

5th Africa Pension Technology and Digital Innovation Conference 2026:

"Trusted by Design — The 2026 Pivot for African Pensions"

*Pride Inn Paradise Beach Resort & Spa
Mombasa*

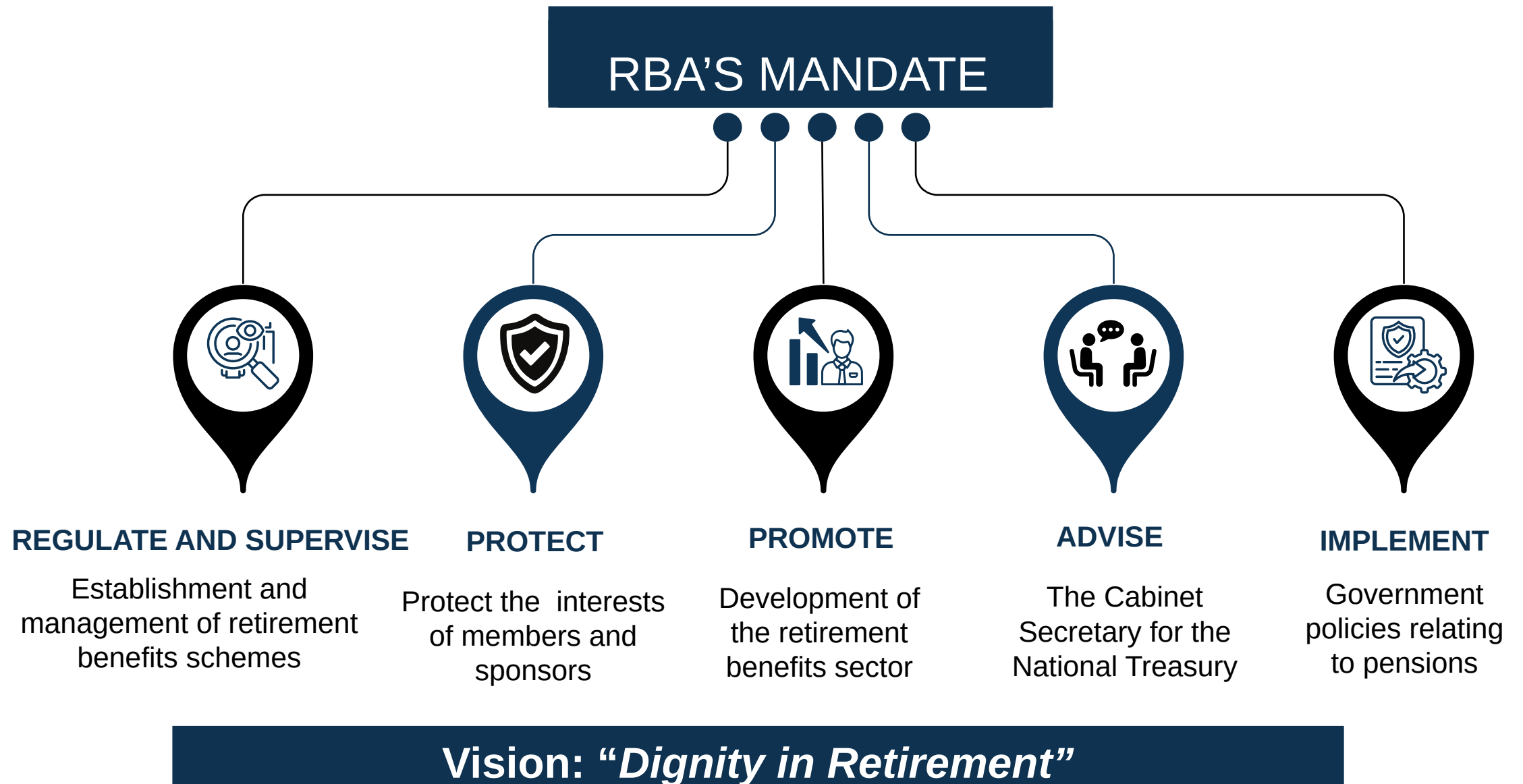
September 2026



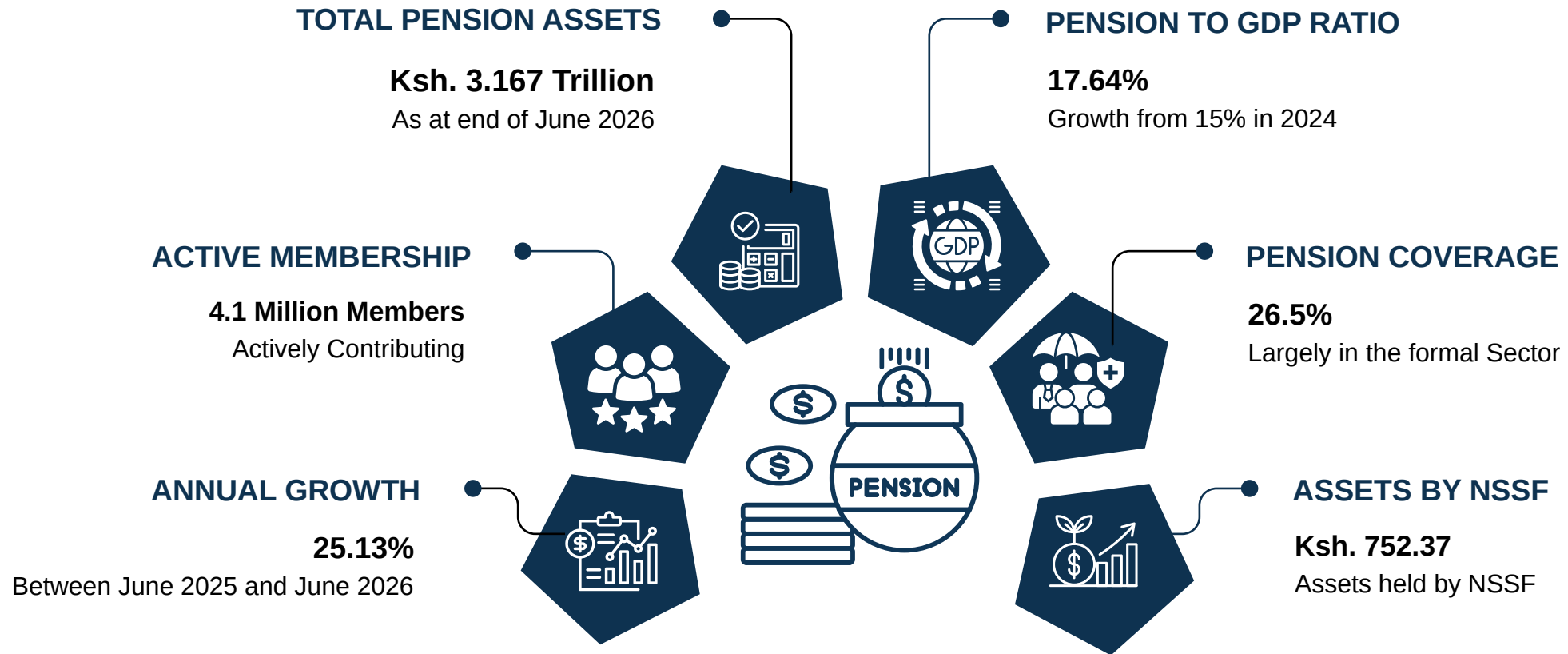
AGENDA

- ❖ MANDATE OF THE AUTHORITY
- ❖ STATE OF THE INDUSTRY
- ❖ GROWTH TRENDS
- ❖ CROSS COUNTRY COMPARISON –WHERE ARE WE?
- ❖ KEY PILLARS IN SCHEME DESIGN
- ❖ INNOVATION IN THE PENSION SECTOR
- ❖ WHY INFRASTRUCTURE FUND?
- ❖ KEY INITIATIVES

