ENTERPRISE TIER 3 PROVIDENT FUND SCHEME

ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

PARTICULARS OF SERVICE PROVIDERS / ADVISORS

Chairman of Board of Trustees	Fiifi Kwakye No. 34 Independence Avenue, Ridge Accra
Administrator	Enterprise Trustees LTD Advantage Place Mayor Road Ridge West PMB, GPO Accra
Fund Managers	Databank Asset Management Services LTD 61 Barnes Road Adabraka Accra Tesah Capital LTD Allied Heights (2nd Floor) 10 Olusegun Obasanjo Way Abelenkpe Accra
Independent auditor	PricewaterhouseCoopers Chartered Accountants PwC Tower A4 Rangoon Lane Cantonment City PMB CT 42, Cantonments Accra
Custodian	Stanbic Bank Ghana LTD Stanbic Heights Plot 215 South Liberation Link Airport City Accra

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REPORT OF THE TRUSTEES

The Trustees present their report together with the audited financial statements of Enterprise Tier 3 Provident Fund Scheme (the "Scheme") for the year ended 31 December 2023.

Establishment, nature and the status of the scheme

The Scheme is a defined Contribution Scheme which provides Lump Sum benefits on Retirement and such other ancillary benefits to members who meet the qualifying conditions stipulated under the National Pensions Act, 2008 (Act 766) as amended.

The Scheme is a tax-exempt pension fund under the National Pensions Act, 2008 (Act 766) and any amendments made to it thereafter. The Scheme's activities are bound by provisions of the National Pensions Act, 2008, (Act 766) as amended, Occupational and Personal Pension Schemes (General) Regulations, 2011 (L.I.1990), guidelines formulated and published and any Board directives that may be issued from time to time as well as the Governing Rules of the Scheme.

The Trustees of the Scheme are ultimately responsible for administration of the Scheme and their responsibility to the Scheme is established by a Trust Deed and Scheme Governing Rules approved on 1 November 2012.

Scheme Governing Rules and the Trust Deed both of which are subject to the National Pensions Act, 2008, (Act 766) as amended, form the basis of establishing the Scheme.

Scheme membership statistics	**Members**
At 1 January 2023	37,683
Withdrawals during the year	(1,689)
Joiners during the year	7,784
At 31 December 2023	43,778

Summary statistics of withdrawals

Transfers-out	32
Complete Withdrawals	1,458
Incapacitated	0
Permanent Emigration	11
Retirement (Statutory)	151
Retirement (Early)	15
Death	22
	1,689

During the year, there were 198 deferred contributors, 7,219 partial withdrawals and no transfer-ins.

REPORT OF THE TRUSTEES (continued)

Retirement benefits

Members of the Scheme are entitled to lump sum payments from balances standing to the credit of their accrued benefits or personal savings upon retirement.

Termination terms

In the event of winding up of the Scheme:

i. Contributions made by the employer on behalf of each member before the vesting period shall not be available to the liquidator of the Scheme.

ii. Unpaid contributions of the employer and payroll deductions made from the contributor's salary which have been remitted to a trustee at the time of liquidation shall have priority over any other debt.

Where the Scheme is being liquidated:

i. The Trustees shall not receive any contribution from the date of commencement of the winding-up.

ii. Any other schemes operated by the Trustees may be merged with a scheme operated by another trustee with the approval of members of the Scheme and with directions from the Board of the National Pensions Regulatory Authority.

iii. The merger shall be conducted by the other trustee through the transfer of assets and liabilities of the Scheme by the trustee to that trustee.

Where the registration of a custodian is being withdrawn, the Trustees shall appoint another custodian approved by the governing Board of the National Pensions Regulatory Authority with the approval of members.

Access to information

Online Platform:

As part of the service offering, members have access to an online self-service platform called 'the Stable'. The Stable allows members to check on payments made on their behalf, view and print statements, upload beneficiary details, make enquiries online, make amendment requests, download benefit payment forms and download and print Membership Certificates.

Call Centre:

Members have access to a Call Centre service. Individual members are able to reach the Scheme administrator with their concerns for prompt feedback by calling +233 302 634704 or emailing to complaints.trustees@myenterprisegroup.com.io. Members can send complaints to complaints.trustees@enterprisegroup.com.gh.

REPORT OF THE TRUSTEES (continued)

Access to information (continued)

Electronic Newsletter:

Periodically, the Administrator, Enterprise Trustees LTD circulates relevant pension information to all members of the Scheme via its Newsletter dubbed "The Trustees". Monthly member summary statements are also sent via email to members.

Advantage Report:

The Advantage Report, which details the performance of the Scheme over a period, is circulated to members quarterly. The report shows the growth and performance of the Scheme.

SMS Notification:

SMS notifications are sent to members alerting them of their monthly contributions and any other relevant information.

Enterprise Market and Branches:

The Enterprise Market is a one-stop shop for members where there is an opportunity for physical contact with the staff of the Administrator. The main objective of the Enterprise Market is to provide convenience to members in accessing information and transacting with all Enterprise businesses. Currently, there are five (5) Enterprise Markets nationwide, with three (3) in Accra and one (1) each in Tema and Kumasi and two (2) branches in Tamale and Takoradi.

Stakeholder Forums:

As part of the process of increasing interaction with our members, Enterprise Trustees LTD instituted the Members Stakeholder Forum. The objective of the stakeholder forum is to brief members on the stewardship of the Trustees and the performance of the scheme. It also affords members the opportunity to interact with senior management of the scheme and the Trustees including the Independent Trustee.

Social Media platforms:

Enterprise Trustees LTD maintains active social media presence on Twitter, Facebook, LinkedIn, and Instagram to engage members.

REPORT OF THE TRUSTEES (CONTINUED)

Investment report

Statement of Investment Principles:

We, the Board of Trustees, attest that Scheme funds have been invested with the objective of obtaining safe and fair returns in accordance with National Pensions Act, 2008 (Act 766) and any amendments thereafter and Occupational and Personal Pension Schemes (General) Regulations, 2011 (L.I.1990). We confirm that there has been full compliance with prohibitions on investments which include but are not limited to, use of Pension Fund assets as collateral, investing outside Maximum Allowable limits, investing outside the scope of Assets stipulated by the Investment Guidelines and investing in securities issued by any issuer for which there exists a conflict of interest.

