



DPF
DEBSWANA • PENSION • FUND

Edition 2 | 2024

Bokamoso Newsletter

Reflecting,
celebrating,
and grateful for
our milestones
together

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Editors Note



Dear Valued Members,

As the festive season approaches, it is a time for reflection, celebration, and gratitude for the milestones we have achieved together. This Christmas edition of the Bokamoso Newsletter serves as a testament to our collective progress and the spirit of unity that has guided us along our journey. The past six months have been nothing short of extraordinary.

We have experienced significant events, celebrated meaningful successes and remained steadfast in our commitment to excellence. From our pensioner gatherings to the introduction of new initiatives that empower our members, we have made great strides in ensuring your financial well-being and long-term security.

As we gather with loved ones this holiday season, let us take a moment to appreciate the progress we have made and look forward with optimism to the opportunities that lie ahead. The coming year promises growth and we are excited to continue this journey with you.

Wishing you a Merry Christmas filled with joy, peace, and love, and a prosperous New Year full of renewed hope and endless possibilities!

Confirmation of Existence: A Critical Process for a Pensioners' Peace of Mind

The Confirmation of Existence (COE) is a critical process for pensioners, ensuring that they continue to receive their well-deserved benefits. As part of the annual routine, pensioners complete the COE to verify that they are still alive and eligible for their pension payments. Failing to update or confirm existence can have serious consequences, as it may lead to disruptions in payments, preventing pensioners from receiving what is rightfully theirs.

This process protects pension funds from being mismanaged or wrongly disbursed, ensuring that only the rightful recipients receive their pensions. It also prevents potential fraud, safeguarding the financial security of all pensioners and their beneficiaries.

In essence, COE is not just an administrative task—it's a vital step that preserves the integrity of the pension system. By ensuring that retirees confirm their existence, the system guarantees that they continue to receive the support they've earned after years of hard work, avoiding negative impacts on their financial well-being.



A Heartfelt Farewell Message from Gosego January, CEO of Debswana Pension Fund



Dear Valued Members,

As the year draws to a close, so does a profoundly fulfilling chapter of my life. After serving as CEO of the Debswana Pension Fund for the past 13 years, it is with a full heart and immense gratitude that I bid farewell to this remarkable institution at the end of 2024. It has been the greatest honour of my career to lead this Fund, to work alongside so many dedicated individuals and most importantly, to serve you—our loyal members, whose trust and support have been the cornerstone of our success. Knowing that we have made a meaningful impact on the lives of so many members and their families has been the most rewarding aspect of this journey.

When I first stepped into this role, my aim was simple yet deeply meaningful: to ensure that each and every member could retire with dignity and financial security. This vision became the foundation of every decision, every initiative and every challenge we faced along the way. Over the years, this mission has guided our evolution - not only in terms of asset growth but also in building a Fund that stands as a beacon of security and strength for our members. We have grown together, adapting to meet your changing needs and navigating the complexities of the financial landscape with a focus on long-term resilience. Each experience has reinforced my belief in the power of unity, perseverance and an unwavering commitment to excellence,

not only as values but as actions that drive results.

Our journey together has been marked by remarkable milestones, reflecting the shared dedication and hard work of everyone involved. From achieving significant growth benchmarks to pioneering innovative services, we have constantly strived to deliver beyond expectations. Even in times of economic uncertainty, we have steered the Fund with resilience and purpose. Through every decision, our members' well-being has remained at the forefront, ensuring that the Debswana Pension Fund continues to be a source of stability and assurance. Today, I am incredibly proud to say that the Fund stands stronger than ever, fortified by a legacy of excellence and poised to continue serving you with dedication for decades to come. This strength is a testament to the steadfast support and trust you have placed in us, for which I am endlessly grateful.

Reflecting on these years, I am filled with gratitude for the journey we have shared. I am profoundly thankful to each of you, our members, for placing your trust in the Fund; to our incredible team, whose dedication and hard work made every achievement possible; and to the Board, whose guidance and vision helped us navigate and grow. Together, we have accomplished extraordinary things, and I will forever cherish the memories and friendships formed during this time. Every project

we undertook and every milestone we achieved holds a special place in my heart, as it speaks to our shared commitment and the spirit of excellence that defines this institution.

As I transition to the next chapter of my life, I do so with immense pride in what we have accomplished together. I am confident that the Debswana Pension Fund will continue to thrive and honour the promise we made to you - to safeguard your future, just as we have steadfastly done for over 40 years. The future holds great promise, and I am excited to see how the Fund will continue to grow, innovate, and positively impact the lives of each of you and your families.

Thank you for your trust, your support, and for being part of this extraordinary journey. Though I will be stepping away, I will forever remain connected to the Debswana Pension Fund family and look forward with excitement to witnessing the great things that lie ahead.

Wishing you all continued success, fulfillment, and a prosperous future.

Gosego January

Chief Executive Officer
Debswana Pension Fund



2024



Celebrating 40 Years of Excellence: Debswana Pension Fund

This October, we proudly commemorated the remarkable milestone of the **40th anniversary** of the Debswana Pension Fund. Over the past four decades, the Fund has evolved from its modest origins into a cornerstone of financial security and stability for numerous members, their families and indeed the country at large. This commemoration is not merely a reflection on the past but also an acknowledgement of the transformative journey that has shaped the Fund into its current state as a trusted and esteemed institution.

Established in **1984**, the Debswana Pension Fund was established with the singular vision of providing dependable and sustainable retirement benefits for its members. From its inception, the Fund has championed a commitment to excellence, transparency and member-centric service. This dedication has remained its guiding principle throughout the years, enabling it to develop into one of the region's most respected pension funds.

Through astute management, forward-thinking strategies and an unwavering focus on delivering value, the Fund has not only endured the test of time but has thrived,

even in the face of economic challenges. Over its 40-year journey, the Debswana Pension Fund has celebrated numerous milestones. Some of the most notable achievements include:

Expansion of Membership: Commencing with a modest number of members, the Fund now proudly serves thousands of employees, providing them with a sense of financial security that extends far beyond retirement. This growth reflects the trust that members have placed in the Fund over the years.

Investment Strategies: The Fund has consistently embraced diverse investment strategies, ensuring consistent growth and sustainability. In turn, the Fund has been able to weather economic downturns and provide consistent, reliable returns to its members, safeguarding their futures.

Technological Advancements: Embracing the digital era, the Fund has integrated technological solutions to enhance service delivery. By streamlining operations and improving accessibility, members can now manage their benefits and access essential information with ease through online

platforms and digital tools.

