Investment Asset Allocation Policy is reviewed and submitted for further review and authorization by the Board.

The approved Investment Asset Allocation Policy serves as the guide for all investment activities within the Trust.

In constructing an Optimal Asset Allocation for the Trust, the Investment and Development Division assesses the associated risk inherent in investing in each of the asset classes and the overall portfolio as a whole.

The analysis is also attentive to the occurrence of deviations from the estimated Expected Return as it is these inevitable deviations that jeopardise the attainment of expected results and hence the risk.

In assessing the risk inherent in the portfolio, each asset class risk is measured with a keen eye on mitigating measures and controls on the risk.
The first part of the measurement exercise, is the establishment of the Expected Return on each asset class. The second part comprises the assessment of the risk characteristics of each asset; particularly in combination with the current portfolio. The risk of the individual assets is measured in the context of the effect of their returns on the overall portfolio volatility.

Combinations of assets duly assessed are then made in proportions that are projected to at least yield the minimum Expected Portfolio return of a positive 2.5% above inflation. The overall objective of the Investment Asset Allocation Policy is to ensure return optimisation, that is, the highest possible return achievable under tolerable risk levels.

The risk of financial loss to the Trust if a counterparty to a financial instrument fails to meet its contractual obligations, arises principally from loans and advances to companies and other Institutions and investment securities.

Loans are designated as impaired and considered non-performing where recognised weakness indicates that full payment of either interest or principal becomes questionable.

An individual impairment provision is raised, being the difference between the loan carrying amount and the present value of estimated future cash flows.

Provisions are raised where necessary based on the results of independent asset reviews, economic conditions as well as local knowledge and experiences. Where it is considered that there is no realistic prospect of recovering an element of an account against which an impairment provision has been raised, then that amount will be written off.

Collateral and other Credit Enhancements

The amount and type of collateral required depends on an assessment of the credit risk of the counterparty. Guidelines are in place covering the acceptability and valuation of each type of collateral. The main types of collateral obtained are as follows:

For commercial lending, charges over real estate properties, inventory and trade receivables. For student loan, guarantee by three SSNIT contributors with a minimum of five years' contribution.

It is the Trust's policy to dispose of repossessed properties in an orderly fashion. The proceeds are used to reduce or repay the outstanding claim. In general, the Trust does not occupy repossessed properties for business use.

(All amounts are expressed in Thousands of Ghana Cedis)

Concentration of risk

The Trust monitors concentrations of credit risk by sector. An analysis of concentrations of credit risk at reporting date is shown below:

Analysis by Business Segment

	2021	%	2020	%
Financial	**189,602**	**9.19**	189,602	9.58
Service	**996,164**	**48.26**	918,176	46.40
Manufacturing	**3,380**	**0.16**	3,380	0.17
Real estate	**688,751**	**33.37**	683,995	34.56
Students loan	**186,282**	**9.02**	183,756	9.29
Gross loans & advances	**2,064,179**	**100.00**	1,978,909	100.00
Less impairment allowance	**(1,247,320)**		(1,235,959)	
	816,859		742,950	

B) Liquidity Risk

The Trust defines liquidity risk as the risk associated with the situation where it does not have sufficient financial resources available to meet all of its obligations and commitments as they fall due, or can access them only at excessive cost.

Management of Liquidity Risk

It is the policy of the Trust to maintain adequate liquidity at all times. Hence the Trust's approach to managing liquidity is to be in a position to meet all obligations to pay pensioners, suppliers and contractors to fulfil commitments to lend and to meet any other commitments.

The Treasury Department maintains a portfolio of short-term liquid assets, largely made up of short-term liquid investment securities such as Treasury Bills, Fixed Deposits (Repurchase Agreements) and Calls to ensure that sufficient liquidity is maintained within the Trust.

The Finance Division of the Trust is responsible for ensuring the attainment of the liquidity objectives of the Trust. These responsibilities include the provision of authorities and development of policies and procedures.