Particulars of Investment Policy:

The Scheme seeks to provide for the payment of lump sum benefits to members when they retire or should any unforeseen event occur in relation to the Members. To achieve this broad objective, the Scheme seeks to achieve a total rate of return sufficient to provide generous current distributions to the members and to allow for the growth necessary to increase future distributions. The Scheme is managed on a going-concern basis with the primary objective of providing high rates of return, consistent with prevailing market conditions, a high-quality standard of investment, and moderate levels of risk.

The objective of the Trustees is to achieve a net return of 1.5% above the average 182-day treasury bill rate per annum. The primary objective in the investment management for the Scheme's assets shall be to emphasize long-term growth of the principal within reasonable and prudent levels of risk. Short-term volatility will be tolerated in as much as it is consistent with the volatility of a comparable market index.

In pursuance of the requirement of Act 766, the Trustees will maintain constituent funds, each with a different investment objective. To diversify investment risk and achieve the above investment objectives, the Scheme's assets will be invested in the major asset classes and allocations will be maintained within the corresponding ranges according to the Investment Policy of the Portfolio. This will be reviewed periodically to reflect changes in the market.

Under the current macro-economic environment and considering the available investment instruments in Ghana, The Board of Trustees has adopted the recommended maximum limit to investment instruments required by the National Pensions Regulatory Authority.

Investment strategy is dynamic and therefore as new investment instruments are introduced into the market, the Trustees will consider whether or not these assets fall into the category of acceptable and appropriate investments for the pension portfolio.

REPORT OF THE TRUSTEES (CONTINUED)

Investment report (continued)

Particulars Of Investment Policy (continued)

The Minimum expected yield of the portfolio of investments are:

Cash and cash equivalents	:	Call Rate
Government Bills	:	Treasury Bill Rate
Municipal Bond & Bills	:	As Agreed
Fixed Income Fund	:	Average 182-day Treasury bill rate plus
Corporate Bonds	:	As Agreed
Equity	:	GSE/Databank Index
Collective Investments	:	Average of 182-Day Treasury bill rate %
Alternative Investments	:	As Agreed

This serves as the Fund Manager's benchmarks in terms of yields or returns on their portfolio.

This Investment Policy until revised remains to be the duly approved Investment Policy governing the Enterprise Tier 3 Provident Fund Scheme.

Investment Allocation

The table below shows the Scheme's asset mix as set out in the Statement of Investment Policy and the actual asset mix as of 31 December 2023.

Asset Type	Maximum	Actual	**Investment Income**	**Gross Amount**	Gross Amount
			2023	**2023**	2022
	%	%	**GHS**	**GHS**	GHS
Government of Ghana Securities	75	97.22	**376,747**	**1,114,380**	794,516
Local Government securities	25	-	**-**	**-**	111,514
Corporate debt securities	35	0.28	**10,279**	**3,249**	72,998
Money market securities	35	1.05	**982**	**11,987**	25,412
Listed equities instruments	20	1.40	**212**	**16,030**	10,251
Collective investments	15	0.05	**-**	**635**	1,428
TOTAL		100	**388,220**	**1,146,281**	1,016,120

REPORT OF THE TRUSTEES (continued)

Net assets available for benefits

The value of Net assets available for benefit of members as at 31 December 2023 is GHS1,193,620,000. The movement in the Scheme's net asset is set out on page 16 of the financial statements.

EXPENSES

All expenses of the Scheme are charged against the Scheme. We confirm that expenses charged and deducted from the Scheme funds are those allowable under the National Pensions Act, 2008 (Act 766) as amended, guidelines on fees and charges and any other directives issued by the Authority from time to time. The applicable fee rate per service provider is accrued on a daily basis and charged out for payment on a monthly basis.

Set out below is a summary of expenses incurred by the Scheme during the year as well as actual rates applied compared to the maximum allowable rate set by the Regulator.

Asset Type	Maximum Rate	Actual Rate	**2023 Current Year Amount**	2022 Previous Year Amount
	% p.a.	% p.a.	**GHS**	GHS
NPRA fees	0.33	0.33	**3,546**	**3,172**
Administrator fees	1.33	1.32	**14,186**	**12,686**
Custodian fees	0.28	0.20	**2,093**	**1,896**
Fund Manager fees	0.56	0.33	**3,639**	**3,751**
Audit fees	N/A	N/A	**64**	**30**
			23,528	**21,535**

TRUSTEES

The membership of the Board of trustees are as follows:

Name	**NPRA licence number**	**Position**	**Date of appointment**	**Date of exit**
Mr. Fiifi Kwakye	NPRA15013	Chairman	1 December 2011	
Mr. John Fiam-Coblavie	NPRA16008	Independent Trustee	15 July 2016	
Mr. Joseph Ampofo	NPRA15010	Member	16 April 2012	
Mrs. Araba Asumanu	NPRA16115	Member	25 July 2016	
Mr. Richard Bram Annor		Member	16 October 2014	30 April 2023
Mrs. Amma Benneh-Amponsah		Member	16 October 2014	30 April 2023
Mr. Shehu Sanusi		Member	11 May 2023	

REPORT OF THE TRUSTEES (continued)

Statutory requirements

The Trustees have complied with the requirements of the National Pensions Act, 2008 (Act 766) as amended, Occupational and Personal Pension Schemes (General) Regulations 2011 (L.I.1990), Guidelines and Board Directives that have been issued.

Auditor

The Scheme's auditor, PricewaterhouseCoopers, have expressed their willingness to continue in office as auditor of the Scheme.

On behalf of the Board of Trustees

JOHN FIAM-COBLAVIE
Name of Independent Trustee: Signature:

Name of Trustee: JOSEPH AMPOFO Signature:

30 May 2024

STATEMENT OF TRUSTEES RESPONSIBILITIES

The National Pensions Act, 2008 (Act 766) as amended and the Occupational and Personal Pension Schemes (General) Regulations, 2011(L.I.1990) require the Trustees to prepare financial statements for each financial year which gives a true and fair view of the financial transactions of the Scheme for the year and of the disposition at year end of its assets and liabilities. It also requires the Trustees to ensure that the Scheme keeps proper accounting records which disclose with reasonable accuracy at any time the financial position of the Scheme. They are also responsible for safeguarding the assets of the Scheme.

