

ELECTRICAL CONTRACTING INDUSTRY NATIONAL PENSION FUND

Amendment No. 3

The Trustees of the Electrical Contracting Industry National Pension Fund (hereinafter referred to as “the Fund”) resolved, by Round Robin Resolution in terms of Rule 12.2.5, that:

- (a) The previous amendment, submitted as amendment number 1 under case number 617866 to provide for the Two-Pot retirement system, be reviewed and renumbered as this amendment number 3;
- (b) The last date of signature of this amendment shall be deemed to be the date on which the Trustees resolved to amend the Rules of the Fund; and
- (c) With effect from 30 January 2025, the Rules of the Fund shall be amended to incorporate the provisions of the legislation relating to the Two-Pot retirement system into the Rules, with more detailed explanations (all related to the Two-Pot retirement system) under each paragraph below:

1. The following definitions shall be inserted in Rule 2.2:

Reasons:

Non-Resident Member: to define those members who will be able to access the Retirement Component prior to retirement.

Retirement Component: to define the retirement component that must be established in terms of the Two-Pot legislation.

Savings Component: to define the savings component that must be established in terms of the Two-Pot legislation.

Savings Withdrawal Benefit: to define the annual withdrawals that a member may take from the savings component.

Vested Component: to define the vested component that must be established in terms of the Two-Pot legislation.

Tax Year: To define the period within which annual Savings Withdrawals are permitted.

“2.2.55A NON - RESIDENT MEMBER

A MEMBER who:

- (a) has not been a resident of the Republic of South Africa for an uninterrupted period of three years or longer on or after the ANNUITISATION DATE; or
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- (b) departed from the Republic at the expiry of a visa obtained for the purposes of—
 - (i) working as contemplated in paragraph (i) of the definition of “visa” in section 1 of the Immigration Act, 2002 (Act No. 13 of 2002); or
 - (ii) a visit as contemplated in paragraph (b) of the definition of “visa” in section 1 of the Immigration Act, 2002 (Act No. 13 of 2002), issued in terms of paragraph (b) of the proviso to section 11 of that Act by the Director General, as defined in that act.”

2.2.69A RETIREMENT COMPONENT

That portion of the INDIVIDUAL MEMBER ACCOUNT of a MEMBER that is set out in RULE 6.4.1.

2.2.73A SAVINGS COMPONENT

That portion of the INDIVIDUAL MEMBER ACCOUNT of a MEMBER that is set out in RULE 6.4.2.

2.2.73B SAVINGS WITHDRAWAL

The annual withdrawal from the SAVINGS COMPONENT that a MEMBER is permitted in terms of RULE 9.1.

2.2.82A VESTED COMPONENT

That portion of the INDIVIDUAL MEMBER ACCOUNT of a MEMBER that is set out in RULE 6.4.3.

2.2.75A TAX YEAR

The period from 1 March in any year to the last day of February of the following year, as defined in the Income Tax Act.

2. The definition of Commutation Amount in Rule 2.2.15A shall be replaced by the following:

Reason: To include in the calculation of the amount that may be taken in cash references to the Savings, Vested and Retirement Components.

“2.2.15A COMMUTATION AMOUNT

The maximum portion of the EQUITABLE SHARE that a retiring member may commute for cash on retirement, which shall be the sum of the following amounts:

- (a) Up to the full amount held in the SAVINGS COMPONENT of the MEMBER;
- (b) Up to the full amount of the VESTED PRE-ANNUITISATION AMOUNT of the MEMBER;
- (c) Up to one-third (1/3) of the balance of the VESTED COMPONENT (after deduction of the VESTED PRE-ANNUITISATION AMOUNT) of the MEMBER,

Provided that if two-thirds of the balance of the VESTED COMPONENT (after deduction of the VESTED PRE-ANNUITISATION AMOUNT), together with the amount in the RETIREMENT COMPONENT, is less than the *de minimis* amount provided for in the INCOME TAX ACT from time to time, the full amount of the EQUITABLE SHARE of the MEMBER may be taken as a cash lump sum.