Exposure to Liquidity Risk

The key measure used by the Trust for managing liquidity risk is the sustainability ratio which is the ratio of total expense to investment income. For this purpose, total expense is considered as including benefits expense and administrative expense. Details of the reported sustainability ratio at the reporting date, 31 December 2021 and 31 December 2020 is as follows:

(All amounts are expressed in Thousands of Ghana Cedis)

At 31 December	2021	2020
Investment income	**473,638**	469,474
Administrative expense	**334,759**	309,552
Benefits	**3,628,280**	3,302,751
Total expense	**3,963,039**	3,612,303
Administrative coverage ratio	**1.41**	1.52
Benefits coverage ratio	**0.13**	0.14
Sustainability ratio	**0.12**	0.13

Non-derivative Financial Assets and Liabilities held for Managing Liquidity Risk

2021	On demand	Not more than one year	Over one year	Total
Assets				
Cash and bank balance	155,143	-	-	155,143
Equity investments	-	-	6,488,672	6,488,672
Fixed deposits	-	269,650	1,402,406	1,672,056
Corporate and students loan	-	1,454,276	1,334,137	2,788,413
Other accounts receivable	208,502	134,743	-	343,245
Total financial assets (contractual maturity dates)	**363,645**	**1,858,669**	**9,225,215**	**11,447,529**
Liabilities				
Payables	627,571	58,423	-	685,994
Ghana Education Trust Fund	-	26,418	-	26,418
Total financial liabilities (contractual maturity dates)	**627,571**	**84,841**	**-**	**712,412**

(All amounts are expressed in Thousands of Ghana Cedis)

2020	On demand	Not more than one year	Over one year	Total
Assets				
Cash and bank balance	158,524	-	-	158,524
Equity investments	-	-	4,917,447	4,917,447
Fixed deposits	-	594,186	1,443,322	2,037,508
Corporate and students loan	-	818,862	1,986,692	2,805,554
Other accounts receivable	19,298	151,257	-	170,555
Total financial assets (contractual maturity dates)	**177,822**	**1,564,305**	**8,347,461**	**10,089,588**
Liabilities				
Accounts payable	456,708	63,295	-	520,003
Ghana Education Trust Fund	-	26,418	-	26,418
Total financial liabilities (contractual maturity dates)	**456,708**	**89,713**	**-**	**546,421**

C) Market Risk

Market Risk is the risk that changes in market prices, such as interest rate, equity prices and foreign exchange rates will affect the Trust income or the value of its holdings of financial instruments.

The objective of market risk management is to manage acceptable parameters, while optimising the return on risk. and evaluating methodologies to better manage this risk and control market risk exposures within The Trust is developing policies, processes and evaluating methodologies to better manage this risk.

(i) Interest/Return Rate Risk

The table below sets out the return on the Trust's investment portfolio for the year 2021 as compared to 2020.

	2021 Rate of return	2020 Rate of return
	%	%
Investment properties	**1.52**	5.02
Equity Investments	**27.03**	1.42
Investment securities	**17.68**	19.63
Loans and receivables	**22.70**	6.16
Students loan	**10.79**	11.16

(All amounts are expressed in Thousands of Ghana Cedis)

(ii) Foreign Exchange Risk

The Trust operates wholly within Ghana and its assets and liabilities are carried in local currency. The Trust maintains deposits with some of its bankers and lends to some companies in foreign currencies. The exchange rates used for translating the major foreign currency balances at the end of the period were as follows:

	2021	**2020**
US Dollar	**5.9961**	5.7602
GB Pound	**8.1053**	7.8742
Euro	**6.7983**	7.0643

(iii) Foreign Currency Sensitivity

The following tables demonstrate the sensitivity to a reasonably possible change in USD, EURO and GBP exchange rates, with all other variables held constant. The impact on the Trust's profit before tax is due to changes in the fair value of monetary assets and liabilities. The impact on the Trust's income surplus is the same.

2021	**Balance**	**Change in rate**	**Effect on Net Surplus**
USD	8,539	4.10%	350.00
	8,539	-4.10%	(350.00)
GBP	4,013	2.93%	118.00
	4,013	-2.93%	(118.00)

2020	**Balance**	**Change in rate**	**Effect on Net Surplus**
USD	10,161	10.25%	1,041.00
	10,161	-10.25%	(1,041.00)
GBP	4,077	-10.01%	408.00
	4,077	10.01%	(408.00)

(All amounts are expressed in Thousands of Ghana Cedis)

D) Equity Price Risk

The Trust's listed and unlisted equity securities are susceptible to market price risk arising from uncertainties about future values of the investment securities. The Trust manages the equity price risk through diversification and by placing limits on individual and total equity instruments. Reports on the equity portfolio are submitted to the Trust's investment committee on a regular basis. The Board of Trustees reviews and approves all equity investment decisions. At the reporting date, the exposure to listed equity securities at fair value was GH¢2,391,184,000. A decrease of 10% on the Ghana Stock Exchange (GSE) market index could have an impact of approximately GH¢239,118,400 on the income or net assets available for benefits, depending on whether the decline is significant or prolonged. An increase of 10% in the value of the listed securities would only impact net assets available for benefit but would not have an effect on net surplus.