The Trustees are responsible for the preparation of financial statements that give a true and fair view in accordance with International Financial Reporting Standards with the IAS 29 Hyperinflation directive issued by the Institute of Chartered Accountants Ghana (ICAG) and the requirements of the National Pensions Act, 2008 (Act 766) as amended and the Occupational and Personal Pension Schemes (General) Regulations, 2011 (L.I. 1990). The Trustees have instituted appropriate internal controls to avert cases of fraud or error from which material misstatements may arise.

The Trustees accept responsibility for the Annual financial statements, which have been prepared using appropriate accounting policies supported by reasonable and prudent judgments and estimates, in conformity with International Financial Reporting Standard with the IAS 29 Hyperinflation directive issued by the Institute of Chartered Accountants Ghana (ICAG) and in the manner required by the National Pensions Act, 2008 (Act 766) as amended and the Occupational and Personal Pension Schemes (General) Regulations, 2011 (L.I. 1990). The Trustees assert that the financial statements give a true and fair view of the state of the financial affairs of Enterprise Tier 3 Provident Fund Scheme.

For the Trustees:

JOHN FIAM-COBLAVIE
Name of Independent Trustee: Signature:

Name of Trustee: JOSEPH AMPOFO Signature:

30.May 2024

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF ENTERPRISE TIER 3 PROVIDENT FUND SCHEME

REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS

Our opinion

In our opinion, the accompanying financial statements give a true and fair view of the financial position of Enterprise Tier 3 Provident Fund Scheme (the "Scheme") as at 31 December 2023, and of its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards with the IAS 29 directive issued by the Institute of Chartered Accountants, Ghana (ICAG) and in the manner required by the Occupational and Personal Pension Schemes (General) Regulations, 2011.

What we have audited

We have audited the financial statements of Enterprise Tier 3 Provident Fund Scheme for the year ended 31 December 2023.

The financial statements comprise:

- the statement of net assets available for benefits as at 31 December 2023;
- the statement of changes in net assets available for benefits for the year then ended;
- the statement of movement in net assets available for benefits;
- the statement of cash flows for the year then ended; and
- the notes to the financial statements, comprising a summary of material accounting policy information and other explanatory information.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). 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 believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We are independent of the Scheme in accordance with the International Code of Ethics for Professional Accountants (including International Independence Standards) (the Code) issued by the International Ethics Standards Board for Accountants. We have fulfilled our other ethical responsibilities in accordance with the Code.

Key audit matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial statements of the current period. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Key audit matters (continued)

<table>
<tr><th>Key audit matter</th><th>How our audit addressed the key audit matter</th></tr>
<tr><td>

Expected credit loss (ECL) and modification loss on investment securities

The gross balance of investment securities and associated ECL and modification loss as at 31 December 2023 was as follows:

<table>
<tr><th>Financial statement line item</th><th>Gross amount</th><th>Impairment</th></tr>
<tr><td></td><td>GH¢'000</td><td>GH¢'000</td></tr>
<tr><td>Investment securities</td><td>1,125,176</td><td>8,493</td></tr>
</table>

<table>
<tr><th>Financial statement line item</th><th>GH¢'000</th></tr>
<tr><td>Modification loss</td><td>62,003</td></tr>
</table>

The ECL and modification loss for investment securities are considered key audit matters because they are material to the financial statements in terms of magnitude and level of subjective judgement applied by management.

The government of Ghana announced a voluntary Domestic Debt Exchange Programme (DDEP) which sought to exchange existing eligible domestic notes and bonds. Management segmented the investment securities into a portfolio of instruments eligible for DDEP and those instruments that are not eligible for the Programme. Certain out of model adjustments were calculated and assessed based on management's judgement.

The key areas of significant management judgement within the ECL calculation include:

Determination of Significant Increase in Credit Risk

- Application of out-of-model adjustments into the ECL measurements
- Incorporation of macro-economic inputs and forward-looking information (inflation and country risk premium) into the ECL model;
- Assessment of the input assumptions applied to estimate the Probability of Default (PD), Exposure at Default (EAD) and Loss Given Default (LGD).

The determination of fair values of the new instruments on the date of exchange was done using discounted cash flow models which estimated the discount factors for the categories of bonds exchanged in calculating the modification gain or loss on these bonds.

The accounting policies, critical estimates and judgements and impairment charge are set out in 2g, 3 and 5 to the financial statements.

</td><td>

We obtained an understanding of the DDEP based on the Exchange Memoranda issued by the Government of Ghana.

We tested the appropriateness of the staging of the investment securities by independently assessing management's criteria for significant increase in credit risk against the requirements of the Standard.

We assessed the reasonableness of the discount rates (key assumptions) used for determining the present value of cash flows expected from new bonds by:

- reviewing the methodology adopted in determining the discount rate and
- reviewing the accuracy of the computation of the discount rate.

For stage 3 eligible domestic notes and bonds we considered the impairment indicators, uncertainties and assumptions made by management in their assessment of the recoverability of the investments.

We assessed the assumptions relating to historical default experience, estimated timing and amount of forecasted cashflows applied within the Probability of Default (PD), Exposure at Default (EAD) and Loss Given Default (LGD) for compliance with the requirements of IFRS 9.

We assessed the reasonableness of forward-looking assumptions (inflation and country risk premium) and compared these assumptions against publicly available information.

We recomputed the loss allowance in the model based on inputs and other parameters.

We assessed the appropriateness of the related disclosures for investment securities in the financial statements in accordance with IFRS 9.

</td></tr>
</table>

Other information

The Trustees are responsible for the other information. The other information comprises Particulars of service providers/advisors, Report of the Trustees and Statement of Trustees' responsibilities but 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 any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information identified above 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 on the other information, 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 of financial statements that give a true and fair view in accordance with International Financial Reporting Standards with the IAS 29 directive issued by the Institute of Chartered Accountants, Ghana (ICAG) and in the manner required by Occupational and Personal Pension Schemes (General) Regulations, 2011, 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 Scheme's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Scheme or to cease operations, or have no realistic alternative but to do so.

