



**ZIMELE PERSONAL PENSION
PLAN &
ZIMELE GUARANTEED
PERSONAL PENSION PLAN
YR 2024 AGM**

WEDNESDAY, 11TH JUNE 2025

Our Key Roles as the Scheme Administrator

- Ensure smooth day-to-day running of the scheme.
- Maintain accurate records of scheme members and contributions.
- Prepare and submit statutory returns and compliance reports to RBA.
- Facilitate communication between trustees, members, and service providers.
- Coordinate benefit processing and member inquiries.
- Provide regular reports to the Board of Trustees on scheme performance.
- Ensure compliance with relevant laws and regulatory guidelines.

What is Retirement?

Leaving Employment or Stopping Work

➤ What We Leave Behind (Employer Benefits):

- Regular and predictable income
- Structured schedule and routine
- Access to benefits (e.g., health insurance, pension, airtime, leave/meeting allowances)

➤ What We Gain:

- Freedom from deadlines and strict schedules
- Opportunity to retire
- Time to rest and reflect
- Time and energy to focus on family, personal business or passion projects

The Big Question:

Are we truly prepared for life after employment?

Why Save for Retirement?



1 Maintain lifestyle

3 Protect health



2 Fulfill dreams

4 Leave a legacy



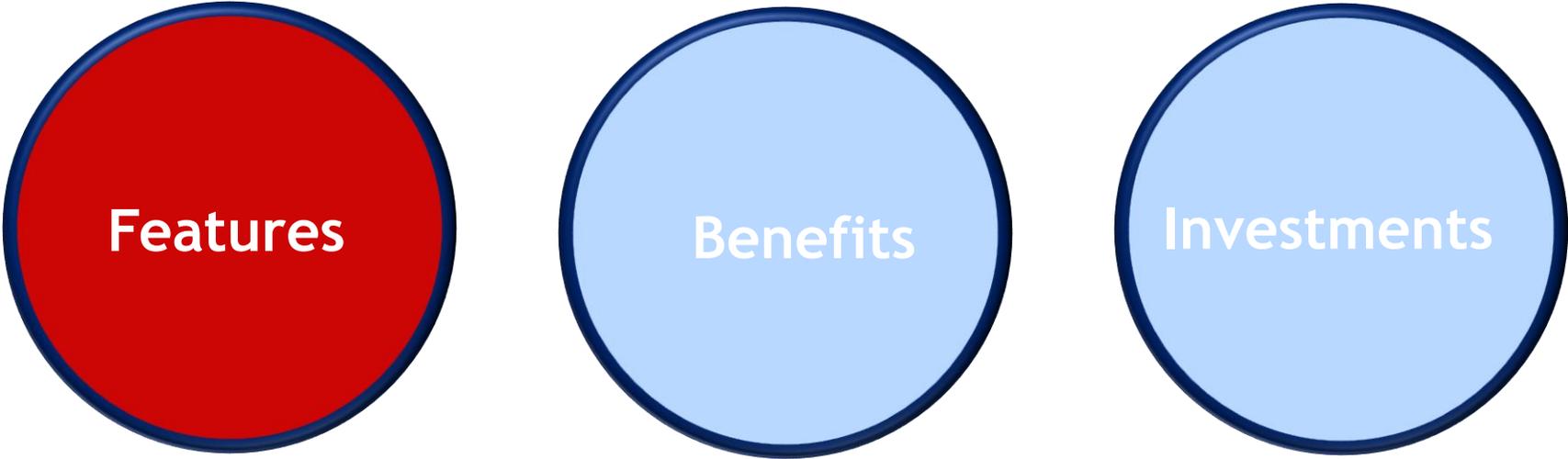
To get the maximum out of retirement you need a plan

Retirement Pension Plan

A savings plan established during a person active working years, designed to ensure financial security for members after retirement.



Retirement Plans



Features

Benefits

Investments

ZPPP & ZGPPP Schemes Features

Scheme type	➤ Defined Contribution & Pension Fund
Commencement Date:	➤ ZPPP_01st December 2005 & ZGPPP_ 02nd May 2009
Registration Status	➤ Registered with RBA & KRA
Funding	<ul style="list-style-type: none">➤ Employee Contributions➤ Employer Contributions➤ (AVC) Additional voluntary contributions➤ Transfers from previous schemes➤ Investment Returns➤ Post Retirement Medical Fund➤ NSSF Tier 2 Contributions
Retirement Age	<ul style="list-style-type: none">➤ Early retirement age: 50 years➤ Normal retirement age: 60 year
Investments	Segregated scheme

Service Providers

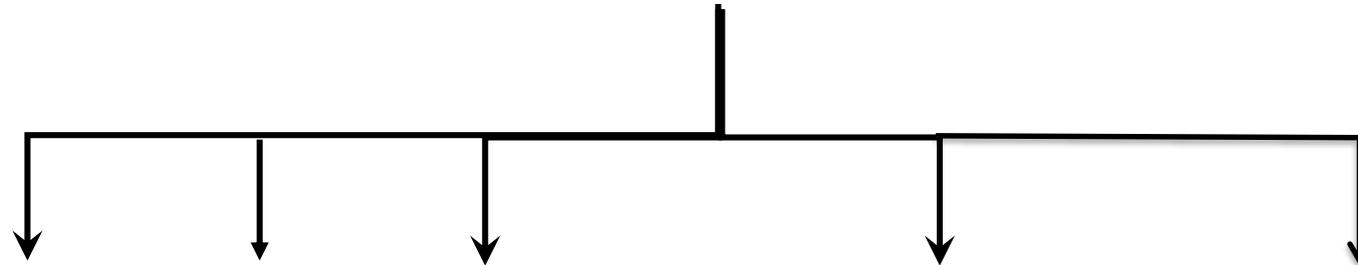
- Corporate Trustee - Kingsland Court Trustee Services Ltd
- Administrator - Pacific Insurance Brokers (EA) Ltd
- Fund Manager - Zimele Asset Management Co. Ltd
- Custodian - KCB Bank Kenya Ltd
- Auditor - Louise & Associates