Interest Rate Risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The Trust's exposure to the risk of changes in market interest rates relates primarily to the Trust's loans with floating interest rates.

The Trust manages its interest rate risk by having a balanced portfolio of fixed and variable rate loans.

Interest Rate Sensitivity

The following table demonstrates the sensitivity to a reasonably possibly change in interest rates on that portion of loans affected. With all other variables held constant, the Trust's net surplus is affected through the impact on floating rate lendings, as follows:

	Increase /decrease in basis points	Effect on net surplus
2021	**%**	
1,877,897	2.05%	38,497
1,877,897	-2.05%	(38,497)
2020		
1,795,153	2.05%	36,801
1,795,153	-2.05%	(36,801)

E) Operational Risk

Operational risk is the risk of direct or indirect loss arising from a wide variety of causes associated with the Trust's processes, personnel, technology and infrastructure, and from external factors other than market and liquidity risks such as those arising from legal and regulatory requirements and generally accepted standards of corporate behaviour.

Operational risks arise from all aspects of the Trust's operations.

The Trust's objective is to manage operational risk so as to balance the avoidance of financial losses and damage to the Trust's reputation with overall cost effectiveness and to avoid control procedures that restrict initiative and creativity.

(All amounts are expressed in Thousands of Ghana Cedis)

The primary responsibility for the development and implementation of controls to address operational risk is assigned to Senior Management within each Division. This responsibility is supported by the development of overall standards for the management of operational risk in the following areas:

- requirements for appropriate segregation of duties, including the independent authorisation of transactions
- requirements for the reconciliation and monitoring of transactions
- compliance with regulatory and other legal requirements
- documentation of controls and procedures
- requirements for the periodic assessment of operational risks faced, and the adequacy of controls procedures to address the risks identified.
- requirements for the reporting of operational losses and proposed remedial action
- procedures to address the risks identified
- development of contingency plans
- training and professional development
- ethical and business standards
- risk mitigation, including insurance where this is effective.

Compliance with the Trust's standards is supported by a programme of periodic reviews undertaken by Internal Audit sometimes with assistance from external consultants. The results of reviews are discussed with the management of the business unit to which they relate, with reports submitted to the Audit Committee, a sub-committee of the Board.

18.0 Transfers to National Health Insurance Scheme

Transfers made are in accordance with National Pensions Act, 2008 (Act 766) Section 63(4) which requires 2.5 percentage points out of each member's 13.5% contribution to the SSNIT Pension Scheme to be paid into the National Health Insurance Fund.

19.0 Net Increase in the Value of Investments

	2021	2020
Revaluation of listed shares	**572,741**	(338,840)
Revaluation of unlisted investments	**826,721**	282,493
Revaluation of Fixed Assets	**16,857**	(15,735)
Revaluation of commercial properties	**144,867**	-
Revaluation Investments in subsidiaries	**(9,054)**	(2,173)
Indexation of HFC Bonds	**486**	8,133
	1,552,618	**(66,122)**

20.0 Tax

Under Section 54 of the National Pensions Act, 2008 (Act 766), the Trust is exempt from corporate tax and such other taxes and duties as may be determined by the Minister of Finance.

21.0 Fair Value of Financial Statements

1 Fair Value Hierarchy

IFRS 13 requires disclosures relating to fair value measurements using a three-level fair value hierarchy. The level within which the fair value measurement is categorised in its entirety is determined on the basis of the lowest level input that is significant to the fair value measurement. Assessing the significance of a particular input requires judgement, considering factors specific to the asset or liability. The following table shows financial instruments recognised at fair value, categorised between those whose fair value is based on:

LEVEL 1 –

Quoted (unadjusted) market prices in active markets for identical assets or liabilities

LEVEL 2 –

Valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable.

LEVEL 3 –

Valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable.