The Trustees are responsible for overseeing the Scheme's financial reporting process.

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 ISAs 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 ISAs, we exercise professional judgement and maintain professional skepticism 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 Scheme's internal control;

Auditor's responsibilities for the audit of the financial statements (continued)

- 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 Scheme'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 Scheme to cease to continue as a going concern; and
- 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.

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 control 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 have communicated with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated with the Trustees, 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.

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF ENTERPRISE TIER 3 PROVIDENT FUND SCHEME (continued)

REPORT ON OTHER LEGAL AND REGULATORY REQUIREMENTS

The Occupational and Personal Pension Schemes (General) Regulations, 2011 requires that in carrying out our audit we consider and report on the following matters. We confirm that:

i) we have obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit;
ii) in our opinion proper books of account have been kept by the Scheme, so far as appears from our examination of those books; and
iii) the Scheme's balance sheet (statement of net assets available for benefits) and profit and loss account (statement of changes in net assets available for benefits) are in agreement with the books of account; and
iv) the Scheme in all material respects complied with the requirements of Section 35 of the Occupational and Personal Pension Schemes (General) Regulations, 2011.

The engagement partner on the audit resulting in this independent auditor's report is Destiny Selorm Attatsitsey (ICAG/P/1619).

PricewaterhouseCoopers

PricewaterhouseCoopers (ICAG/F/2024/028)
Chartered Accountants
Accra, Ghana
31 May 2024

pwc

STATEMENT OF NET ASSETS AVAILABLE FOR BENEFITS
(All amounts are in thousands of Ghana cedis)

	Note	At 31 December **2023**	2022
Assets			
Cash and cash equivalents	4	**4,440**	25,412
Financial assets at amortised cost	5	**1,116,683**	919,302
Financial assets at fair value through profit or loss	6	**16,665**	11,679
Accounts receivable	7	**66,795**	28,658
		1,204,583	985,051
Liabilities			
Benefits payable	8	**1,680**	1,541
Administrative expenses payable	9	**2,240**	3,825
Other payables	10	**7,043**	15,564
		10,963	20,930
Total assets less liabilities		**1,193,620**	964,121
Represented by:			
Net assets available for benefits		**1,193,620**	964,121

The financial statements on pages 15 to 34 were approved for issue by the Trustees on ....30... May 2024 and were signed on their behalf by:

....	.... JOSEPH AMPOFO
John Fiam-Coblavie Independent Trustee	Trustee

The notes on pages 19 to 34 form an integral part of the financial statements.

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
(All amounts are in thousands of Ghana cedis)

	Note	Year ended 31 December **2023**	2022
Dealings with members			
Contributions	11	**321,501**	184,558
Benefits expense	12	**(363,248)**	(199,410)
Net additions from dealings with members		**(41,747)**	(14,852)
Returns on investments			
Investment income	13	**388,220**	194,596
Less: Brokerage fees/levies/commissions		**(50)**	(238)
Net investment income		**388,170**	194,358
Net gain/(loss) on financial assets at fair value through profit or loss	14	**189**	(3,218)
Impairment expense	5	**(31,582)**	(59,445)
Modification loss	5	**(62,003)**	-
Administrative expenses	15	**(23,528)**	(21,535)
Increase in net assets for the year		**229,499**	95,308

The notes on pages 19 to 34 form an integral part of the financial statements.

STATEMENT OF MOVEMENT IN NET ASSETS AVAILABLE FOR BENEFITS

(All amounts are in thousands of Ghana cedis)

		Year ended 31 December	
	Note	**2023**	2022
Net assets available for benefits			
At start of year		**964,121**	868,813
Increase in net assets for the year		**229,499**	95,308
At end of year	16	**1,193,620**	964,121

The notes on pages 19 to 34 form an integral part of the financial statements.

STATEMENT OF CASH FLOWS
(All amounts are in thousands of Ghana cedis)

		Year ended 31 December	
Cash flows from operating activities	Note	**2023**	2022
Increase in net assets for the year		**229,499**	95,308
Adjusted for:			
Accrued investment income	5	**(83,459)**	(51,491)
Net valuation of financial assets at fair value through profit or loss	6	**(116)**	3,867
Modification loss	5	**62,003**	-
Impairment expense	5	**31,582**	59,445
Working capital adjustments:			
Increase in benefits payable	8	**139**	589
(Decrease)/increase in administrative expense payable	9	**(1,585)**	2,154
(Decrease)/increase other payables	10	**(8,521)**	15,556
Increase in accounts receivable	7	**(38,137)**	(10,771)
Net cash generated from operating activities		**191,405**	114,657
Cash flows from investing activities			
Purchases of debt instruments	5	**(1,280,731)**	(368,745)
Purchases of equity instruments	5	**(5,637)**	(3,216)
Proceeds from disposal or maturities of debt instruments	5	**1,073,224**	239,006
Proceeds from disposal or maturities of equity instruments	6	**767**	43,112
Net cash used in investing activities		**(212,377)**	(89,843)
Net (decrease)/increase in cash and cash equivalents		**(20,972)**	24,814
Cash and cash equivalents as at 1 January	4	**25,412**	598
Cash and cash equivalents as at 31 December	4	**4,440**	25,412

The notes on pages 17 to 33 form an integral part of the financial statements.

NOTES

1. Scheme information

The Scheme is a defined Contribution Scheme which provides lump sum benefits and such other ancillary benefits to members who meet the qualifying conditions stipulated under the National Pensions Act, 2008 (Act 766) as amended. The Scheme is a master trust with membership open to companies and their employees.

As at the date of reporting, the number of participating companies and employees of the Enterprise Tier 3 Provident Fund Scheme is 307 and 37,763 respectively.

2. Summary of material accounting policies

The principal accounting policies adopted in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented, unless otherwise stated.