BENEFITS



PACIFIC

Core Benefits



Withdrawal



Emigration



Ill Health



Retirement



Death

Withdrawal

e.g. Resignation, Dismissal, Retrenchment/Redundancy
before attainment of early retirement age i.e. 50 Yrs.

100% of the own contribution + Interest -(Individual Pension Plan)

50% Own contributions + interest-(Employer Scheme)

50% Employer contribution + interest

NB: 50% of Employee/Employer contribution is held to retirement:
Member's Choice:

1. Transfer to an Individual Pension Plan
2. Transfer to next employers Registered Scheme
3. Leave the fund in the scheme to continue earning interest



Withdrawal



Immigration



Disability



Retirement



Death

Emigration

100% Employee benefits + 100% Employers benefits + AVC-
Lump sum payment

Required:

Documents to prove Emigration without intention of coming back.

Eg.

- *Permanent Resident (PR) Approval Letter*
- *Permanent Resident Card / Permit*
- *Entry Visa or Immigration Visa*



Withdrawal



Emigration



Ill Health



Retirement



Death

Retirement

i.e. Early Retirement, Normal Retirement and Late Retirement

Option 1 : Total benefit paid as lump sum-where Pension is Trivial.

Option 2 : 1/3 Lump sum + 2/3 paid as a Pension (Annuity/Income drawdown)

Option 3 : Total benefits paid as a pension (Annuity/Income drawdown)

Pension

- Aims to replace the income lost after retirement.
- Payable for a guaranteed period of 0, 5, 10 ,15 or 20 years



Withdrawal



Immigration



Ill Health



Retirement



Death

Death

Death

Lump sum paid to your nominated beneficiaries

100% of Benefits (Employee Conts + Employer Conts + AVC)

- Fill in a beneficiary Nomination form
- Pension Benefits do not form part of your estate
- Trustees will nominate your beneficiaries, when no forms were completed



Withdrawal



Emigration



Ill Health



Retirement



Death

Ill Health

Ill health benefits- on occurrence

100% Employee benefits + 100% Employers benefits + AVC-
Paid as Lump sum

Required

- *Doctor's letter confirming inability to work.*
- *Supporting detailed medical reports.*
- *Employer's letter confirming medical discharge.*



Withdrawal



Emigration



Ill Health



Retirement



Death

Annuities

Both plans are pension funds. Upon retirement, members will access their benefits as follows:

- **One-third (1/3)** of the total benefit will be paid out as a lump sum (cash commutation).
 - **Two-thirds (2/3)** of the benefit will be used to purchase an annuity.
 - Where the pension is deemed trivial, the full benefit may be paid out as a lump sum.
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- Annuities are offered by Insurance companies;
 - Retiree is allowed to choose an annuity provider.
 - An annuitant gets a predetermined amount of money paid regularly, either for a certain number of years or for the rest of their life.

Income Drawdown

- Benefits can be transferred from a scheme to an income draw down chosen by member
- Minimum draw down period is 10 years, After the period has lapsed, member can choose the following:
 - Continue with Income draw down
 - Purchase annuity with fund balance
 - Commute the balance to lump sum
- Draw downs are capped at 12% . p.a of the members outstanding balance.
- Member can specifically choose a regular amount or %age of investment value
- On death, the beneficiaries can continue with income draw down or balance be paid as lumpsum to beneficiaries.

Taxation of Accumulated Pension Benefits

Tax bracket for membership below 20 years in scheme and less than 50 years of age.

A Tax Free amount of Kshs. 60,000.00 p.a. times the years of pensionable service/membership to a Max of 10 years, whichever is less is deducted before taxation.

Applicable Tax Rates :

- Up to Kshs. 288,000 – 10%
- Next Kshs. 100,000 – 25%
- Next Kshs. 5,612,000 – 30%
- Next Kshs. 3,600,000 – 32.5%
- Above Kshs. 9,600,000 – 35%

Member Rights

Equality of treatment - no discrimination on any grounds

Benefits to be paid/transferred within 30 days of withdrawal or transfer instructions

Benefits cannot be assigned or taken to offset debts to employer or creditors

Member Rights

To nominate the beneficiaries of your benefits on the event of death;

To attend the Annual General Meeting;

To receive Annual Benefit Statements;

Member Obligations

Make monthly contributions

- and where possible, compliment normal contributions with additional voluntary contributions

Complete and submit the Member's Particulars Form and keep information up to date

Complete and submit the Nomination of Beneficiary Form and keep nominations up to date

Important Advice to Members



Make sure you receive and study your Annual Benefit Statement



Make sure you attend your scheme AGM



Think carefully about making additional voluntary contributions;

*Thank
you*



Questions &
Answers

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