3. Rule 4.2.2 shall be replaced by the following:

Reason: To amend the Rule regarding the allocation of additional contributions and transfer amounts that will now be determined in accordance with the provisions of the new Rule 4.3A.

“4.2.2 Any lump sum and/or additional CONTRIBUTIONS received in terms of RULE 4.2.1 will be applied to increase the EQUITABLE SHARE of the MEMBER by way of a credit of that amount to his INDIVIDUAL MEMBER ACCOUNT, in accordance with the provisions of RULE 4.3A.

4. The following shall be inserted after Rule 4.3:

Reason: To set out how contributions and transfer amounts will be allocated to the various components.

“4.3A Allocation of Contributions and Transfer Amounts

4.3A.1 Any CONTRIBUTIONS paid to the FUND in terms of RULES 4.1, 4.2 or 4.3, net of the amounts required to cover the FUND'S administration and

other associated costs, and allocations to the RISK RESERVE ACCOUNT and the EXPENSE RESERVE ACCOUNT as contemplated in RULE 4.3, shall be allocated to the components in the INDIVIDUAL MEMBER ACCOUNT of the MEMBER as follows:

- (a) One-third of the net CONTRIBUTIONS, shall be allocated to the SAVINGS COMPONENT; and
- (b) Two-thirds of the net CONTRIBUTIONS shall be allocated to the RETIREMENT COMPONENT.

4.3A.2 Any amount received by the FUND in respect of the MEMBER from another APPROVED FUND that is not an APPROVED RETIREMENT ANNUITY FUND, shall be allocated to the components in the INDIVIDUAL MEMBER ACCOUNT of the MEMBER as follows:

- (a) Any amount representing the savings component in that fund shall be allocated to his SAVINGS COMPONENT or, if so requested by the MEMBER, to his RETIREMENT COMPONENT;
- (b) Any amount representing the vested component in that fund shall be allocated to the VESTED COMPONENT, provided that if the amount received from that fund includes amounts contemplated in paragraphs (a) and/or (b) of the definition of VESTED PRE-ANNUITISATION AMOUNT, such amount(s) shall be separately reflected as the VESTED PRE-ANNUITISATION AMOUNT in the VESTED COMPONENT of the MEMBER, and provided further that the MEMBER may request that the amount received from the vested component of that fund be allocated to his RETIREMENT COMPONENT; and
- (c) Any amount representing the retirement component in that fund shall be allocated to the RETIREMENT COMPONENT of the MEMBER.”

5. Rule 5.1 shall be replaced by the following:

Reason: *To include in the calculation of Equitable Share references to the Retirement, Savings and Vested Components.*

“5.1 EQUITABLE SHARE

The EQUITABLE SHARE of a MEMBER shall be calculated as the value of the total number of UNITS representing the assets underlying the INDIVIDUAL MEMBER ACCOUNT of the MEMBER, multiplied by the UNIT PRICE as at the REALISATION DATE and as provided for in RULE 5.2.4, provided that the INDIVIDUAL MEMBER ACCOUNT shall consist of a SAVINGS COMPONENT, RETIREMENT COMPONENT and, if applicable, a VESTED COMPONENT in which the VESTED PRE-ANNUITISATION AMOUNT shall be separately reflected.”

6. Rule 6.4 shall be replaced by the following:

Reason: *To establish a Retirement Component, Savings Component and Vested Component and to set out the amounts to be credited and debited to each component.*

“6.4 INDIVIDUAL MEMBER ACCOUNT

The FUND shall maintain an INDIVIDUAL MEMBER ACCOUNT for each MEMBER, which shall consist of the following components:

6.4.1 A RETIREMENT COMPONENT, to which shall be:

(a) **Credited:**

(i) Two-thirds of the CONTRIBUTIONS paid to the FUND by the MEMBER and the EMPLOYER in terms of RULE 4, net of the amounts required to cover the FUND'S administration and other associated costs, and allocations to the RISK RESERVE ACCOUNT and the EXPENSE RESERVE ACCOUNT provided for in RULE 4.3;

(ii) Any amount representing the retirement component of the MEMBER in another APPROVED FUND that is not an