As we celebrate this significant anniversary, we are filled with optimism and determination for the future. The Debswana Pension Fund remains committed to adapting to changing times, embracing new opportunities and continuing to offer exceptional service to its members. With a forward-thinking approach, the Fund is positioned to uphold its legacy of growth and innovation in the years ahead.

The challenges of tomorrow will only strengthen our resolve. As markets evolve and member needs shift, we will remain focused on delivering sustainable growth and ensuring that every member can look to their future with confidence.

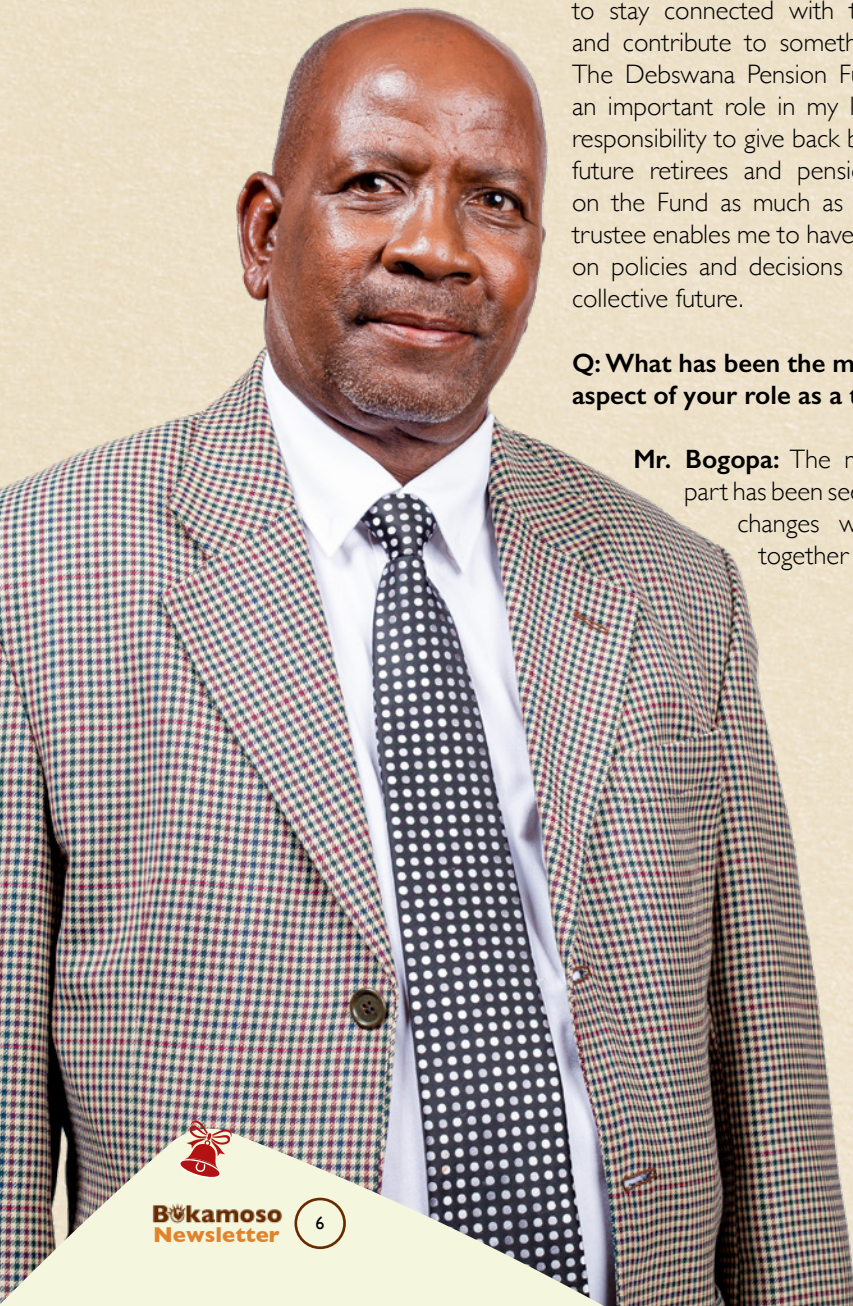
This milestone would not have been attainable without the trust and support of our members, the dedication of our staff and the guidance of the Board of Trustees.

As we honour 40 years of excellence, we invite you to reflect on our shared successes and the promising future that lies ahead.



Meet Your Pensioner Trustee: Mr. Potoko Bogopa

Mr. Bogopa was recently re-elected for another term on September 11, 2024. With his years of experience and dedication to the Fund, he continues to be a strong advocate for our pensioners. Let us take a closer look at his journey and insights as a trustee.



Q: How does it feel to be re-elected as a pensioner trustee for another term?

Mr. Bogopa: It is a great honour and privilege to be re-elected. I am deeply grateful for the trust and confidence placed in me by my fellow pensioners. Being a trustee allows me to continue advocating for their needs and ensuring their financial security. I look forward to working with the Board in this next term to uphold the values and stability of the Fund.

Q: What motivated you to initially run for the position of pensioner trustee?

Mr. Bogopa: After retiring, I wanted to stay connected with the community and contribute to something meaningful. The Debswana Pension Fund has played an important role in my life, and I felt a responsibility to give back by ensuring that future retirees and pensioners can rely on the Fund as much as I have. Being a trustee enables me to have a direct impact on policies and decisions that shape our collective future.

Q: What has been the most rewarding aspect of your role as a trustee so far?

Mr. Bogopa: The most rewarding part has been seeing the positive changes we have made together as a Board,

especially in safeguarding the interests of our members. Whether it is introducing new initiatives or refining investment strategies, knowing that our decisions are ensuring long-term stability for pensioners gives me a great sense of accomplishment.

Q: What are your priorities for this upcoming term?

Mr. Bogopa: My top priority remains the financial well-being of our pensioners. In this new term, I want to focus on expanding our member engagement, ensuring that pensioners are well-informed and that their concerns are heard. I also intend to contribute to refining our investment strategy to maintain steady growth despite market fluctuations.

Q: What platforms do you intend to use for member engagement?

Mr. Bogopa: As a pensioner trustee, I believe it is essential to engage members through platforms that are both accessible and informative. These include webinars, the Bokamoso Newsletter, SMS, email and social media platforms.

Q: What advice do you have for members looking toward retirement?

Mr. Bogopa: My advice is simple - start planning early and make use of the resources the Fund offers. Take advantage of tools like the Member Portal to stay informed about your financial standing and consider Additional Voluntary Contributions to boost your savings. Also, remain engaged with the Fund and your peers. It is important to be proactive in managing your financial future.