This hierarchy requires the use of observable market data when available. The Trust considers relevant observable market prices in its valuation where possible. There has not been movement of financial instruments from Level 2 to 3 in the current year. Financial instruments measured at fair value at 31 December 2021 and 31 December 2020 were classified as follows:

(All amounts are expressed in Thousands of Ghana Cedis)

Recurring Fair Value Measurement of Assets and Liabilities

2021	Valuations based on observable inputs		
Financial assets	Level 1	Level 2	Level 3
Investment in subsidiaries			
SSNIT Hospital	-	-	62,087
SSNIT Guest House	-	-	2,140
Bridal Trust Ltd	-	-	-
Equities			
Listed equity	2,391,184	-	-
Unlisted equity	-	-	3,994,894
Unlisted managed funds	-	-	102,594
Investment properties	-	-	2,441,682
Available-for-sale investments	**2,391,184**	**-**	**6,603,397**

2020	Valuations based on observable inputs		
Financial assets	Level 1	Level 2	Level 3
Investment in subsidiaries			
SSNIT Hospital	-	-	69,761
SSNIT Guest House	-	-	3,520
Bridal Trust Ltd	-	-	-
Equities	-	-	-
Listed equity	1,818,442	-	-
Unlisted equity	-	-	3,009,580
Unlisted managed funds	-	-	89,425
Investment properties	-	-	2,626,230
Available-for-sale investments	**1,818,442**	**-**	**5,798,516**

Transfers between Levels

During 2021 financial year, there was no transfer between Levels in the fair value hierarchy.

Valuation Techniques

Listed investment in equity securities.

When fair values of publicly traded equity securities, managed funds and derivatives are based on quoted market prices, or binding dealer price quotations, in an active market for identical assets without any adjustments, the instruments are included within Level 1 of the hierarchy. The Fund values these investments at bid price for long positions and ask price for short positions.

Unlisted Equity Investments

The Trust invests in private equity companies which are not quoted in an active market. Transactions in such investments do not occur on a regular basis. The Trust uses a market-based valuation technique for these positions.

Description of the Valuation Techniques

Unlisted managed funds.

The Trust invests in managed funds, including private equity funds, which are not quoted in an active market and which may be subjected to restrictions on redemptions such as lock-up periods, redemption gates and side pockets. The Fund's Investment Manager considers the valuation techniques and inputs used in valuing these funds as part of its due diligence prior to investing, to ensure they are reasonable and appropriate and therefore the net asset value (NAV) of these funds may be used as an input into measuring their fair value.

In measuring this fair value, the NAV of the funds is adjusted, as necessary, to reflect restrictions on redemptions, future commitments, and other specific factors of the fund and Fund Manager. In measuring fair value, consideration is also paid to any transactions in the shares of the fund. Depending on the nature and level of adjustments needed to the NAV and the level of trading in the fund, the Fund classifies these funds as either Level 2 or Level 3.

Investment Property

The fair value of investment property was determined by accredited independent valuers using recognised valuation techniques in 2019. These techniques comprise both the Market/Comparison Approach and Replacement Cost Approach. Under the Market Approach, a property's fair value is estimated by an analysis of recent sales of comparable properties in both the subject neighbourhood and other comparable neighbourhoods. The analysed data is adjusted to reflect differences in location, time and terms of sale and physical characteristics between the subject property and the comparable property.

The Depreciated Replacement Cost Approach is based on the assumption that cost and value are related. This involves finding the estimate of the gross replacement cost of a building which is the estimated cost of erecting a building or a modern substitute building, having the same gross internal floor area as that existing, at prices current at the relevant date. The figure is then reduced to reflect the physical deterioration, functional and economic obsolescence of the building and environmental constraints to arrive at the depreciated replacement cost of the building. To this, is added the existing use value of the land, which is found by the Market Approach to value. The fair value of investment property is included within Level 3.

(All amounts are expressed in Thousands of Ghana Cedis)

Valuation Process for Level 3

Quantitative information of significant unobservable inputs – Level 3

Description	Valuation Technique	Unobservable Input
Unlisted Equities	Average of adjusted Net Assets, DCF and EBITDA	Analysis of 4 year's Financial Statements, projection of cash flows and comparable EBITDA multiples of similar companies.
Investment properties	Fair Market Value	Analysis of recent sales of comparable properties in both the subject neighbourhood and other comparable neighbourhoods.
SSNIT Hospital	Average of adjusted Net Assets, DCF and EBITDA	Analysis of 4 years' Financial Statements, projection of cash flows and comparable EBITDA multiples of similar companies.
SSNIT Guest House	Adjusted Net Assets	Financial Statements for 2020 year end.

