PSSPF Member and Stakeholder
Quarter Newsletter – May 2026

Message from the Board of Trustees

We are pleased to welcome our members, employers and stakeholders to the first comprehensive newsletter from the Private Security Sector Provident Fund (PSSPF). **This first newsletter is more than just an update from the Fund but a way to thank you and appreciate you for the vital role you play in keeping South Africa safe.** Your work keeps communities in South Africa safe, and you are highly valued. As the PSSPF, we are here to support you in ensuring that your retirement savings are well looked after.

Over the past year, our focus has remained firmly on delivering dependable, cost-effective benefits and a member experience that is both accessible and responsive. From simplifying claims processes to strengthening partnerships with leading serviceproviders, we have taken deliberate steps to ensure benefits are paid accurately, efficiently and with care especially during times of need. We are also proud to note that our new funeral benefit provider pays claims within 48 hours.

Equally important is our unwavering commitment to good governance and the protection of members' rights. We continue to strengthen oversight, enforce employer compliance, and act decisively where contributions are unlawfully withheld. **As Chairperson, Principal Officer and together with the board of the Fund, we stand united in our commitment to operational excellence and putting members first.** Thank you for the trust you place in this Fund, we will continue working tirelessly to earn it, today and into the future.

Rodney Kekana / *New Board Chairperson*

Protect What Matters Most
Update Your Beneficiary Nomination Form

There is more than R80 billion in unclaimed benefits across South Africa's financial services industry, with approximately R50 billion attributable to the pensions industry alone. Behind each of these unclaimed benefits is a family that may be struggling, having never received the funds rightfully due to them.

As a PSSPF member, you have the right to decide who receives your benefits when you are no longer here. But that right only protects your family if your nomination form is current and accurate.

You must update your beneficiary nomination form when:

- You get married or divorced
- You have a new child or grandchild
- A nominated beneficiary passes away
- Your relationship with a nominated person changes
- You have not reviewed your form in the past 12 months

Why does it matter?

If your form is outdated, the Fund's Trustees are legally required to trace and identify your dependants, a process that takes time and can delay or reduce what your family receives. An updated form gives the Trustees clear direction and helps ensure your loved ones are paid promptly.

Updating your form is easy

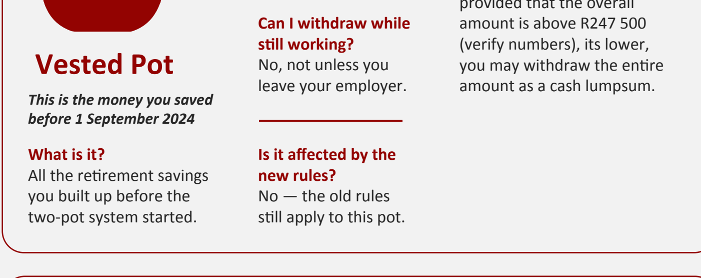
Visit any PSSPF walk-in centre or simple download the form using this link:

PSSPF walk-in centre link

Completed forms must be sent to this email:

psspf.nominationform@salteb.co.za

Don't let your family become part of the R80 billion statistic. Update your form today.



Understanding Your Retirement Savings:
Know Your Pots

Since the two-pot system came into effect on **1 September 2024,** your retirement savings are now divided into separate "pots," each with its own rules. It is important that you understand what each pot means for you, what you can and cannot do with it, and when you can access your money. **Here is a simple breakdown:**

1 Vested Pot

This is the money you saved before 1 September 2024

What is it?
All the retirement savings you built up before the two-pot system started.

Can I access it?
Only if you resign, are dismissed, or retire.

Can I withdraw while still working?
No, not unless you leave your employer.

Is it affected by the new rules?
No — the old rules still apply to this pot.

What happens at retirement?
You can take up to one third as a cash lump sum and the rest must be used to buy annuity, provided that the overall amount is above R247 500 (verify numbers), its lower, you may withdraw the entire amount as a cash lumpsum.

2 Savings Pot

This is your "emergency access" pot

What is it?
One third (1/3) of all contributions made from 1 September 2024 onwards.

Can I access it?
Yes — once per tax year (March to February)

Minimum withdrawal.
R2 000

Do I have to resign to withdraw?
No — you can with-draw while still employed

Will I be taxed?
Yes — the withdrawal is added to your annual income and taxed accordingly.

Our advice.
Only use this pot in a genuine emergency as every withdrawal reduces what you will have at retirement.

3 Retirement Pot

This is your "locked" pot — for retirement only

What is it?
Two thirds (2/3) of all contributions made from 1 September 2024 onwards.

Can I access it before retirement?
No — this pot is locked until you retire.