WHO WE ARE: RETIREMENT BENEFITS AUTHORITY



STATE OF THE INDUSTRY

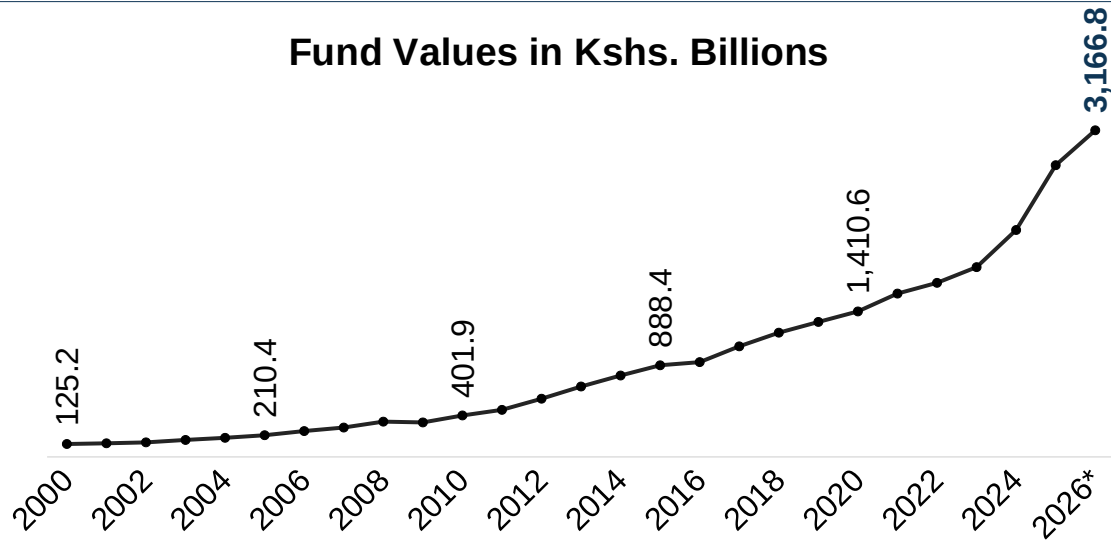


The industry has continued to record growth across all key metrics, including **total pension assets**, **membership**, and **pension coverage**. The RBA is on track to reach its target of Ksh 3.2 trillion, as **outlined in its Strategic Plan 2024–2029**.