We are fortunate to have Mr. Bogopa continue serving as our pensioner trustee, and we look forward to the valuable contributions he will bring during his new term.

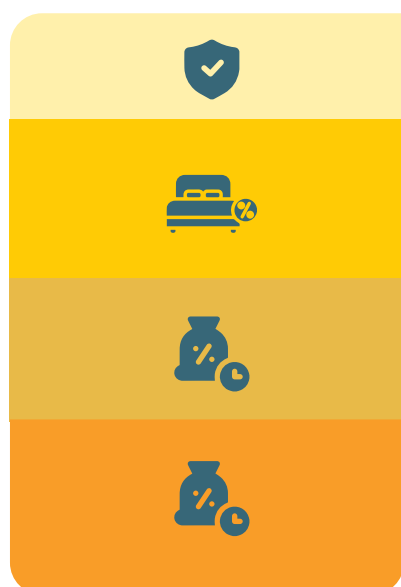


Introducing the DPF Member Card: Exclusive Benefits

The Debswana Pension Fund (DPF) is proud to introduce the DPF Member Card, an exclusive tool designed to enhance the retirement experience of its members. This card not only serves as an identification but also offers access to a range of exclusive benefits and perks.

By leveraging strategic partnerships with top service providers, the Fund is committed to ensuring that pensioners enjoy financial and lifestyle advantages through their membership.

Key Benefits of the DPF Member Card:



- 1. Exclusive Insurance Offers** - Through a partnership with Sesiro Insurance, DPF members can access preferential rates across a variety of insurance products, offering financial security and peace of mind.
- 2. Hotel Discounts** - DPF members can enjoy discounted rates at Cresta Jwaneng and Cresta Grande Jwaneng Hotels. For example, the standard weekend rate of P1900 is reduced to a special DPF member rate of P960, allowing members to enjoy quality hospitality at a fraction of the price.
- 3. Preferential Loan Rates** - In collaboration with the National Development Bank (NDB), the DPF Member Card gives access to preferential rates on pensioner loans, offering financial flexibility for a range of needs in retirement.
- 4. Stanbic Bank's Unsecured Personal Loan** - At Debswana Pension Fund, we believe in supporting your golden year dreams with the Stanbic Bank Unsecured Personal Loan. Whether you are planning for a secure tomorrow or living your dreams today, Stanbic Bank Botswana Unsecured Personal Loan is here to help.

The Fund continues to actively engage with other service providers to expand the benefits for members, ensuring that the DPF Member Card remains a valuable asset.

Keep an eye on Fund communications for updates on new partnerships and offers.



Empowering Pensioners with Financial Flexibility: NDB Retail Loans



Retail Loan Products for Pensioners



1. Ntlhatlosa Kwa Morakeng Loan:

This loan caters to pensioners involved in livestock farming, providing financial support for purchasing breeding stock, borehole drilling and acquiring necessary machinery or equipment. The loan amount ranges from P10,000 to P750,000, making it ideal for those transitioning from small-scale to medium-scale livestock projects.

Benefits: Provides an alternative source of income, supports productive assets and helps with retirement preparation.

Interest Rate: Prime +5% for scheme loans.



2. Temo Bokamoso Loan:

Designed for pensioners involved in crop production, this loan supports the

The Debswana Pension Fund, in collaboration with the National Development Bank (NDB), is committed to offering pensioners opportunities for financial growth and security. Through a comprehensive suite of retail loans, NDB provides pensioners with tailored financial solutions that support their needs, whether they are planning for retirement, expanding their property, or exploring agricultural ventures.

acquisition of tractors, farm vehicles, water development projects, and solar equipment. It promotes both small and medium-scale farming initiatives, with flexible loan terms of 1 to 7 years.

Benefits: Encourages retirement planning, assists in acquiring productive farming assets, and provides peace of mind with affordable repayment plans.

Interest Rate: Prime +5% for scheme loans.



3. Bonno Home Loan: The Bonno Home Loan enables pensioners to finance residential property purchases, home construction, and improvements, or purchase plots. With loan amounts based on affordability and terms extending up to 25 years, this product offers long-term financial planning and stability.

Benefits: Affordable pricing, long repayment terms, and protection for residential property through compulsory insurance.

Interest Rate: Prime +3.5% to Prime +5%, depending on the loan type.



4. Equity Release: Pensioners who already own property can access the difference between their outstanding mortgage balance and the current bond value through the Equity Release product. These funds can be used for personal investments or other needs.

Benefits: Provides additional liquidity by leveraging existing property, with affordable repayment options.

Interest Rate: Follows the interest rate of existing mortgage loans.

All loans provided by NDB are structured with pensioners in mind, ensuring that financial solutions are accessible and affordable.

To find out more, contact your nearest NDB Branch.



Go tokahatsa seemo sa madi sa bagodi ba phenshene ka dikadimo tsa NDB

Letlole la bagodi la Debswana Pension Fund (DPF), le tshwaragane le la National Development Bank (NDB), le ikaetse go batlela bagodi mananeo a a ka godisang letseno la bone le pabalesego. Ba banka ya NDB ba nale mananeo a go adima bagodi madi, a a itebagantseng le go thusa bagodi mo dikgwetlhong tse di akaretsang go itshetsa, go baakanyetsa go tlogela tiro ka bogodi, go atolosa dikago le go inaakanya le tsa temo-thuo.

Mananeo a go adima bagodi madi



1. Ntlhatlosa Kwa Morakeng

E ke loan (kadimo ya madi) e e itebagantseng le go adima bagodi ba, ba ruileng dihutshane madi a go reka dihutshane ka mabaka a go di ntsihatsa, go epa sediba le go reka metšhine kgotsa didirisiwa tse di tlhokegang. Madi a, a simolola ka dikete tse di lesome (P10,000.00) go ya kwa go dikete tse di makgolo a supa le masome a matlhano (P750,000.00), maikaelelo e le go akaretsa mananeo a mabotlana go ya kwa go a magolwane.

Mosola wa Ntlhatlosa Kwa Morakeng

- Go neela bagodi methale e mengwe ya go dira letseno.

Tlhwatlhwa ya Morokotso

- Prime +5% mo dikadimong tse di rulagantsweng ke Debswana Pension Fund.