APPROVED RETIREMENT ANNUITY FUND, and that is transferred to the FUND from that fund in respect of the MEMBER in terms of RULE 4.2.1 or RULE 14.2.1;

- (iii) any amount transferred from the vested component or the savings component of an APPROVED FUND that is not an APPROVED RETIREMENT ANNUITY FUND, to be allocated to the RETIREMENT COMPONENT at the request of the MEMBER;
- (iv) if applicable, any amount transferred from the SAVINGS COMPONENT or the VESTED COMPONENT at the request of the MEMBER;
- (v) The proportional amount of interest payable by an EMPLOYER in terms of RULE 4.4.2, on the late payment of CONTRIBUTIONS referred to in paragraph (i)
- (vi) if applicable, any amount transferred from the DATA AND PROCESSING RESERVE ACCOUNT in terms of RULE 6.1.3;
- (vii) Positive FUND RETURNS earned on the balance held in the component,

(b) **Debited:**

- (i) Any amount applied to purchase an ANNUITY in terms of the RULES;
- (ii) Payment of the COMMUTATION AMOUNT in terms of the RULES;
- (iii) Payment of the balance when a lump sum BENEFIT becomes due on the death of a MEMBER;
- (iv) In the case of a NON-RESIDENT MEMBER, payment of the balance when a BENEFIT becomes payable in terms of RULE 9.2;

- (v) In respect of a PAID-UP MEMBER, the proportionate amount to be credited to the EXPENSE RESERVE ACCOUNT for payment of the administration, tracing and payment costs in respect of the MEMBER;
- (vi) The proportionate amount, as determined by the BOARD, of any amount deducted from the INDIVIDUAL MEMBER ACCOUNT in terms of RULE 14.12;
- (vii) Transfer of the balance in this component to a similar component in another APPROVED FUND in terms of the RULES; and
- (viii) Negative FUND RETURNS earned on the balance held in the component.

6.4.2 A SAVINGS COMPONENT, to which shall be:

(a) **Credited:**

- (i) One-third of the CONTRIBUTIONS paid to the FUND by the MEMBER and the EMPLOYER in terms of RULE 4, net of the amounts required to cover the FUND'S administration and other associated costs, and allocations to the RISK RESERVE ACCOUNT and the EXPENSE RESERVE ACCOUNT provided for in RULE 4.3;
- (ii) Any amount representing the savings component of the MEMBER in another APPROVED FUND that is not an APPROVED RETIREMENT ANNUITY FUND, and that is transferred to the FUND from that fund in respect of the MEMBER in terms of RULE 4.2.1 or RULE 14.2.1;
- (iii) The proportional amount of interest payable by an EMPLOYER in terms of RULE 4.4.2, on the late payment of CONTRIBUTIONS referred to in paragraph (i)
- (iv) if applicable, any amount transferred from the DATA AND

PROCESSING RESERVE ACCOUNT in terms of RULE 6.1.3;

(v) Positive FUND RETURNS earned on the balance held in the component,

(b) **Debited:**

(i) SAVINGS WITHDRAWALS paid to the MEMBER in terms of RULE 9.1;

(ii) Payment or transfer of the balance held in the SAVINGS COMPONENT on termination of membership in terms of the RULES;

(iii) Payment of the balance when a lump sum BENEFIT becomes due on the death of a MEMBER;

(iv) In respect of a PAID-UP MEMBER, the proportionate amount to be credited to the EXPENSE RESERVE ACCOUNT for payment of the administration, tracing and payment costs in respect of the MEMBER;

(v) The proportionate amount, as determined by the BOARD, of any amount deducted from the INDIVIDUAL MEMBER ACCOUNT in terms of RULE 14.12;

(vi) Transfer of the balance in this component to the savings component in another APPROVED FUND in terms of the RULES;

(vii) Transfer of the value in this component to the RETIREMENT COMPONENT of the MEMBER, if so requested by the MEMBER; and

(viii) Negative FUND RETURNS earned on the balance held in the component.