Level 3 Reconciliation

The following Table shows a reconciliation of all movements in the fair value of financial instruments categorised within Level 3 between the beginning and the end of the reporting period:

2021	SSNIT Hospital	SSNIT Guest House	Bridal Trust Ltd.	Unlisted equity	Investment properties	Unlisted managed funds	Total
Balance as at 1 Jan 2021	69,761	3,520	-	3,009,580	2,626,230	89,425	5,798,516
Revaluation gains and (losses)	(7,674)	(1,380)	-	827,809	155,644	13,169	987,568
Purchases	-	-	-	157,997	24,132	-	182,129
Sales	-	-	-	(492)	-	-	(492)
Capital Calls	-	-	-	-	-	-	-
Distribution	-	-	-	-	-	-	-
Transfer in/(out)	-	-	-	-	(364,324)	-	(364,324)
Balance as at 31 December 2021	**62,087**	**2,140**	**-**	**3,994,894**	**2,441,682**	**102,594**	**6,603,397**

(All amounts are expressed in Thousands of Ghana Cedis)

2020	SSNIT Hospital	SSNIT Guest House	Bridal Trust Ltd.	Unlisted equity	Investment properties	Unlisted managed funds	Total
Balance as at 1 Jan 2020	72,216	3,237	-	2,548,783	2,582,018	89,425	5,295,679
Total gains and losses in profit or loss	(2,455)	283	-	(420,029)	-	-	(422,201)
Purchases	-	-	-	881,154	44,212	-	925,366
Sales	-	-	-	(328)	-	-	(328)
Capital Calls	-	-	-	-	-	-	-
Distribution	-	-	-	-	-	-	-
Transfer in/(out)	-	-	-	-	-	-	-
Balance as at 31 December 2020	**69,761**	**3,520**	**-**	**3,009,580**	**2,626,230**	**89,425**	**5,798,516**

2 Financial instruments not measured at fair value

The table below summarises the carrying amounts and fair values of those financial assets and liabilities not presented on the Trust's statement of financial position at their fair value:

	2021		2020	
	Carrying Amount	Fair Value	Carrying Amount	Fair Value
Assets				
Cash and bank balance	155,143	155,143	158,524	158,524
Investment securities (i)	1,314,807	1,314,807	1,651,912	1,651,912
Corporate and Students Loan (ii)	816,859	816,859	742,950	742,950
Other accounts receivable (iii)	343,245	343,245	170,555	170,555
	2,630,054	**2,630,054**	**2,723,941**	**2,723,941**
Liabilities				
Payables	724,320	724,320	548,393	548,393
Ghana Education Trust Fund (iv)	26,418	26,418	26,418	26,418
	750,738	**750,738**	**574,811**	**574,811**

(All amounts are expressed in Thousands of Ghana Cedis)

i Investment securities

Investment securities include treasury bills and fixed deposits. The estimated fair value of fixed interest bearing deposits and treasury bills are based on discounted cash flows using prevailing money-market interest rates for debts with similar credit risk and remaining maturity. The carrying amount approximates their fair values.

ii Corporate and students' loans

Corporate and students' loans are net of charges for impairment. The estimated fair value of corporate and students' loans represents the discounted amount of estimated future cash flows expected to be received. Expected cash flows are discounted at current market rates to determine fair value. The carrying amount approximates their fair value.

iii Other accounts receivable

The estimated fair value of other accounts receivable represents the discounted amount of estimated future cash flows expected to be received. The carrying amount approximates their fair value.

iv Ghana Education Trust Fund

The estimated fair value of Ghana Education Trust Fund is based on discounted cash flows using prevailing money-market interest rates for debts with similar risk and remaining maturity. The carrying amount approximates their fair value.