2. Temo Bokamoso

Kadimo e ya madi, ke e e itebagantseng le bagodi ba ba lemanang, ka go ba adima madi a go reka diterekere, dikoloi tsa temo, go epa metsi le go gokela motlakase o o dirisang marang a letsatsi. Kadimo e, e akaretsa balemi ba ba botlana go ya kwa go ba

bagolwane mme ba ka busa madi a kadimo mo lebakeng la ngwaga go ya kwa go tse supa.

Mosola wa Temo Bokamoso

- Lenaneo le le rotloetsa bagodi go ipaakanyetsa go tlogela tiro ka bogodi, go beeletsa mo go tsa temo, le gore mogodi o tlaabo a sosologile go busa madi mo lebakeng le le leele a se mo pitlaganong.

Tlhwatlhwa ya Morokotso

- Prime +5% mo dikadimong tse di rulagantsweng ke Debswana Pension Fund.



3. Bonno Home Loan

Kadimo ya Bonno Home Loan, e fa mogodi sebaka sa go reka ntlo ya bonno, go ikagela bonno, go tokahatsa bonno jo bo leng teng kgotsa go reka setsha. Gore mogodi o adimiwa bokae, go tlaa laolwa ke gore bokgoni jwa gagwe bo ha kae, le sebaka sa dingwaga tse di masome a mabedi le botlhano (25 years) tse mogodi a tlaabong a di beetswe go busa madi.

Mosola wa Bonno Home Loan

- Ditlhwatlhwa tse di kwa tlase, sebaka se mogodi a se fiwang go busa madi, le gore mogodi o tlaabo a patelesega go sireletsa bonno ka go bo kwadisa mo inshorenseng (insurance).

Tlhwatlhwa ya Morokotso

- Prime +3.5% go ya go Prime +5%, go ikaegile ka mohuta wa kadimo.



4. Equity Release

Mogodi yo o setseng a na le ntlo kgotsa bonno jo a bo duelelang, o ka kgona go fiwa pharologanyo fa gare ga madi a mortgage a a setseng le boleng jwa bonno kgotsa ntlo ya gagwe. Mogodi o ka dirisa madi go a beeletsa kgotsa mo ditlhokegong tsa gagwe dipe fela.

Mosola wa Equity Release

- Mogodi o ka kgona go duela bonno ka ditlhwatlhwa tse di ko tlase.
- Mogodi o tlaabo a duela bonno ka morokotso o o sa fetogeng.

Dikadimo tsa banka ya NDB di dirilwe go akantswe mogodi, le go netefatsa gore ba bona dithuso tsa madi ka ditlhwatlhwa tse di kwa tlase.

Go itse go feta fa, ikgolaganye le lekalana la NDB le le gaufi le wena.



Portal Navigation Steps

This member portal serves as a dedicated space where users can access personalised information, exclusive resources, and interactive features tailored to enhance their overall experience and engagement.

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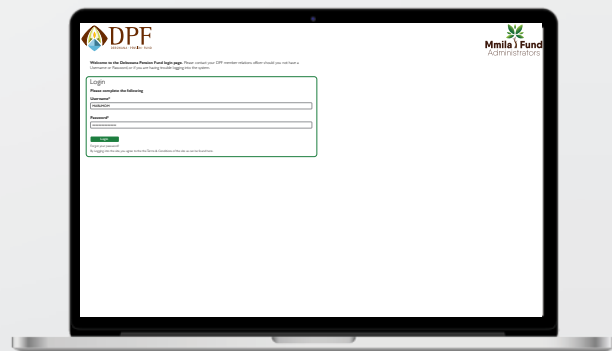
How to Access the portal:

Visit www.dpf.co.bw

02

DPF Member portal

Welcome to the Debswana Pension Fund login page. If you do not have a Username or Password, or if you are experiencing difficulty logging into the system, please contact your DPF member relations officer at portal_queries@mmila.co.bw.



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Member Static Information

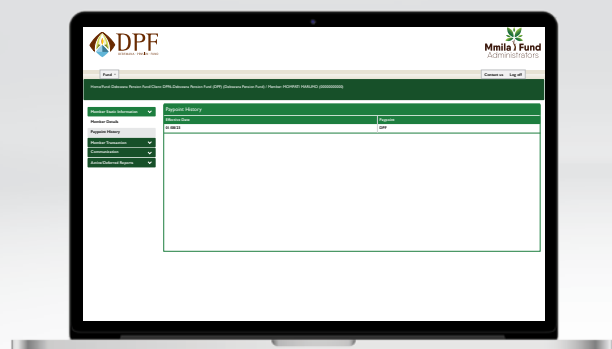
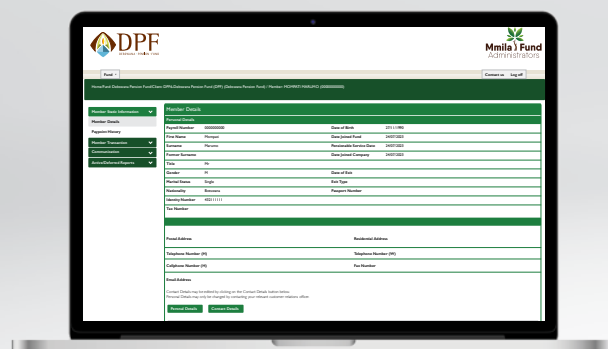
Member Details

It includes essential information such as personal details, contact information, membership status and relevant data.

04

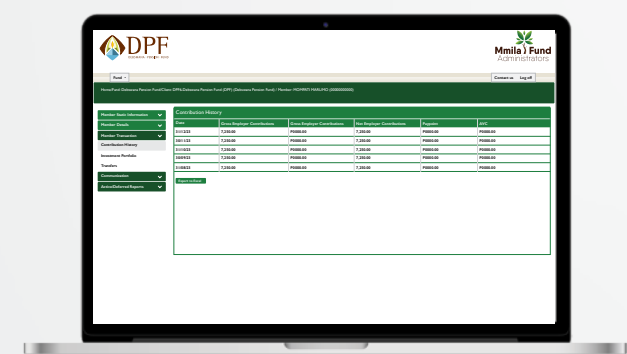
Paypoint History

This section provides a detailed record of an individuals financial transactions and payment activities within the system.



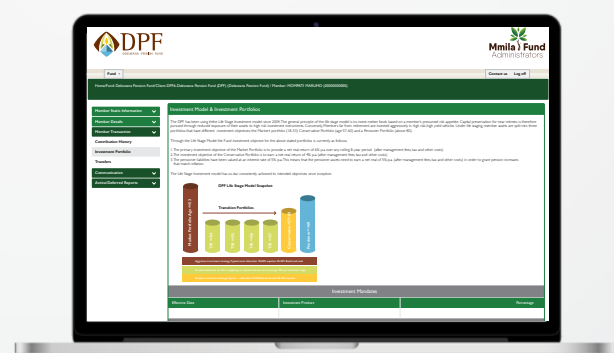
Member Transactions

The portal provides a comprehensive record of an individuals financial contribution over time.