6.4.3 A VESTED COMPONENT, consisting of:

(a) The VESTED PRE-ANNUITISATION AMOUNT in respect the MEMBER (if any); and

(b) A further amount, to which shall be:

(i) **Credited:**

(aa) Any amount transferred from another APPROVED FUND that is not an APPROVED RETIREMENT ANNUITY FUND that represents the vested component in that FUND and that is subject to annuitisation;

(bb) Fund return, as defined in the ACT, earned in that APPROVED FUND in relation to the amount contemplated in item (aa).

(cc) Positive FUND RETURNS earned on the balance in this component;

(ii) **Debited:**

(aa) Payment of the balance on termination of membership in terms of the RULES;

(bb) In respect of a PAID-UP MEMBER, the proportionate amount to be credited to the EXPENSE RESERVE ACCOUNT for payment of the administration, tracing and payment costs in respect of the MEMBER;

(cc) The proportionate amount, as determined by the BOARD, of any amount deducted from the INDIVIDUAL MEMBER ACCOUNT in terms of RULE 14.12;

(dd) Transfer of the balance to the RETIREMENT COMPONENT established in respect of the MEMBER, at the request of the MEMBER;

- (ee) Transfer of the balance to the vested component in another APPROVED FUND or, at the request of the MEMBER, to the retirement component in such fund;
- (ff) Negative FUND RETURNS earned on the balance held in the account,

7. Rule 7.2.2 shall be replaced by the following:

Reason: To provide that the Retirement, Savings and Vested Components must be allocated to matching components in the receiving fund, when a member on retirement elects to transfer his benefit to an approved retirement annuity fund or approved pension or provident preservation fund.

“7.2.2 A MEMBER who is entitled to a retirement BENEFIT in terms of RULE 7.2.1 may elect to transfer his EQUITABLE SHARE to an APPROVED RETIREMENT ANNUITY FUND, APPROVED PENSION PRESERVATION FUND or APPROVED PROVIDENT PRESERVATION FUND, provided that the ADMINISTRATOR shall inform the receiving fund of the MEMBER’S values in his SAVINGS COMPONENT, RETIREMENT COMPONENT, and (if applicable) his VESTED COMPONENT, separately reflecting any VESTED PRE-ANNUITISATION AMOUNT, that must be allocated to the matching components in the receiving fund.”

8. Rule 9 shall be replaced by the following:

Reason: To provide for annual Savings Withdrawals in Rule 9.1 and to set out in Rule 9.2 the options available for payment from the various components when a member elects to receive a benefit following termination of employment. The effect of these changes was that the entire Rule 9 had to be replaced.

“9. WITHDRAWALS PRIOR TO RETIREMENT

9.1 SAVINGS WITHDRAWALS

- 9.1.1 Subject to the provisions of RULE 9.1.2, a MEMBER (including a PAID-UP MEMBER) may once in each TAX YEAR elect to withdraw any amount up to the full balance held in his SAVINGS COMPONENT at that date, provided that the amount of the withdrawal, before taking into account any charges and transactions costs, shall not be less than an amount of R2, 000,

as prescribed in terms of the INCOME TAX ACT. From the amount so withdrawn must be deducted any costs and tax payable in respect of the amount withdrawn.

9.1.2 A MEMBER may, upon termination of his membership, withdraw the remaining balance in his SAVINGS COMPONENT, even if the MEMBER had already taken a SAVINGS WITHDRAWAL in that TAX YEAR, provided that in the case of a MEMBER whose membership terminated prior to 1 March 2026, the balance held in the SAVINGS COMPONENT did not exceed the amount of R2, 000.

9.1.3 The BOARD may disallow or suspend any SAVINGS WITHDRAWAL by a MEMBER in accordance with the provisions of section 37D of the ACT.

9.1.3 The BOARD may determine reasonable administrative processes, timeframes and charges applicable to SAVINGS WITHDRAWALS.

9.2 TERMINATION OF SERVICE

9.2.1 On the termination of the employment of a MEMBER with the EMPLOYER as a result of the MEMBER'S resignation, dismissal, retrenchment or as a result of a reduction of reorganization of staff by the EMPLOYER, prior to the MEMBER reaching the NORMAL RETIREMENT AGE, the MEMBER shall become a PAID-UP MEMBER until the FUND receives a claim form, in the format prescribed by the FUND, for payment of his EQUITABLE SHARE, or to have his EQUITABLE SHARE transferred as provided for in RULE 9.2.2 below.