Can I withdraw if I resign or am dismissed?
No — unlike the old rules, this money stays in the fund.

What happens at retirement?
The full amount must be used to buy a monthly pension (annuity) to provide you with a regular income.

Why can't I touch it?
This pot exists specifically to make sure you have a guaranteed income when you stop working.

The simple rule to remember:

Pot	When can I access it?
Vested Pot	When you resign, are dismissed or retire.
Savings Pot	Once a year, while still working (min. R2 000)
Retirement Pot	Only at retirement, there are no exceptions.

The PSSPF is fighting for you
Standing -Up against Non-Complaint Employers

One of the most serious challenges facing the private security sector is employers who deduct provident fund contributions from employees' salaries but fail to pay those contributions over to the Fund. This is not just a technical violation ,it directly affects your benefits when you need them most. **It is your future, your benefits and your family's financial security.** The PSSPF wants you to know that we are not standing by. We are taking decisive, coordinated action on multiple fronts, and we will not stop until every member's contributions are accounted for.

Here is what we have done:

Taking Employers to the Pension Funds Adjudicator

Since 2025, the Fund has lodged **521 cases** with the Office of the Pension Funds Adjudicator (OPFA) against non-compliant employers on behalf of affected members, with new cases continuing to be lodged into 2026. To date, **24 formal determinations** have been issued and these are legally binding rulings that compel employers to pay. We are actively enforcing every determination issued, and we will continue lodging new cases throughout 2026.

If a determination has been issued in your favour, the Fund is committed to supporting you through the enforcement process. We know this takes time, and we appreciate your patience but please know that we are pursuing every avenue available to recover what is owed to you.

A regularly updated list of determinations will be made available on the PSSPF website so you can track progress.

Criminal Charges Through SAPS and the NPA

Where non-compliance is deliberate, the Fund has made clear that there will be serious consequences.

We have lodged **104 criminal cases** with the South African Police Service (SAPS) against employers who have unlawfully withheld contributions. Of these, **4 cases have been escalated to the National Prosecuting Authority (NPA) for potential prosecution.**

To any employer who believes they can withhold their employees' contributions without consequence, the Fund's message is unambiguous:

We will pursue criminal charges.

Recovering What Is Owed — R100 Million and Counting

Through our dedicated debt collection efforts, the Fund has recovered approximately **R100 million in arrear contributions and late payment interest over the past 12 months alone.**

This is money that belongs to our members, and we are committed to doubling these efforts in the year ahead. All defaulting employers have been referred to professional debt collectors to ensure recovery is pursued through every legally available channel.

Reporting Non-Compliant Employers to PSIRA and the Bargaining Council

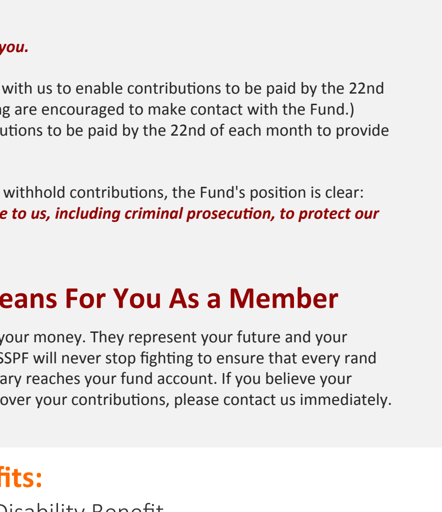
The Fund is now formally reporting non-compliant employers to the **Private Security Industry Regulatory Authority (PSIRA) and the Bargaining Council,** enabling these bodies to take their own regulatory action.

Non-compliance with provident fund obligations should have consequences across every regulatory front and we are making sure it does.

Engagement at NEDLAC

The Fund has taken this fight to a national policy level, engaging at NEDLAC to raise systemic concerns about employer non-compliance in the private security sector.

These engagements are aimed at strengthening enforcement mechanisms and contributing to meaningful regulatory reform that protects workers across the industry.



A Message to Employers

The Fund recognises that some employers may face genuine cash flow challenges in meeting their monthly contribution obligations.

We are here to work with you, not against you.

We encourage you to reach out and engage with us to enable contributions to be paid by the 22nd of each month.(Employers who are struggling are encouraged to make contact with the Fund.) Arrangements can be made to allow contributions to be paid by the 22nd of each month to provide additional flexibility.