(a) Basis of preparation

The financial statements of the Scheme have been prepared in accordance with International Financial Reporting Standards (IFRS), with the IAS 29 Hyperinflation directive issued by the Institute of Chartered Accountants, Ghana (ICAG) and presented in compliance with the National Pensions Act, 2008 (Act 766) as amended, the Occupational and Personal Pension Schemes (General) Regulations, 2011 (L.I.1990) and relevant guidelines.

The financial statements summarise the transactions of the Scheme and deal with the net assets available to the members. They do not take account of obligations to pay benefits that fall due after the end of the year.

Basis of measurement and use of estimates and judgements

The financial statements have been prepared under the historical cost convention, except as modified by the revaluation of financial assets at fair value through profit or loss. The preparation of financial statements in conformity with IFRS, with the IAS 29 Hyperinflation directive issued by the Institute of Chartered Accountants, Ghana (ICAG) requires the use of certain critical accounting estimates. It also requires the Trustees to exercise judgement in the process of applying the Scheme's accounting policies. Areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are disclosed in note 3.

(b) Changes in accounting policies and disclosures

(i) New and amended standards adopted by the Scheme

The Scheme has applied the following standards and interpretations for the first time to financial reporting periods commencing on or after 1 January 2023:

- Property, Plant and Equipment: Proceeds before Intended Use – Amendments to IAS 16
- Onerous Contracts – Cost of Fulfilling a Contract – Amendments to IAS 37
- Reference to the Conceptual Framework – Amendments to IFRS 3
- Annual Improvements to IFRS Standards 2018–2020

The amendments listed above did not have any impact on the amounts recognised in prior periods and are not expected to significantly affect the current or future periods.

NOTES (continued)

2. Summary of material accounting policies (continued)

(b) Changes in accounting policies and disclosures (continued)

(ii) New standards and interpretations not yet adopted

Certain new accounting standards, amendments to accounting standards and interpretations have been published that are not mandatory for 31 December 2023 reporting periods and have not been early adopted by the Scheme. These standards, amendments or interpretations are not expected to have a material impact on the entity in the current or future reporting periods and on foreseeable future transactions.

(c) Functional and presentation currency

The financial statements are presented in Ghana Cedis (GHS), which is the Scheme's functional and presentation currency.

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 Available for Benefits.

(d) Contributions

Contributions are recognized in the period in which they fall due. The Contributions are in compliance with rates as per the National Pensions Act, 2008 (Act 766) as amended and the Scheme's Governing Rules.

(e) Benefits expense

Benefits expense are recognized in the period in which they fall due. Benefits represent all valid benefit claims paid/payable during the year in compliance with the National Pensions Act, 2008 (Act 766) as amended and the Scheme Governing Rules.

Benefits payable to seceding members are recognised as liabilities in the period in which they fall due.

(f) Investment Income

Dividend Income from investments is recognised when the shareholders' right to receive payment has been established.

Interest income is recognised for all interest-bearing instruments using the effective interest method. Interest income includes coupons earned on fixed income investments and accrued discount and premium on treasury bills and other discounted instruments.

NOTES (continued)

2. Summary of material accounting policies (continued)

(g) Financial assets and liabilities

Initial recognition and measurement

Financial assets and financial liabilities are recognised when the Scheme becomes a party to the contractual provisions of the instrument. Regular way purchases and sales of financial assets are recognised on trade-date, the date on which the Scheme commits to purchase or sell the asset.

At initial recognition, the Scheme measures a financial asset or financial liability at its fair value plus or minus transaction costs that are incremental and directly attributable to the acquisition or issue of the financial asset or financial liability.

When the fair value of financial assets and liabilities differs from the transaction price on initial recognition, the Scheme recognises the difference as follows:

(i) When the fair value is evidenced by a quoted price in an active market for an identical asset or liability (i.e. a Level 1 input) or based on a valuation technique that uses only data from observable markets, the difference is recognised as a gain or loss.

(ii) In all other cases, the differences are deferred and the timing of recognition of deferred day one profit or loss is determined individually. It is either amortised over the life of the instrument, deferred until the instrument's fair value can be determined using market observable inputs, or realised through settlement.

Classification and subsequent measurement

Financial assets

The Scheme applies IFRS 9 and classified its financial assets in the following measurement categories:

- At fair value through profit or loss (FVPL); and
- At amortised cost.

The classification depends on the Scheme's business model for managing the financial assets and the contractual terms of the cash flows.

For assets measured at fair value, gains and losses will either be recorded in profit or loss.

For investments in equity instruments that are not held for trading, this will depend on whether the Scheme has made an irrevocable election at the time of initial recognition to account for the equity investment at fair value through other comprehensive income (FVOCI).

The Scheme classifies its financial assets at amortised cost only if the asset is held within a business model whose objective is to collect the contractual cash flows, and the contractual terms give rise to cash flows that are solely payments of principal and interest.

The business model reflects how the Scheme manages the assets in order to generate cash flows. Factors considered by the Scheme in determining the business model for a group of assets include past experience on how the cash flows for these assets were collected, how the asset's performance is evaluated and reported to the Board of Trustees, how risks are assessed and managed and how the Fund managers are compensated.

NOTES (continued)

2. Summary of significant accounting policies (continued)

(g) Financial assets and liabilities (continued)

Classification and subsequent measurement (continued)

Financial assets (continued)

Where the business model is to hold assets to collect contractual cash flows or to collect contractual cash flows and sell, the Scheme assesses whether the financial instruments' cash flows represent solely payments of principal and interest (the `SPPI test').

Impairment

The loss allowances for financial assets are based on assumptions about risk of default and expected loss rates. The Scheme uses judgement in making these assumptions and selecting the inputs to the impairment calculation, based on the Scheme's past history, existing market conditions as well as forward looking estimates at the end of each reporting period.

Modification of financial assets

If the Scheme renegotiates the terms of financial assets which are substantially different, it derecognises the original financial asset and recognises a 'new' asset at fair value and recalculates a new effective interest rate for the asset. The date of renegotiation is consequently considered to be the date of initial recognition for impairment calculation purposes, including for the purpose of determining whether a significant increase in credit risk has occurred.