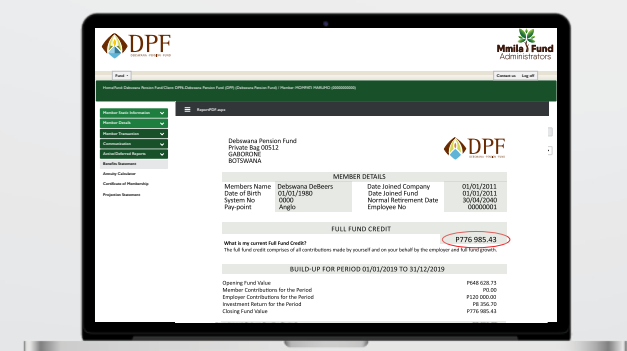
Investment Portfolio

The DPF has been using the Life Stage Investment model since 2004. The general principle of the life stage model is to invest member funds based on a member's presumed risk appetite. Capital preservation for near retirees is therefore pursued through reduced exposure of their assets to high risk investment instruments.



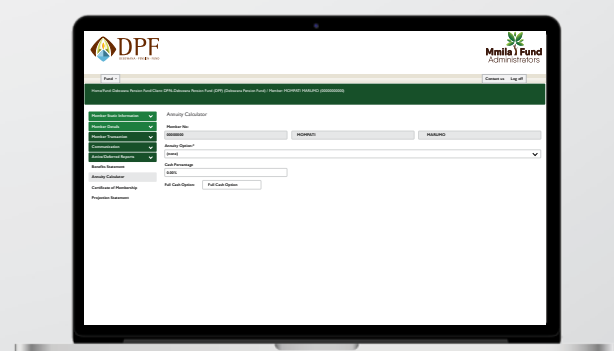
Active/Deferred Reports

This section presents a detailed summary of full fund credit, opening fund value, close fund value, contribution breakdown providing users with a clear and concise overview of the value they have received



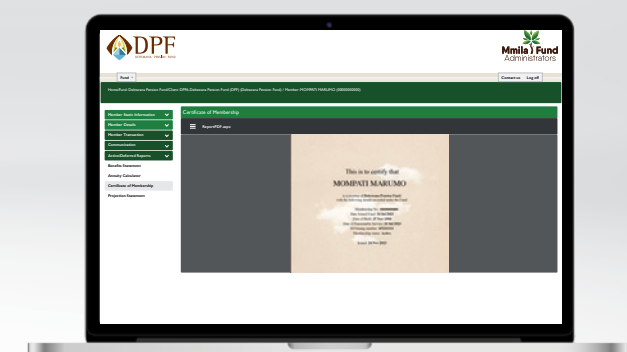
Annuity Calculator

This is a tool designed to assist members in estimating future annuity payments based on specific input parameters.



Certificate of membership

This is an official document affirming an individuals status as a member of DPF.



Safeguarding Pensioners' Assets with Sesiro Insurance



As pensioners transition into retirement, their priorities shift towards ensuring financial security and peace of mind. With limited or fixed incomes, safeguarding personal assets becomes critical to avoid potential financial strain due to unexpected events. Sesiro Insurance Company recognizes these unique needs and offers comprehensive asset protection solutions tailored specifically for pensioners. Their Pensioners Packaged Policy provides reliable coverage at affordable rates, helping retirees enjoy their golden years without financial worry.

For many pensioners, their most valuable assets include their homes and the contents within them. Protecting these assets is essential not only for maintaining financial stability but also for preserving mental well-being. Sesiro Insurance offers this peace of mind by assuming financial responsibility for losses related to property damage or theft, ensuring that unforeseen incidents do not compromise a pensioner's financial security. Whether it's fire damage, theft, or natural disasters, Sesiro's policies are specifically designed to minimize the financial impact of such events.

Sesiro's Pensioners Packaged Policy provides broad protection for homes and household contents, making it easier for pensioners to manage their finances even after unexpected losses. The policy offers flexible options for house replacement

costs, ranging from P250,000 to P1,000,000, and contents insurance up to P200,000. Monthly premiums are designed to be affordable, starting as low as P76 per month for a home valued at P250,000 with P50,000 in contents.

Pensioners Packaged Policy includes:

- **House Owner Policy:** This policy covers the replacement or repair of a pensioner's home in case of fire, vandalism, or other damages. Coverage extends to fixed structures such as outbuildings, boundary walls, and electric fences. Sesiro also provides security guards, covers alternative accommodation costs, and assists with lost keys or damaged locks.
- **Household Contents Policy:** This policy ensures that personal belongings like furniture, appliances, and valuables are protected. For pensioners on fixed incomes, replacing these items can pose a significant financial challenge without insurance. Sesiro's policy addresses this need by offering comprehensive coverage.
- **Motor Insurance:** Sesiro's motor insurance options include comprehensive, third-party, and fire and theft coverage, ensuring that pensioners' vehicles are protected from damage, theft, and accidents.



In retirement, protecting personal assets is essential for ensuring financial security. Sesiro Insurance Company offers affordable and comprehensive insurance solutions specifically designed to meet the needs of pensioners. By choosing Sesiro, retirees can safeguard their homes, belongings, and vehicles, allowing them to enjoy their retirement years without the stress of financial uncertainty.

Real-Life Scenarios: The Value of Coverage Sesiro emphasizes the importance of coverage through real-life case studies.



One example is Raagwe Dineo, a pensioner whose house was destroyed by a fire. Without insurance, he faced a P500,000 rebuilding cost, which could have been covered for as little as P40 per month under Sesiro's House Owner Policy.



Another example is Nkuku Mabel, a retiree who lost P70,000 worth of household contents to theft. Had she insured her belongings with Sesiro, a premium of just P77 per month would have enabled her to replace her stolen items without financial stress.