22.0 Contingent Liabilities and Provisions

Contingent Liability

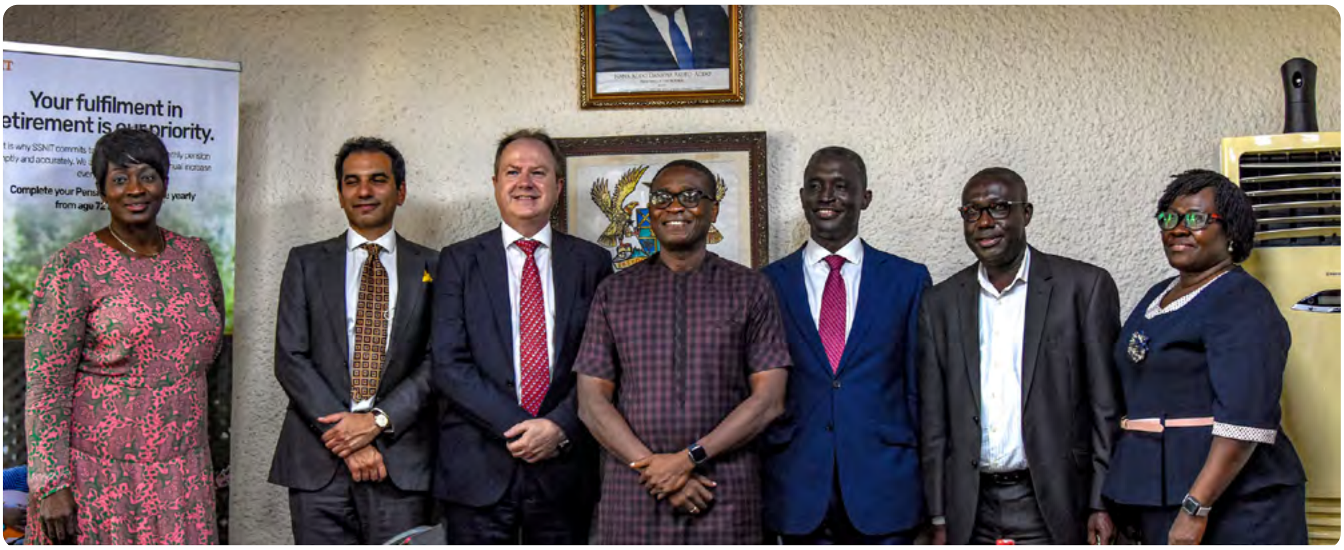
There were a number of legal proceedings outstanding against the Trust as at 31 December 2021. These are pending litigations that may result in a material liability to the Trust. It is estimated that the maximum amount would not exceed GH¢26,596,149 (2020: GH¢28,196,149).

23.0 Events After the Reporting Period

There were no events after the reporting date requiring adjustment or disclosure in the Financial Statements.

Official Events

(From right) Organised Labour Rep., Dr. Evans Ageme Dzikum, Vice-President of the Ghana Employers Association (GEA), Dr. Emmanuel Adu-Sarkodee, a broker, Mr. Peter Osei Duah, National Executive Member of GNAT, Ms. Ivy Betur Naaso, Minister of Finance, Mr. Ken Ofori-Atta, Board Chair, Ms. Elizabeth Akua Ohene, DG, Dr. John Ofori-Tenkorang, retired Vice-Principal of Ghana International School (GIS), Mrs. Gloria Irene Amaki Payida, President of the GEA, Mr. Daniel Acheampong, Rep of NPA, Mr. Benjamin Odotei Asumang, Deputy Secretary-General of Trades Union Congress (TUC), Mr. Joshua Ansah, General Secretary of UNICOF, Mr. John Senanu Amegashie at their inauguration as Trustees of the SSNIT Board.



The Deputy Director-General, Finance and Administration, Mr. Michael Addo (middle), The Chief Finance Officer, Tullow Oil Plc, Mr. Les Wood (2nd left), Managing Director, Tullow, Mr. Wissam Al Monthiry (3rd left), the Deputy Managing Director, Tullow, Ms. Cynthia Lumor (extreme left), the Deputy Director-General, Investments, Mr. Kofi Osafo-Maafo (3rd right), General Manager, Operations, Mr. Kingsley Adjei-Manu (2nd right) and the General Manager, Finance, Mrs. Elizabeth Aggrey-Ampiah during the courtesy call by Executives of Tullow Oil on SSNIT Management.

Director-General, Dr. John Ofori-Tenkorang (3rd left), with MD of Ecobank (2nd left), Mr. Daniel Sackey. Third right is the DDG, Investment & Development Division, Mr Kofi Osafo-Maafo with other Executives from SSNIT and Ecobank at a ceremony to present a GH¢ 28.8million dividend by Ecobank Ghana to SSNIT

Managing Director of Ecobank Ghana Ltd., Mr. Daniel Sackey presenting the cheque to the Director-General

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