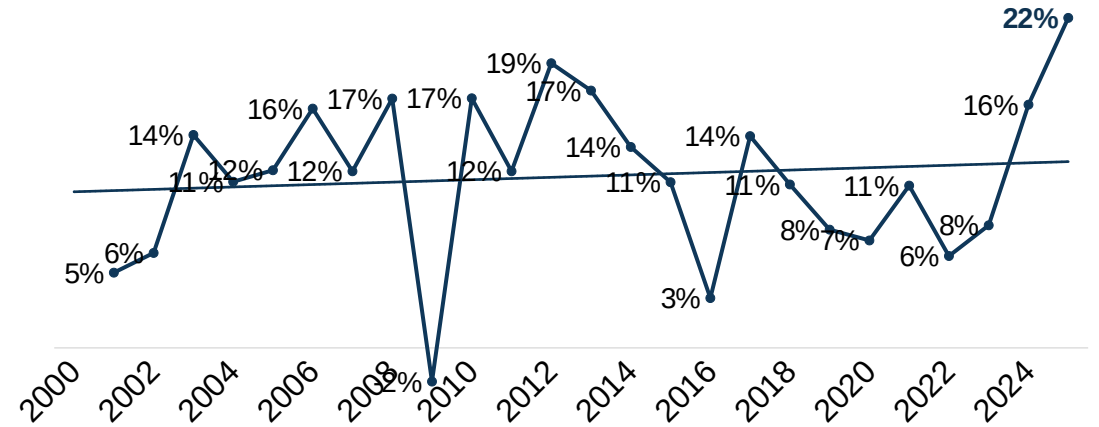
**Figures as of June 2026.*

INDUSTRY GROWTH TRENDS

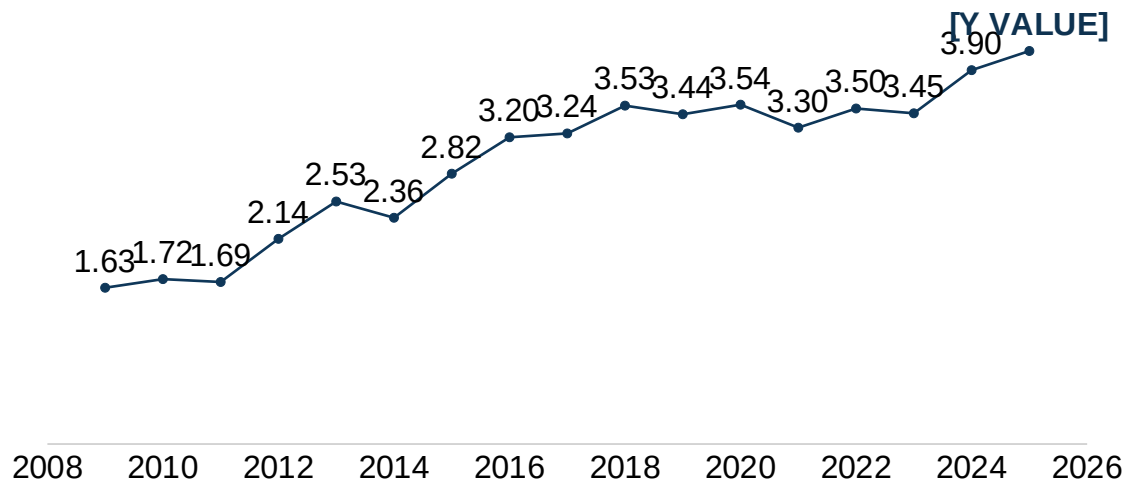