Go Sireletsa Dithoto tsa Bagodi ba Phenshene ka Inshoreense ya Sesiro



Jaaka fa bagodi ba ipaakanyetsa go amogela phenshene, ba eteletsa pele pabalesego ya madi a bone le go nna le kagiso mo megopolong ya bone. Ka mabaka a gore ba a bo sena letseno le le kalo, go botlhokwa gore bagodi ba sireletse dithoto tsa bone go hema go tsena mo dikgwetlhong tsa madi ntateng ya ditiragalo tse di sa solofelwang. Kompone ya Inshoreense ya Sesiro ka e lemoga matlhoki a bagodi a a hapegileng, e tsile ka tharabololo e e lebaganyeng le go sireletsa dithoto tsa bagodi ba phenshene. Pholisi ya bone ya maloko a phenshene (Pensioners' Packaged Policy) e diretswe go thusa bagodi go itumelela dingwaga tsa bone tsa go tlogela tiro, ka go sireletsa dithoto tsa bone ka ditlhwathwa tse di kwa tlase.

Bontsi jwa bagodi ba phenshene ba na le dithoto tse di akaretsang matlo le dithoto tse di mo matlong a bone. Go sireletsa dithoto tse, go siametse pabalesego ya madi a bagodi ba phenshene le botsogo jwa bone jwa tlhologanyo. Inshoreense ya Sesiro e netefatsa gore bagodi ba tshela mo kagisong ka go tsaya maikarabelo fa dithoto tsa bagodi di senyega kgotsa di utswiwa, se ele go netefatsa gore ditiragalo tse di sa solofelwang tse, ga di ame pabalesego ya madi a mogodi. Le fa dithoto tsa mogodi di ka fisiwa ke molelo, kgotsa tsa senngwa ke ditsatlhologo, Inshoreense ya Sesiro e diretswe go hokotsa manokonoko a letlhoko la madi mo bagoding ba phenshene, a a tsiwang ke ditiragalo tse di sa solofelwang tse.

Pholisi ya Sesiro ya maloko a phenshene,

e akaretsa go sireletsa ntlo ya leloko ka madi a a simololang ka dikete di le makgolo a mabedi le masome a matlhano (BWP 250,000.00) go ema ka sedikadike (BWP 1,000,000.00), le dithoto tsa ntlo ka dikete di le makgolo a mabedi (BWP 200,000.00). Dituelo tsa kgwedi le kgwedi tsa inshoreense, ke tsa ditlhwatlhwa tse di ko tlase, go simolola ka masome a supa le borataro (BWP 76.00) fa tlhwatlhwa ya ntlo ya mogodi e le dikete tse di makgolo a mabedi le masome a matlhano (BWP 250,000.00), tlhwatlhwa ya dithoto tsa ntlo ele dikete di le masome a matlhano (BWP 50,000.00).

Pholisi ya Sesiro ya maloko a phenshene e akaretsa tse di latelang;

Pholisi ya ntlo ya leloko

Pholisi e, e diretswe go agela leloko la phenshene ntlo kgotsa go e baakanya, fa e ka fisiwa ke molelo, ya thujwa kgotsa ya amiwa ke tshenyo epe fela. Pholisi e, e akaretsa paakanyo ya dikago tse di tlhomameng jaaka dikago tsa kwa ntle, mabotana a molelwane, le magora a motlakase. Sesiro gape e ntsha badisa dikago, e duelela ditshenyegelo tse dingwe tsa bonno, e bile e thusa ka dilotlolo tse di latlhegileng kgotsa tse di senyegileng.

Pholisi ya dithoto tsa ntlo

Sesiro e tlhomamisa gore dithoto tsa leloko jaaka fenichara, didirisiwa tsa mo ntlong le tse dingwe tsa botlhokwa di sireletsegile. Maloko a phenshene a dikamogelo tsa

bone di sa hetogeng (fixed income) ba ka nna le dikgwetlho tsa go sireletsa dithoto tse fa ba sena pholisi ya dithoto e e akaretsang.

Pholisi ya dikoloi

Pholisi ya dikoloi ya Sesiro, e na le tshireletso e e akaretsang (comprehensive cover), e tsenya le motho wa boraro, le fa koloi e fisitswe ke molelo le bogodu go tlhomamisa gore dikoloi tsa maloko a phenshene di babalalesegile mo tshenyong, mo bogodung le mo dikotsing.

Fa leloko le tlogela tiro ka bogodi, go sireletsa dithoto go botlhokwa go netefatsa tshireletso ya madi. Kompone ya Inshoreense ya Sesiro e fa bagodi ditharololo tsa inshoreense tsa ditlhwatlhwa tse di kwa tlase le tse di akaretsang tse di diretswe go itebaganya le ditlhokego tsa maloko a phenshene. Ka go tlhopha Sesiro, batho ba ba tlogetseng tiro ba ka sireletsa matlo a bone, dithoto tsa bone le dikoloi tsa bone, mme se se dira gore ba kgone go itumelela dingwaga tsa bone tsa go tlogela tiro kwantle ga go ngomoga pelo ka ntlha ya go sa babalesega ga madi.



The Legacy Lives on: Celebrating 13 Transformative Years of Ms. Gosego January's Leadership

As Ms. Gosego January concludes her remarkable 13-year journey as the CEO of Debswana Pension Fund, we take a moment to reflect on her extraordinary contributions, leadership, and the legacy she leaves behind.

It has been a period of growth, transformation and solid dedication, guided by her visionary leadership and deep commitment to the Fund's mission of securing a prosperous future for its members.



When Ms. January first took the helm, the world of pensions was evolving rapidly and the challenges of managing a fund of Debswana's size and complexity were significant. Yet, through her calm, strategic, and forward-thinking leadership, Ms. January navigated these complexities with grace and skill, guiding the Fund through expansion and stability. Her ability to anticipate market trends, mitigate risks and foster a culture of transparency has been instrumental in ensuring that the Debswana Pension Fund met and exceeded expectations year after year.

Under her leadership, the Fund saw unprecedented growth. She spearheaded initiatives that modernized the Fund's operations, introduced new platforms, and enhanced member services. She also prioritized investment in sustainable and diversified portfolios, ensuring the Fund's financial resilience even in uncertain economic times. Her strategic foresight resulted in a well-balanced portfolio that has provided stable returns for members while also contributing to Botswana's broader economic development.

Ms. January introduced forward-thinking policies and systems that have transformed the Fund's operations. From streamlining internal processes to improving member engagement through digital platforms, her influence has modernized how the Fund interacts with its stakeholders, making services more accessible and transparent. Her relentless pursuit of operational excellence ensured that the Fund remained competitive, agile, and prepared for the future.

Beyond her leadership in the financial realm, Ms. January's passion for people development is one of her most profound legacies. Throughout her tenure, she has been a mentor to many, nurturing talent within the organization and fostering a culture of continuous learning and empowerment. She strongly believed in the potential of her team and actively encouraged leadership development, creating a pipeline of capable individuals who will carry the Fund forward in the years to come.