However, the Scheme also assesses whether the new financial asset recognised is deemed to be credit-impaired at initial recognition, especially in circumstances where the renegotiation was driven by the debtor being unable to make the originally agreed payments. Differences in the carrying amount are also recognised in profit or loss as a gain or loss on derecognition.

If the renegotiated terms are not substantially different, the renegotiation or modification does not result in derecognition, and the Scheme recalculates the gross carrying amount based on the revisedcash flows of the financial asset and recognises a modification gain or loss in profit or loss. The new gross carrying amount is recalculated by discounting the modified cash flows at the original effective interest rate (or credit-adjusted effective interest rate for purchased or originated credit-impaired financial assets).

Derecognition

The Scheme derecognises a financial asset when the contractual rights to the cash flows from these assets expire, or it transfers the rights to receive the contractual cash flows on the financial asset in a transaction in which substantially all the risks and rewards of ownership of the financial asset are transferred or which the Scheme neither transfers nor retains substantially all of the risks and rewards of ownership and it does not retain control of the financial asset. Any interest in transferred financial assets that is created or retained by the Scheme is recognised as a separate asset or liability.

NOTES (continued)

2. Summary of significant accounting policies (continued)

(g) Financial assets and liabilities (continued)

Financial liabilities

The Scheme's holding in financial liabilities represents mainly benefits payable and administrative expenses payable to members and service providers respectively. Such financial liabilities are initially recognised at fair value and subsequently measured at amortised cost.

Derecognition

The Scheme derecognises a financial liability when its contractual obligations are discharged or cancelled or expired.

Offsetting financial instruments

Financial assets and liabilities are set off and the net amount presented in the net assets available for benefits when, and only when, the Scheme has a legal right to set off the amounts and intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Fair value measurement

The determination of fair values of financial assets and financial liabilities is based on quoted market prices or dealer price quotations for financial instruments traded in active markets. For all other financial instruments fair value is determined using valuation techniques.

Write-offs

The Scheme writes of financial assets as bad debt when the following have occurred; either upon liquidation, or inability to locate issuer for over 6 months. Such events provide an indication that there is no reasonable expectation of recovery. It is the Scheme's policy to follow up on all defaulters and to use reasonable means to recover bad debt after write off.

(h) Provisions

Provisions are recognised when the Scheme 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.

(i) Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short term highly liquid investments with original maturities of three months or less and bank overdrafts.

NOTES (continued)

2. Summary of significant accounting policies (continued)

(j) Administrative expenses

Administrative expenses are recognised in the statement of changes in net assets available for benefits when incurred.

3. Critical accounting estimates and judgements

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. In particular, critical estimates are made by the Trustees in determining the fair value of investments that are not traded in an active market.

Determining fair values

The determination of fair values for financial assets for which there is no observable market price requires the use of valuation models. The fair value hierarchy of the financial assets of the Scheme is set out in note 19.

Measurement of the expected credit loss allowance

The measurement of the expected credit loss allowance for financial assets measured at amortised cost is an area that requires the use of models and significant assumptions about future economic conditions and credit behaviour (e.g. the likelihood of customers defaulting and the resulting losses).

The method applied in the determination of impairment charge on the Scheme's financial assets measured at amortised cost is set out under note 17 of these financial statements.

NOTES (continued)
(All amounts are in thousands of Ghana cedis unless otherwise stated)

4. Cash and cash equivalents

	2023	2022
Cash at bank	**4,440**	25,412

5. Financial assets at amortised cost

Year ended 31 December 2023	**Government securities**	**Fixed deposits**	**Corporate debt**	**Total**
Gross financial assets:				
At start of year	906,030	-	72,998	**979,028**
Settlement on exchange/additions	1,113,075	81,926	2,915	**1,197,916**
Exchange bonds/matured securities	(926,016)	(74,425)	(72,783)	**(1,073,224)**
Modification loss	(62,003)	-	-	**(62,003)**
Accrued interest	83,294	46	119	**83,459**
At end of year	**1,114,380**	**7,547**	**3,249**	**1,125,176**
Impairment provision:				
At start of year	(55,299)	-	(4,427)	**(59,726)**
(Charge)/release for the year	(35,972)	(28)	4,418	**(31,582)**
Release for the year	82,815	-	-	**82,815**
At end of year	**(8,456)**	**(28)**	**(9)**	**(8,493)**
Net financial assets	**1,105,924**	**7,519**	**3,240**	**1,116,683**

Year ended 31 December 2022				Total
Gross financial assets:				
At start of year	709,297	20,451	68,050	797,798
Additions	298,625	57,720	12,400	368,745
Redeemed upon maturity	(150,778)	(78,171)	(10,057)	(239,006)
Accrued interest	48,886	-	2,605	51,491
At end of year	906,030	20,451	72,998	979,028
Impairment provision:				
At start of year	-	(41)	(240)	(281)
Release for the year	(55,299)	41	(4,187)	(59,445)
Transfer to receivables	-	-	-	-
At end of year	(55,299)	-	(4,427)	(59,726)
Net financial assets	850,731	-	68,571	919,302

NOTES (continued)
(All amounts are in thousands of Ghana cedis unless otherwise stated)

6. Financial instruments at fair value through profit or loss

Year ended 31 December 2023	**Equity investments**	**Collective Investments**	**Total**
At start of year	10,251	1,428	**11,679**
Additions	5,637	-	**5,637**
Disposals	-	(767)	**(767)**
Change in fair value	142	(26)	**116**
At end of year	**16,030**	**635**	**16,665**

Year ended 31 December 2022			
At start of year	27,499	27,943	55,442
Disposals	3,216	-	3,216
Change in fair value	(15,549)	(27,563)	(43,112)
	(4,915)	1,048	(3,867)
At end of year	10,251	1,428	11,679

Equity investments consists of shareholdings in the following entities:

	2023	2022
Benso Oil Palm Plantation Ltd	**57**	22
Cal Bank PLC	**665**	901
Ecobank Ghana PLC	**1,872**	1,972
Ecobank Transnational Incorporated	**3**	3
Fan Milk Limited	**713**	656
GCB Bank Limited	**2,792**	3,235
Ghana Oil Company Limited	**165**	-
MTN Ghana	**5,388**	-
Republic Bank Ghana PLC	**45**	49
Standard Chartered Bank PLC	**1,819**	2,089
Societe Generale Ghana Limited	**1,717**	1,094
Tullow Oil PLC	**209**	209
Total Petroleum Ghana PLC	**540**	-
Unilever Ghana PLC	**45**	21
	16,030	10,251