Fund Values in Kshs. Billions



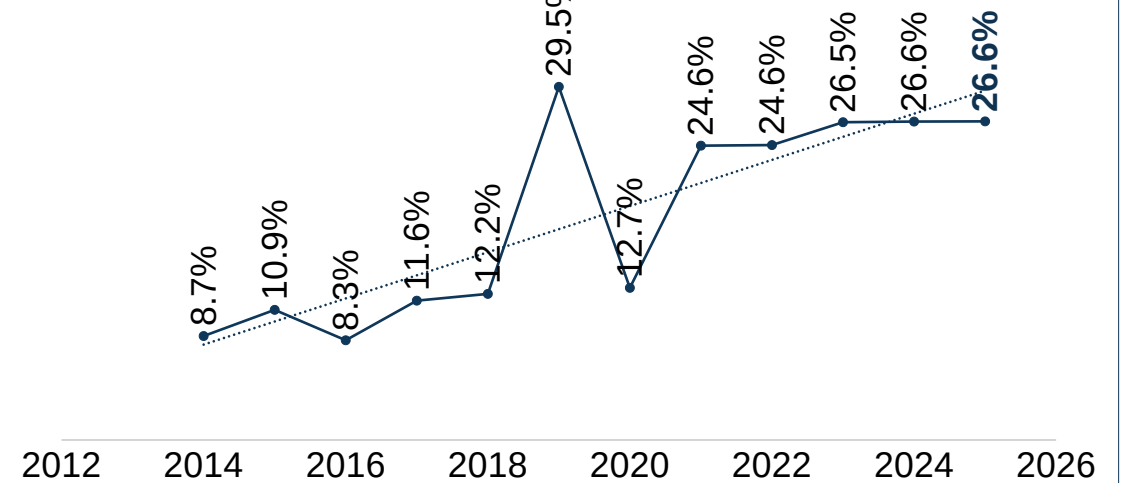
Pension Assets Growth



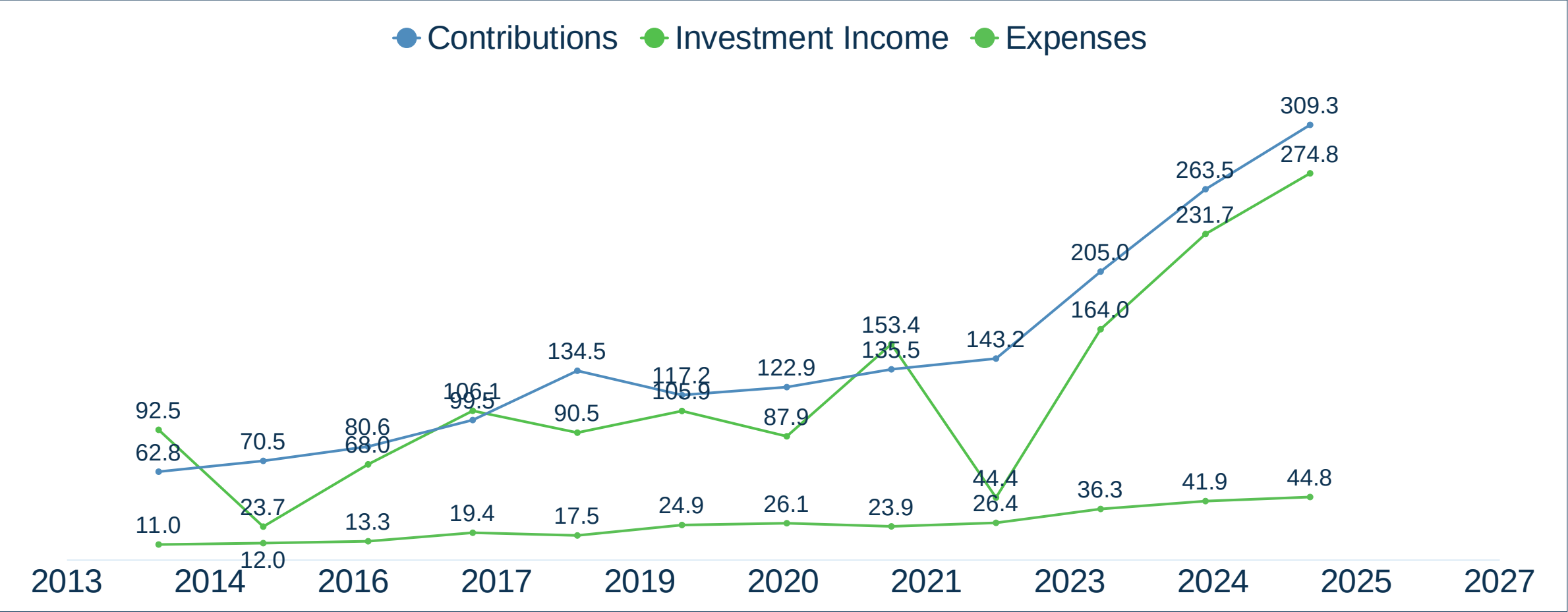
Membership (million)