Her influence extended beyond the office, where she became a respected voice for

women in leadership. Ms. January's journey has been an inspiration to many aspiring professionals, particularly women, who have looked to her as a role model in breaking barriers and leading with integrity and resilience. Her advocacy for diversity and inclusion within the workplace has created a culture where every voice is heard and every contribution is valued.



***Of forward-thinking
policies and systems that
have transformed the
Fund's operation***

Ms. January's member-first approach has been a cornerstone of her leadership. She recognized early on that the Fund's primary mission is to safeguard the retirement future of its members. To that end, she tirelessly worked to enhance member engagement, improve financial literacy and ensure that every member, from the youngest to the most senior, had the tools and knowledge to make informed decisions about their financial future.

Her focus on member education and communication was innovative, introducing initiatives that brought financial planning into the forefront of members' minds. Through workshops, newsletters, digital platforms and direct engagement, she made sure that members understood the value of their pension, the importance of saving and the long-term benefits of the Fund's offerings. Under her leadership, the Fund became more than just a financial institution—it became a partner in helping members achieve financial well-being and security in retirement.

Integrity and strong governance have been the bedrock of Ms. January's leadership. She set high standards for ethical behaviour and accountability, ensuring that the Fund operated with the utmost transparency and in the best interest of its members.

She introduced strong governance frameworks that ensured compliance with global best practices and her commitment to ethical leadership has earned the Fund widespread respect and trust, both locally and internationally.

Her dedication to good governance extended to her work with the Board of Trustees, where she fostered a strong working relationship built on mutual respect and shared goals. Through her collaboration with the Board, she ensured that the Fund's strategic direction was aligned with the long-term needs of its members and stakeholders.

As Ms. January steps down from her role as CEO, her legacy is one of transformation, empowerment and financial stewardship. She leaves behind an institution that is stronger, more resilient and better positioned to serve its members for generations to come. Her leadership has set a new standard for excellence and her impact will continue to shape the Fund's future.

On behalf of the entire Debswana Pension Fund family, we extend our deepest gratitude to Ms. January for her 13 years of dedicated service. We are confident that her next chapter will be just as impactful and filled with new opportunities to inspire and lead.

Thank you, Ms. January, for your visionary leadership, your tireless commitment to excellence and for guiding us with wisdom and purpose. You have made an indelible mark on the Debswana Pension Fund and your legacy will continue to inspire and influence the Fund's growth and success in the years to come.

We wish you every success in your future endeavours, knowing that your influence will continue to make a positive difference wherever you go.



A Momentous Return: Over 1000 Pensioners Gather for the 2024 Debswana Pension Fund Conference



On September 11, 2024, the Debswana Pension Fund Pensioner Conference made a grand return after a five-year break due to the COVID-19 pandemic. Held at the Majestic Five Hotel in Palapye, this long-awaited event brought together over 1,000 pensioners for a day of connection, celebration, and valuable insights.

The conference was more than just a gathering; it was a celebration of resilience. Pensioners reunited with former colleagues, rekindling bonds that had been tested by the pandemic. The event offered an opportunity for pensioners to reconnect, share memories, and celebrate the legacies they helped build within Botswana's mining sector.

The Fund provided important updates on performance, new digital platforms, and enhancements to pensioner benefits. The day

also featured interactive workshops on financial planning, health in retirement, and estate management, equipping pensioners with tools for their continued well-being.

Pensioners expressed gratitude for the Fund's unwavering support during challenging times and embraced the conference's return as a sign of renewed hope. The event underscored the Debswana Pension Fund's dedication to transparency, innovation, and ensuring a secure future for its members.

After a five-year pause, the 2024 Pensioner Conference was a powerful reminder of the strength and unity of the Debswana Pension Fund community. With a bright future ahead, the Fund remains committed to providing unwavering support to its cherished pensioners.



Debswana Pension Fund Grows Despite Global Headwinds



In the second quarter of 2024, the Debswana Pension Fund (DPF) experienced notable growth, with its net total assets increasing by 2.54 percent, rising from BWP 11.457 billion in the first quarter to BWP 11.681 billion. This growth was primarily driven by strong performances across key asset classes, particularly in Botswana Equities, Emerging Market Equities and Botswana Bonds, despite a volatile start to the quarter due to concerns over inflation and potential interest rate hikes.

Global stock and bond markets faced significant challenges early in the quarter, with declines driven by persistent inflation and uncertainty regarding interest rate cuts, especially in the United States. However, as inflation data softened towards the end of the period, investor confidence improved, sparking optimism for potential rate cuts by the Federal Reserve later in the year.

Botswana Equities stood out as the top performers for the fund, supported by robust dividend yields and improved market sentiment in sectors such as financial services, consumer goods and tourism. Additionally, Emerging Market Equities posted strong returns, outpacing those of developed markets, due to declining inflation in key regions and ongoing interest in technology and artificial intelligence stocks. Notably, economies like South Africa, India and China contributed positively to this performance.

Conversely, the domestic market faced pressure from a weakened global diamond market, which was affected by competition from lab-grown diamonds, sluggish demands in China, and geopolitical disruptions such as the Russia-Ukraine war. Despite these challenges, Botswana Bonds performed well, buoyed by government auctions and a slight decline in short- and medium-term bond yields, although long-term yields increased to help fund Botswana's budget deficit.

Global equities produced mixed results; while sectors such as information technology and communications benefited from investor enthusiasm for AI stocks, others, like materials and industrials, struggled. However, African Equities saw a boost from a positive economic outlook, particularly in markets like Morocco and Egypt.

Debswana Pension Fund has sustained its strong performance through the third quarter of 2024. As of September 2024, the Fund's assets rose to BWP 11.913 billion, nearing the BWP 12 billion milestone.

Overall, the Debswana Pension Fund continues to adopt a cautious yet strategic investment approach, navigating global risks such as resurgent inflation, volatile markets and geopolitical tensions. Despite these challenges, the fund remains optimistic about its ability to capitalise on emerging opportunities while maintaining its focus on safeguarding and growing member assets.





Debswana Pension Fund Unveils Its New Boutique Hotel: A Bold Step Forward

The Debswana Pension Fund (DPF) is setting the stage for an exciting future with the Jwaneng Cresta Grande Hotel opening of its stunning 49-bed boutique hotel in Jwaneng. This is not just another building; it is a vibrant symbol of DPF's relentless pursuit of growth, innovation and community upliftment.