9.2.2 A PAID-UP MEMBER who submits a claim form for payment of his BENEFIT in terms of RULE 9.2.1 may elect:

(a) Payment in cash of:

(i) up to the full amount in his VESTED COMPONENT; and

- (ii) the remaining balance in his SAVINGS COMPONENT as contemplated in RULE 9.1.2,

In which case the remaining balance of his EQUITABLE SHARE must be transferred to another APPROVED FUND; or

- (b) that his full EQUITABLE SHARE be transferred to another APPROVED FUND,

Provided that:

- (aa) Any transfer to another APPROVED FUND shall be subject to such restrictions and requirements as may apply in terms of the INCOME TAX ACT or as may be laid down by the REVENUE AUTHORITIES from time to time; and
- (bb) In the case of a transfer to another APPROVED FUND, any balance remaining in the SAVINGS COMPONENT and/or VESTED COMPONENT and the RETIREMENT COMPONENT must each be transferred to a similar component in the transferee fund, separately reflecting the VESTED PRE-ANNUITISATION AMOUNT (if any).

9.2.3 Notwithstanding the provisions of RULE 9.2.2, a NON-RESIDENT MEMBER may on termination of SERVICE elect to receive the full amount of his EQUITABLE SHARE in cash.

9.2.4 Once the EQUITABLE SHARE has been paid to a MEMBER or transferred to another APPROVED FUND, the liability and duties of the BOARD to and in respect of the MEMBER shall be discharged completely.

9.3 PAID-UP MEMBERSHIP

9.3.1 Once a MEMBER becomes a PAID-UP MEMBER, no further CONTRIBUTIONS may be paid to the FUND by or in respect of the MEMBER.

9.3.2 The assets underlying the INDIVIDUAL MEMBER ACCOUNT of the PAID-UP MEMBER will remain invested in the INVESTMENT

PORTFOLIO(S) in which they were invested immediately prior to the MEMBER becoming a PAID-UP MEMBER.

9.3.3 A PAID-UP MEMBER who is no longer in the employment of an EMPLOYER may at any time elect to claim payment or transfer of his EQUITABLE SHARE in accordance with the provisions of RULE 9.2.

9.3.4 A PAID-UP MEMBER who remains in the employment of an EMPLOYER, as contemplated in RULES 3.2.6 or 3.4 may, subject to the approval of the BOARD, elect to have his EQUITABLE SHARE transferred to another APPROVED PENSION FUND or APPROVED PROVIDENT FUND in which his EMPLOYER participates, subject to the provisions of RULE 14.2.

9.3.5 In the event of the death of a PAID-UP MEMBER, the EQUITABLE SHARE of the MEMBER shall become payable in accordance with the provisions of RULE 10.1 or 10.3, whichever may be applicable.”

9 Rule 13.2.3 shall be replaced by the following:

Reason: To provide that the Retirement, Savings and Vested Components must be allocated to matching components in the receiving fund, when a member's benefit is transferred on liquidation.

“13.2.3 The liquidator will consult the ACTUARY as to the value of each MEMBER'S and BENEFICIARY'S entitlement in the FUND and will apply the assets of the FUND in an equitable manner. It is specifically provided that the amount available in respect of a MEMBER shall, as directed by the liquidator, either

- (a) be transferred to an APPROVED FUND for the benefit of the MEMBER, in which case the SAVINGS COMPONENT, RETIREMENT COMPONENT and, if applicable, the VESTED COMPONENT separately reflecting the VESTED PRE-ANNUITISATION AMOUNT (if any) must each be transferred to a similar component in the transferee fund , or
- (b) be partially paid in cash to the MEMBER of the balance held in the SAVINGS COMPONENT and the VESTED COMPONENT (if any) in which case his RETIREMENT COMPONENT must be transferred to the retirement component in another APPROVED FUND.”