Pension Coverage

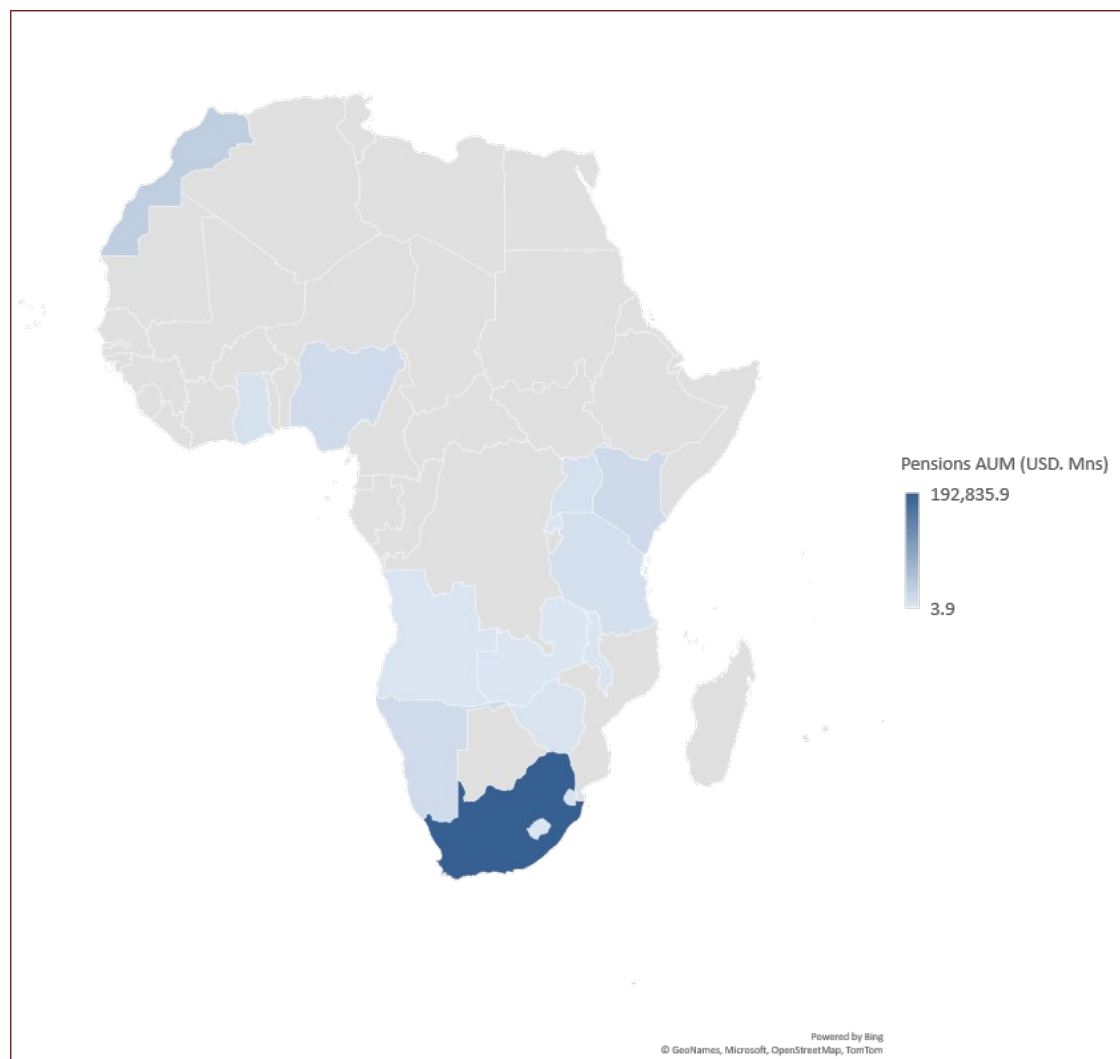


Trends in Contributions, Investment Income & Expenses (Kshs. Bns)



The significant dips in investment income in 2014 and 2021 were mainly due to the relatively low performance of the equities market from foreign investor exits after the elections in 2023 and the impacts of COVID-19.

CROSS-COUNTRY COMPARISON OF PENSION AUM



Pensions AUM, 2024 (USD. Mns)

South Africa	192,835.9
Morocco	34,075.2
Kenya	16,560.4
Nigeria	14,574.3
Namibia	13,984.8
Tanzania	8,046.3
Uganda	7,782.2
Ghana	5,867.3
Mauritius	4,140.6
Eswatini	2,781.0
Zimbabwe	2,540.1
Malawi	2,018.1
Rwanda	1,327.6
Angola	1,235.6
Lesotho	651.3
Seychelles	314.4
Zambia	3.9

SOURCE: APAM Data Hub (<https://fsdafrica.org/apamdata-hub/>)

SEVEN PILLARS OF A TRUSTED-BY-DESIGN PENSION SYSTEM



Pillar 1: Strong Governance

Trust arises when members know decisions are made in their best interests and under proper oversight.



Pillar 2: Transparency and Disclosure

People trust what they can see and understand

- a** Timely and accurate member statements
- b** Clear communication of fees, benefits, risks, and investment performance
- c** Accessible annual reports and audited financial statements
- d** Adopt advanced technologies to enhance transparency and improve the member experience, e.g self-service portals

Pillar3: Strong Regulatory Oversight

Regulation provides assurance that safeguards exist even when things go wrong.

a

Effective supervision by the
regulator - leveraging technologies
i.e RegTech & SupTech

b

Compliance monitoring and
enforcement

c

Fit-and-proper requirements for
trustees and service providers

d

Protection of member assets
through custody and segregation
arrangements

Pillar 4: Prudent Financial & Investment Management

A well-funded scheme inspires confidence that promised benefits will be paid, while prudent investment ensures risks are well managed and strategies align with member needs.

Funding Adequacy

A well-funded scheme inspires confidence that promised benefits will be paid when they fall due.

Prudent Investment

Ensures investment risks are well managed and long-term investment strategies are aligned with member needs.

Pillar 5: Professional & Ethical Conduct by Service Providers

Trustees who outsource administration and fund management are expected to hold service providers to high standards of competence and integrity.

- a** Engage competent administrators and investment managers with strong internal controls
- b** Maintain ethical conduct and accountability
- c** Ensure zero tolerance for fraud and corruption

Pillar 6: Technology and Data Integrity



Trust is strengthened when records are accurate and members can easily verify their own information.

Accurate, Verifiable Records

Members can easily check and confirm their own contribution and benefit information through self-service portals.

Advanced Technology

Pension schemes increasingly rely on technology to streamline operations, enhance transparency, and improve the member experience.