NOTES (continued)
(All amounts are in thousands of Ghana cedis unless otherwise stated)

6. Financial instruments at fair value through profit or loss (continued)

Collective investments consist of holdings in the following funds:

	2023	2022
Databank Bfund	-	1,192
Databank Mfund	23	44
EDC Bfund	512	-
RBG Unit Trust	-	192
Stanbic IFT	-	-
	535	1,428

7. Accounts receivable

	2023	2022
Contributions outstanding	66,781	28,656
Other receivables	14	2
	66,795	28,658

8. Benefits payable

	2023	2022
Withdrawals payable	934	850
Taxes payable on withdrawals	746	691
	1,680	1,541

9. Administrative expenses payable

	2023	2022
NPRA fees	332	570
Trustee (Administrator) fees payable	1,329	2,282
Fund manager fees payable	332	600
Custodian fees payable	202	346
Audit fees payable	45	27
Total administrative expenses payable	2,240	3,825

NOTES (continued)
(All amounts are in thousands of Ghana cedis unless otherwise stated)

10. Other payables

	2023	2022
Outstanding Trustee Fee on unallocated funds	**13**	13
Sale of equities	**-**	15,551
Amounts payable to Central Securities Depository	**7030**	-
	7,043	15,564

11. Contributions

Contributions received	**283,377**	155,902
Contributions outstanding	**38,124**	28,656
	321,501	184,558

Potential surcharge for late receipt of contribution from the various employer groups for the year ended 31 December 2023 was GHS 34,732,397 (2022: GHS 129,327,942). The surcharge is to be applied on the employer groups for late remittance of the contributions.

12. Benefits expense

	2023	2022
Lump sum benefit paid	**361,568**	37,389
Lump sum benefit payable withdrawals	**1,680**	850
Withdrawals	**-**	152,676
Taxes paid on withdrawals	**-**	7,481
Transfers out	**-**	1,014
	363,248	199,410

13. Investment income

Interest on treasury bonds	**369,431**	160,061
Interest on money market securities	**982**	2,780
Interest on corporate bonds	**10,279**	14,592
Dividend income	**212**	2,972
Other income (Exchange gain, discount & call interest)	**7,316**	14,191
	388,220	194,596

14. Gains/(loss) on investment income

Gain in disposal of ordinary shares holdings	**74**	649
(Loss)/gains from valuation collective investments	**(27)**	1,048
Gain/(loss) in valuation of ordinary shares holdings	**142**	(4,915)
	189	3,218

NOTES (continued)
(All amounts are in thousands of Ghana cedis unless otherwise stated)

15. Administrative expenses

	2023	2022
NPRA fees	**3,547**	3,172
Administrator fees	**14,185**	12,686
Fund manager fees	**3,639**	3,751
Custodian fees	**2,093**	1,896
Auditor's remuneration	**64**	30
	23,528	21,535

16. Net assets available for benefits

Year ended 31 December 2023	**Cumulative Contribution**	**Cumulative Net Investment Income and expenses**	**Total**
At start of year	**402,820**	**561,301**	**964,121**
Additions	**321,501**	**388,170**	**709,671**
Deductions	**(363,248)**	**(116,924)**	**(480,172)**
At end of year	**361,073**	**891,470**	**1,193,620**
Year ended 31 December 2022			
At start of year	417,672	451,141	868,813
Additions	184,558	194,596	379,154
Deductions	(199,410)	(84,436)	(283,846)
At end of year	402,820	561,301	964,121

17. Financial risk management, objectives and policies

Risk management framework

The Trustees have overall responsibility for the establishment and oversight of the Scheme's Risk Management framework.

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

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

NOTES (continued)
(All amounts are in thousands of Ghana cedis unless otherwise stated)

17. Financial risk management, objectives and policies (continued)

Risk management framework (continued)

The Trustees are 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 Scheme.

Credit risk

An Investment Asset Allocation Policy which is aimed at ensuring that the Trustees position the Scheme's portfolio to amass optimal returns within the changing market environment and expectations while ensuring that the corpus, risk and performance of the investment portfolio remains relatively safe and sound, is reviewed and approved by the Board of Trustees.

The Scheme's policy over credit risk is to minimise its exposure to counterparties with perceived higher risk of default by dealing only with counterparties that meet the standards set out in the NPRA guidelines and the Scheme's investment policy statement.

The Scheme adopts a three-stage approach for impairment assessment based on changes in credit quality from initial recognition.

- Stage 1 – Where there has not been a significant increase in credit risk (SICR) since initial recognition of a financial instrument, an amount equal to 12 months expected credit loss is recorded. The expected credit loss is computed using a probability of default occurring over the next 12 months. For those instruments with a remaining maturity of less than 12 months, a probability of default corresponding to remaining term to maturity is used.
- Stage 2 – When a financial instrument experiences a SICR subsequent to origination but is not considered to be in default, it is included in Stage 2. This requires the computation of expected credit loss based on the probability of default over the remaining estimated life of the financial instrument.
- Stage 3 – Financial instruments that are considered to be in default are included in this stage. Similar to Stage 2, the allowance for credit losses captures the lifetime expected credit losses.

The Scheme has defined credit impaired financial assets as when the issuer becomes 90 days past due on its contractual payments or when there is qualitative information of the issuer being in significant financial difficulty.

The expected loss model is developed using statistical techniques based on actual historical data. The expected loss is calculated using parameter estimates including the probability of default ('PD'), exposure at default ('EAD') and loss given default ('LGD').

The Scheme utilised the 30-days past due definition to determine a significant increase in credit risk.