This spectacular project showcases DPF's powerful partnership with Cresta Marakanelo, underscoring its commitment to sustainable investments that boost local economies. At the ground-breaking ceremony in 2022, CEO Ms. Gosego January highlighted the importance of institutional investors like DPF in advancing Botswana's economic progress. She passionately highlighted the importance of aligning investments with Environment, Social, and Governance (ESG) principles, ensuring that every dollar not only generates returns but also creates a positive impact on society.

Property investment is one of DPF's key strategies, and the numbers speak for themselves. By the end of 2023, DPF's domestic property portfolio stood at an impressive BWP 1.018

billion, demonstrating resilience amidst economic turbulence. With assets like Gaborone Private Hospital, Teemane Mall, and Debswana House consistently delivering strong returns, it's clear that DPF is mastering the art of smart investment that continue to yield sustainable returns for its members.

The new boutique hotel doesn't just enhance the hospitality landscape in Jwaneng; it complements the well-loved Cresta Jwaneng Hotel while creating exciting job opportunities for locals. This development is a game-changer, setting the stage for further investment in this dynamic mining town.

With a robust pipeline of property projects, some of which include enhancing existing assets, the Fund is geared to ensure that it is able to navigate head winds whilst remaining agile in its strategic advancement against the ever changing economic and market complexities.

As DPF celebrates this monumental milestone, it reaffirms its mission, to make impactful investments that not only secure the financial futures of its members but also drive the broader development of Botswana.



Moist Christmas Cake Recipe

This traditional Christmas cake is rich, moist and filled with festive flavours. Perfect for sharing with loved ones during the holiday season!



Ingredients

- 500g mixed dried fruits (raisins, sultanas, currants, chopped dates, and dried cherries)
- 100g candied peel (optional) (citrus in thick sugar syrup)
- 100ml brandy or orange juice (for a non-alcoholic version)
- 250g unsalted butter, softened
- 200g brown sugar
- 4 large eggs
- 250g plain flour
- 1 tsp baking powder
- 1 tsp mixed spice
- 1 tsp cinnamon
- ½ tsp ground nutmeg
- 100g ground almonds
- Zest of 1 orange
- Zest of 1 lemon
- 2 tbsp black treacle (a or molasses)
- 50g chopped almonds or walnuts (optional)
- 2 tbsp apricot jam (for glazing)
- Marzipan and icing (for decorating, optional)



Method

1. **Prepare the fruit:** Soak the dried fruits and candied peel in brandy or orange juice overnight or for at least 6 hours. This will ensure the cake is extra moist and flavourful.
2. **Preheat the oven:** Set your oven to 150°C (300°F) and line a deep 20cm (8-inch) cake tin with double layers of parchment paper.
3. **Cream the butter and sugar:** In a large bowl, beat the softened butter and dark brown sugar together until light and fluffy. Gradually add the eggs, one at a time, beating well after each addition.
4. **Mix in the dry ingredients:** Sift the flour, baking powder, mixed spice, cinnamon, and nutmeg. Gently fold into the butter and sugar mixture. Add the ground almonds, zests and black treacle, stirring until well combined.
5. **Incorporate the fruits:** Drain the soaked fruits if necessary, then fold them into the cake batter. Add the chopped nuts if using.
6. **Bake the cake:** Spoon the batter into the prepared cake tin and smooth the top. Bake for 2.5 to 3 hours, or until a skewer inserted into the centre comes out clean. If the top is browning too quickly, cover with foil.
7. **Cool and store:** Let the cake cool in the tin before transferring it to a wire rack. Once cooled, wrap the cake in parchment paper and foil, and store it in an airtight container for up to a month.
8. **Optional decoration:** Brush the cake with apricot jam and cover with icing for a festive finish. You can also add decorative touches like holly leaves, edible glitter, or dried fruits.



Serve: Slice and enjoy with a cup of tea or mulled wine.

*HAPPY
Holidays*



Tip: For the best flavor, bake this cake at least a week in advance to let the flavours mature. You can "feed" it with a little extra brandy or juice every few days to keep it moist.

Source - <https://www.bbcgoodfood.com/>



COMPLETE YOUR NOMINATION FORM

All Debswana Pension Fund Members are required to fill out their nomination forms.

For more information and assistance, contact Mmila Fund Administrators at the following locations;

- Gaborone Office: **3735267** or email bmosimanyane@mmila.co.bw
- Jwaneng Office: **5884849** or email mthamage@mmila.co.bw
- Orapa Office: **2902323** or email Imosigi@mmila.co.bw

 **DPF**
DEBSWANA PENSION FUND
Your Fund. Our Future.

Classification: Confidential

NOMINATION OF BENEFICIARIES FORM

FULL NAMES: _____
OMANG NUMBER: _____
EMPLOYEE NUMBER: _____
CONTACT NUMBER: _____

I HEREBY REQUEST THE FUND TO AMEND THE DETAILS PREVIOUSLY FURNISHED BY ME AND TO UPDATE MY MEMBERSHIP RECORDS. I UNDERSTAND THAT THESE DETAILS SUPERCEDE ALL PREVIOUS DETAILS FURNISHED BY ME TO THE FUND.

Regulation 29 (1) of the Retirement Funds Regulations: subject to sub-regulation 2, a Fund shall require its members to complete beneficiary nomination forms on entry to the Fund when the member changes his or her desired distribution amongst dependents.

(2) The member shall identify, on the beneficiary nomination form, each dependent and any **desired beneficiaries** who are not dependent when the member wishes to receive a proportion of any lump sum benefit payable, and shall state what proportion of any lump sum death should be awarded to each dependent or beneficiary and the member may give reasons as to why that particular distribution is his or her preferred distribution.

"Beneficiary" means a nominee of a member or a dependent who is entitled to a benefit as provided for in the Rules of the relevant Fund.

"Dependant" in relation to a member means:
a. any person in respect of whom the Member is legally liable for maintenance, but such a person is not a person in respect of whom the Member is factually dependent;
b. a person in respect of whom the Member is factually dependent;
c. a person in respect of whom the Member is not legally liable for maintenance, but such a person is a person in respect of whom the Member is factually dependent;
d. a person in respect of whom the Member is not legally liable for maintenance, but such a person is a person in respect of whom the Member is factually dependent.

PLEASE NOTE: allocations must add up to 100 percent (%)

Surname	Name	Gender	Date of Birth	Relationship	Contacts	% Allocation	Reason for allocation

Surname	Name	Gender	Date of Birth	Relationship	Contacts	% Allocation	Reason for allocation

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