Pillar 7: Member-Centric Design



The real purpose of a pension system is to improve the members' lives in retirement — member outcomes, not institutional size, are the ultimate measure of success.

a Simple enrolment and benefit claim processes

b Responsive customer service

c Financial literacy and member education programs

d Effective grievance and dispute-resolution mechanisms

INNOVATION IN THE PENSION INDUSTRY

Other global best practices in pension regulation and governance that the RBA looks to emulate include:



National Infrastructure Fund (NIF)

- Proposed to amend Table G to include investment in public infrastructure - **15%**
- Provide for a new asset class- Equity, debt, lease, derivative, unit, or any other instrument, security, or interest in a security that may be issued under the National Infrastructure Fund Act, No. 4 of 2026.
- **Current Investment – 700 million**



ESG & Sustainable Investing

- Growing emphasis on Environmental, Social, and Governance (ESG)
- Regulatory encouragement for green and impact investments to align with sustainability goals



Digital Transformation & Reg-Tech

- Adoption of Integrated Pension Information Management Systems (IPIMS) Meant to improve collaboration and data sharing within the industry



Micro-Pensions & Informal Sector Inclusion

- Expansion of micro-pension products targeting the 83% workforce in the informal sector.
- Mobile-based platforms for low-cost, flexible contributions.

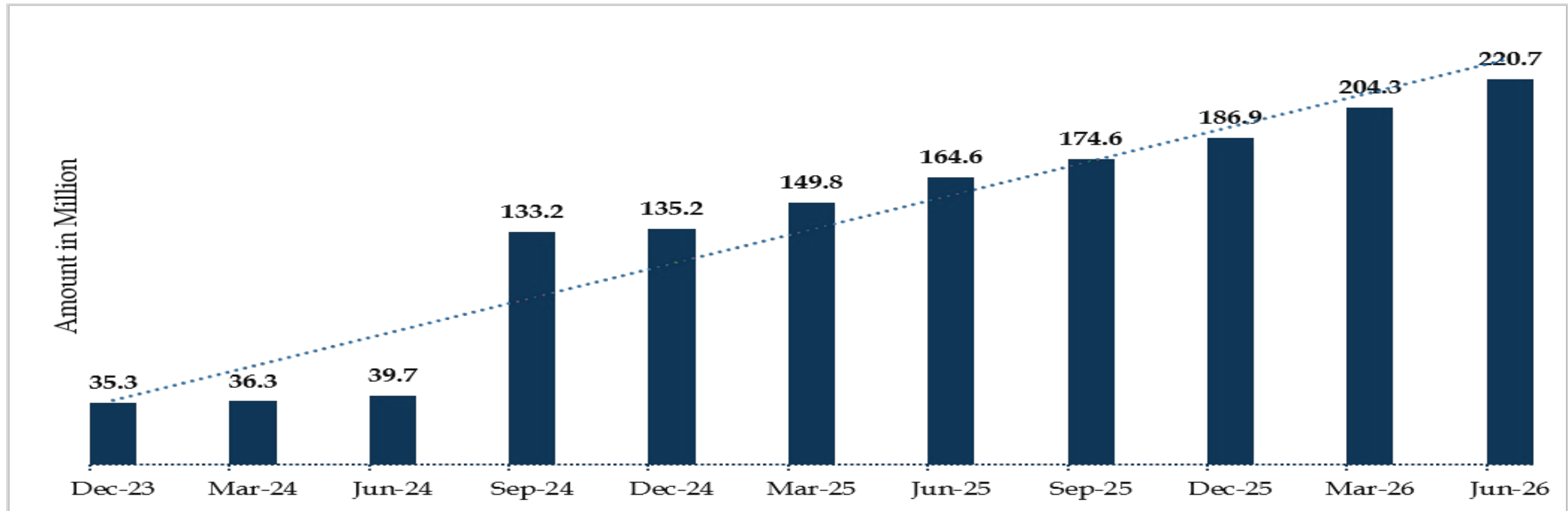
INNOVATION IN THE PENSION INDUSTRY II

Post Retirement Medical Funds

Legal Notice No. 146 of 7th August 2026.

The Retirement Benefits (Post Retirement Medical Funds) Regulations, 2026 establishes the legal framework for registration and administration of the post retirement medical funds both **Stand Alone** and **Internal Medical Funds** (within the scheme).

The **quarterly contributions** to PRMF as at June 2026 was **Kshs. 220.7 million**



WHY INFRASTRUCTURE FUND?



What is the Gap?

Infrastructure gap: Ksh 520 billion annually
Budget allocation: ~Ksh 217 billion annually
Heavy reliance on debt financing
Rising public debt >(**Kshs 12.8trillion**)



Why Pensions?