NOTES (continued)
(All amounts are in thousands of Ghana cedis unless otherwise stated)

17. Financial risk management, objectives and policies (continued)

Credit risk (continued)

Impact of Ghana's Domestic Debt Exchange Programme (DDEP) on investment securities

On 31 July 2023, the Government of Ghana announced the pensions' Domestic Debt Programme (DDEP). The Programme invited eligible bondholders to voluntarily exchange eligible local currency bonds issued by the Government of Ghana, ESLA and Daakye bonds for a new series of bonds to be issued by the Government.

The Programme sought to extend the tenures of the eligible securities and reduce their coupons to an effective rate of about 22.35%. The Government also explained that the holders of the old bills will receive two (2) new bonds that mature in 2027 and 2028 at the rates of 58% and 57% for each year respectively. Also, included as part of the exchange is an interest only bond ending in 2027 and 2028 in the ratio of 50% and 50% for both years.

The Scheme assessed the bonds eligible for exchange under the DDEP as credit-impaired. As a result, the carrying amounts of the existing bonds were reduced to the fair value of the new bonds calculated as the present value of the cash flows using discount rates of 22.54%.

The difference between the fair value of the new instruments and the carrying amount of the original assets was recognised as modification gain or losses in the statement of comprehensive income.

There was no impairment charge recognized on these instruments for the year ended 31 December 2023.

Maximum exposure to credit risk

The Scheme's maximum exposure to credit risk is as follows:

	2023	2022
Cash and cash equivalents	**4,440**	25,412
Financial assets at amortised cost	**1,125,176**	979,028
Accounts receivable	**66,795**	28,658
	1,196,411	1,033,098

	31 December 2023			
	Stage 1	**Stage 2**	**Stage 3**	**Total**
Cash and cash equivalents	4,440	-	-	**4,440**
Financial assets at amortised cost	7,547	104,145	1,013,484	**1,125,176**
Accounts receivable	66,795	-	-	**66,795**
Gross carrying amount	**78,781**	**104,145**	**1,013,484**	**1,196,411**
Loss allowance	(28)	(2,000)	(6,465)	**(8,493)**
Carrying amount	**78,754**	**102,145**	**1,007,019**	**1,187,918**

NOTES (continued)
(All amounts are in thousands of Ghana cedis unless otherwise stated)

17. Financial risk management, objectives and policies (continued)

Credit risk (continued)

	31 December 2022			
	Stage 1	Stage 2	Stage 3	Total
Cash and cash equivalents	25,412	-	-	25,412
Financial assets at amortised cost	44,848	910,635	23,545	978,028
Accounts receivable	28,656	-	-	28,658
Gross carrying amount	98,916	910,635	23,545	1,033,098
Loss allowance	(2)	(52,237)	(7,487)	(59,726)
Carrying amount	98,914	858,398	16,058	973,372

Liquidity risk

Liquidity risk is the risk associated with a situation where a Scheme does not have sufficient financial resources available to meet all of its obligations and commitments when they fall due, or can access them at an excessive cost. A threshold amount has been set based on historical accrued benefits paid to ensure that this risk is mitigated wholly.

Market risk

Market Risk is the risk associated with changes in market prices, such as interest rate, equity prices and foreign exchange rates that will affect the Scheme's income or the value of its portfolio of financial instruments. This Systematic risk cannot be mitigated through diversification. The scheme hedges this risk by having active currency allocations.

Price risk

Listed equity securities are susceptible to market price risk arising from uncertainties about future values of the investment securities. Keen attention is paid to the equity market to realize capital gains on equity securities. At 31 December 2023, if the prices of all Equity Securities and Collective instruments had increased/decreased by 1% with all other variables held constant, the 'increase in net assets available for benefits' for the year would have been GHS160,316,497 higher/lower (2022: GHS190,255,502).

Interest Rate risk

Interest 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 schemes investment horizon has moved towards the shorter tenor investments as they offer less interest rate risk. For some of the bonds with issuers other than the Government of Ghana, investments are placed with a floating rate to hedge against this risk.

At 31 December 2023, a change of 1% in interest rates with all other variables held constant would have resulted in an increase/decrease in the Net Assets Available for Benefits' of GHS1,143,402,495 (2022: GHS876,788,091) arising substantially from the change in market values of debt securities.

NOTES (continued)
(All amounts are in thousands of Ghana cedis unless otherwise stated)

18. Tax status of the Scheme

The Enterprise Tier 3 Provident Fund Scheme has been approved by the National Pensions Regulatory Authority and is exempt from income tax on its investment income in accordance with Section 94 (2) of the Income Tax Act 2015 (Act 896) as amended.

19. Fair value measurements

Fair value hierarchy

IFRS 7 specifies a hierarchy of valuation techniques based on whether the inputs to those valuation techniques are observable or unobservable. Observable inputs reflect market data obtained from independent sources; unobservable inputs reflect the Scheme's market assumptions. These two types of inputs have created the following fair value hierarchy:

Level 1 – Quoted prices in active markets for identical assets or liabilities. This level includes equity securities listed on the Ghana Stock Exchange.

Level 2 – Inputs other than quoted prices included within level 1 that are observable for the asset or liability, either directly (as prices) or indirectly (derived from prices). This level includes collective investments and alternative investments.

Level 3 – inputs for the asset or liability that are not based on observable market data (unobservable inputs). This level includes equity investments and debt instruments with significant unobservable components.

The hierarchy of the financial assets of the Scheme at the end of the year is as follows:

	Level 1	**Level 2**	**Total**
At 31 December 2023			
Financial assets at fair value through profit and loss	**16,030**	**635**	**16,665**
At 31 December 2022			
Financial assets at fair value through profit and loss	10,251	1,428	11,679

No financial assets are measured at level 3 in the fair value hierarchy as at 31 December 2023 (2022: Nil).

NOTES (continued)
(All amounts are in thousands of Ghana cedis unless otherwise stated)

20. Related parties

Related party transactions and balances

The related parties are the Trustees and Members of the Scheme.

Related party balances and transactions are in respect of fees, contributions and benefits disclosed in notes 8, 9, 10, 11, 12 and 15 to the financial statements.

21. Commitments and contingencies

As at the date of reporting, there were no outstanding commitments or contingencies (2022: nil).

22. Events after the reporting period

There were no material significant events after the reporting date that require disclosure in or adjustment to the financial statements for the year ended 31 December 2023.