10 Rule 14.2.1 shall be replaced by the following:

Reason: *To provide that the Retirement, Savings and Vested Components must be allocated to matching components in the receiving fund, when a member's benefit is transferred to another fund in terms of section 14 of the Pension Funds Act and that in the case of a section 14 transfer to the Fund, the amounts received from the various components in the transferor fund must be allocated to similar components in this Fund.*

"14.2.1 The FUND is empowered to receive transfers of monies and business from other APPROVED FUNDS, that are not APPROVED RETIREMENT ANNUITY FUNDS, or entities or to effect transfers of monies and business to other APPROVED FUNDS or entities, subject to the relevant provisions of the INCOME TAX ACT and Section 14 of the ACT and on the terms and conditions as the TRUSTEES in consultation with the ACTUARY may decide.. The FUND is also empowered to receive transfers of monies and business from any other retirement funding arrangement being operated in a country other than the Republic of South Africa and approved as such by that country's relevant authorised regulators;

Provided that:

- (a) Any amount received from another APPROVED FUND in terms of this RULE shall be allocated to the INDIVIDUAL MEMBER ACCOUNT of a MEMBER as follows:
 - (i) The portion that represents the savings component of the MEMBER in that fund shall be allocated to the SAVINGS COMPONENT or, at the request of the MEMBER, to the RETIREMENT COMPONENT of the MEMBER;
 - (ii) the portion that represents the vested component of the MEMBER in that fund shall be allocated to the VESTED COMPONENT (separately reflecting as the VESTED PRE-ANNUITISATION AMOUNT any amount contemplated in paragraphs (a) or (b) of that definition that is transferred to the FUND or, at the request of the MEMBER, to the RETIREMENT COMPONENT of the MEMBER; and
 - (iii) the portion that represents the retirement component of the MEMBER in that fund shall be allocated to the RETIREMENT COMPONENT of the MEMBER; and

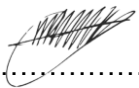
- (b) In the event that a MEMBER'S EQUITABLE SHARE is transferred from the FUND to another APPROVED FUND, then the ADMINISTRATOR shall inform the receiving fund of the MEMBER'S values in his SAVINGS COMPONENT, RETIREMENT COMPONENT, and (if applicable) his VESTED COMPONENT, separately reflecting any VESTED PRE-ANNUITISATION AMOUNT, which must be allocated to the matching components in the receiving fund."

11 Rule 14.12.2 shall be replaced by the following:

Reason: To provide for deductions made in terms of section 37D of the Pension Funds Act to be proportionately deducted from the Retirement, Savings and Vested Components.

"14.12.2 It is specifically provided that any amount to be deducted from the EQUITABLE SHARE of a MEMBER in terms of RULE 14.12.1 will be deducted proportionately from the SAVINGS COMPONENT, RETIREMENT COMPONENT and (if applicable) the VESTED COMPONENT of the MEMBER , having regard to any separately identified VESTED PRE-ANNUITISATION AMOUNT) and on such basis as may be determined by the BOARD, taking into account any applicable provisions of the ACT, the INCOME TAX ACT, and any legislative or regulatory restrictions applicable to specific components."

Certified that the above Resolution has been adopted in accordance with the provisions of the Rules of the Fund.


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CHAIRPERSON OF TRUSTEES

31 July 2026
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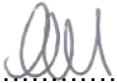
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TRUSTEE

31 July 2026
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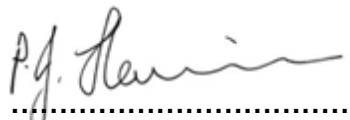

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PRINCIPAL OFFICER

31 July 2026
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Date

Certified, in terms of section 12(3) of the Pension Funds Act that the above amendments to the Rules are financially sound.


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VALUATOR

31 July 2026
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Date

Peter John Theunissen, FASSA, FSCA-recognised valuator (Case:565007)

Registered & Approved to Pension Funds Act, No. 24 of 1956 & Income Tax Act, No. 58 of 1962		
	Sign Date: 2026-08-14 08:38:14 +02:00 Location: 105.242.197.102 Signee: Gloria Mphahlele Reason: Agree to the contents of this document	
FINANCIAL SECTOR CONDUCT AUTHORITY		