Long-term investment horizon
Stable and predictable returns
Natural match with infrastructure lifecycle
Supports economic development



Justification

Need for diversification into alternative assets
Flexibility in investment guidelines
Strong governance and risk management
Alignment with member returns

EMBRACING INNOVATION: VASP 2026 AND DIGITAL ASSETS

As global financial markets digitize and traditional domestic yields shift, the Authority recognizes the need for secure, regulated pathways for portfolio diversification through emerging technologies.

The VASP Framework



Establish a legal groundwork for recognizing, managing, and trading digital assets in Kenya.

01

Strategic Diversification

03

VASP provides progressive pension schemes with a regulated avenue to explore alternative, higher-yielding investment classes securely.



Tokenization of Real-World Assets



Opens the door for tokenizing illiquid assets. This promises opportunities for enhanced portfolio liquidity.

02

Trustee Prudence

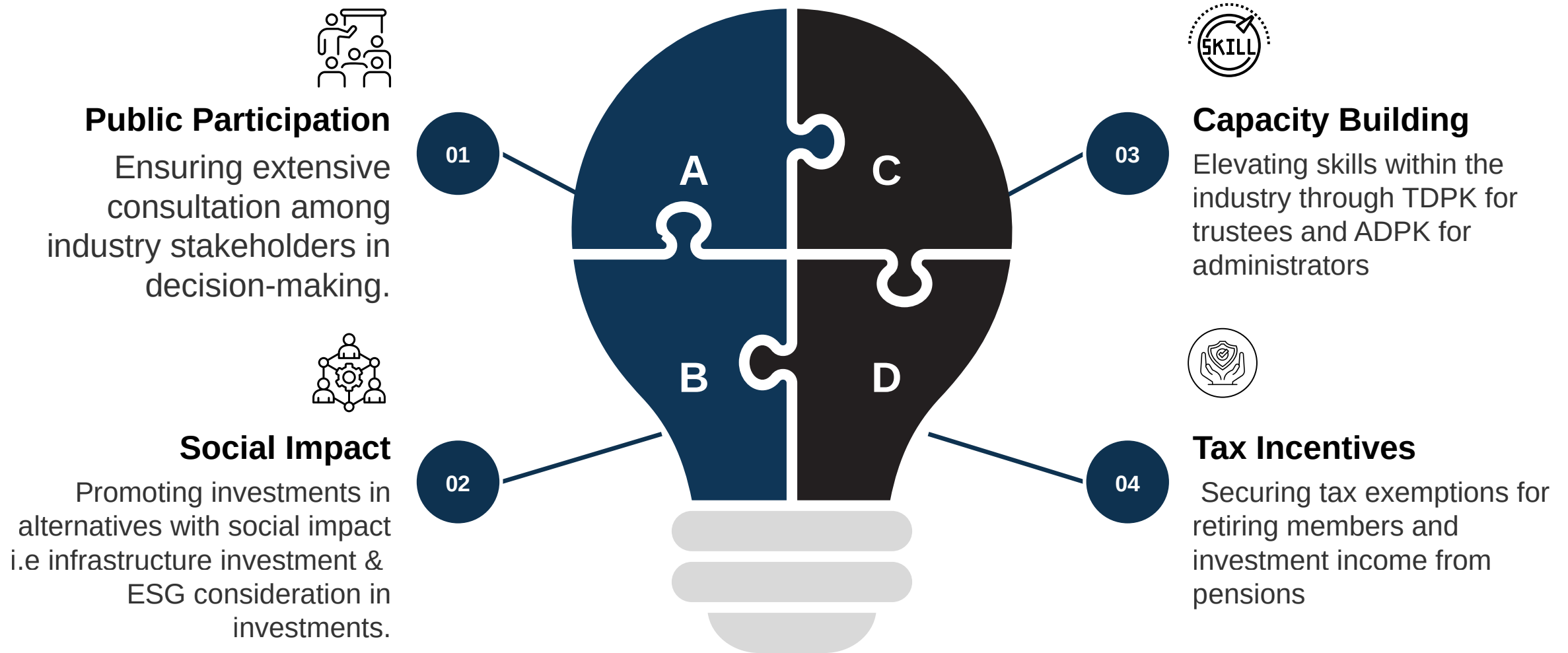
04

The final decision on where scheme funds are invested rests entirely with the trustees. Consequently, trustees must exercise their fiduciary duty



REGULATING FOR TRUST – KEY INITIATIVES

The Regulator endeavours to implement initiatives to build trust within the retirement benefits industry.



Thank you

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