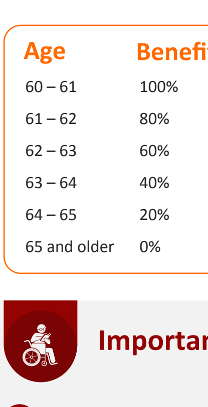
However, for those who continue to wilfully withhold contributions, the Fund's position is clear: ***we will use every legal mechanism available to us, including criminal prosecution, to protect our members.***

What This Means For You As a Member

Your contributions are your money. They represent your future and your family's security. The PSSPF will never stop fighting to ensure that every rand deducted from your salary reaches your fund account. If you believe your employer is not paying over your contributions, please contact us immediately.

Know Your Benefits:
Understanding Your Disability Benefit

As a PSSPF member, you are covered by a range of benefits designed to protect you and your family when life takes an unexpected turn. One of these is your disability benefit , a financial payment made to you if you become permanently disabled and are no longer able to work.



The calculation is based on the following formula: Annual salary x 3.25 + full retirement fund savings received.

For example, if your monthly salary is R5 000.00 (R5 000 X 12 months), your annual salary becomes R60 000.00.

Applying the formula, R60 000 x 3.25 = R195 000.00.

This amount will then be combined with the total retirement savings received. Let's say that on the date of the submission of the claim, your retirement savings were R85 000.00.

In this scenario, PSSPF will pay you R195 000 + R85 000.00, totaling R280 000.00.

Does the Benefit Reduce As I Get Older?

Yes. As you approach retirement age, the disability benefit reduces. This is because the benefit is designed to replace income during your working years. **The table below shows how the benefit is calculated based on your age at the time of your claim:**

Age	Benefit Paid
60 – 61	100%
61 – 62	80%
62 – 63	60%
63 – 64	40%
64 – 65	20%
65 and older	0%

Please note:

This benefit stops completely when you reach the age of 65, as you would be at or near retirement age at that point.

Important Things to Know

- All risk benefits, including disability, are only paid if your employer's contributions are up to date. If contributions have not been paid, your employer becomes personally liable to pay your full benefit, this is yet another reason why employer non-compliance is so damaging to members.
- You may only claim the disability benefit once for the same medical condition. No further claims will be accepted for the same condition.

How to Claim Your Disability Benefit

Claims can be submitted by either you or your employer. You will need the following:

Forms required:

- Completed Fund Benefit Claim Form , signed and stamped by both you and your employer.
- Disability Benefit Application Form (12-page document, available from your employer)

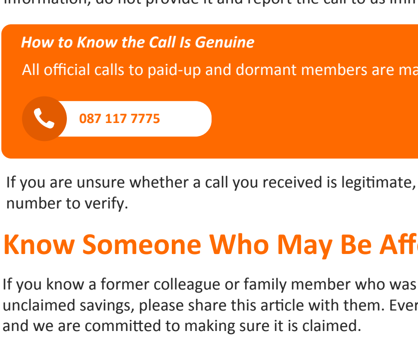
Supporting documents:

- Certified copy of your ID.
- Proof of bank account or bank statement (not older than 3 months)
- Tax certificate or tax number.
- Supporting medical reports for your disability.
- Sick leave report.

All forms can be obtained from your employer. If you need assistance with your claim, please contact us at 086 117 7775 or visit your nearest PSSPF walk-in centre.

Are You a Paid-Up or Dormant Member?
Your Money Is Waiting For You

If you are no longer actively employed in the private security sector but you were once a PSSPF member, there is a chance that you still have money sitting in the Fund and we want to make sure it reaches you.



Our Administrator, Salt Employee Benefits, has begun reaching out directly to members whose accounts are reflected as paid-up or dormant to assist them with claiming their savings. If you receive a call from us, please do not ignore it, it could mean money in your pocket.

Protect Yourself Against Fraud

Your safety is our priority. While our representatives will contact you to assist with your claim, they will never ask you for the following:

- Your bank card number.
- Your bank card PIN.
- Your CVV number (the three-digit number on the back of your card)

If anyone contacts you claiming to be from PSSPF or Salt Employee Benefits and asks for any of this information, do not provide it and report the call to us immediately.

How to Know the Call Is Genuine
All official calls to paid-up and dormant members are made from the following number:

087 117 7775

If you are unsure whether a call you received is legitimate, hang up and call us back directly on this number to verify.

Know Someone Who May Be Affected?

If you know a former colleague or family member who was once a PSSPF member and may have unclaimed savings, please share this article with them. Every rand in the Fund belongs to a member and we are committed to making sure it is claimed.

Stay Informed:
Join Our 2026 Webinar Series

The PSSPF is committed to keeping our members and employers informed, educated and empowered. This year, we have planned a series of free webinars covering the topics that matter most to you. Mark your calendars and join us, these sessions are designed to help you understand your benefits, manage your retirement savings and make informed decisions about your financial future.

Member Webinars

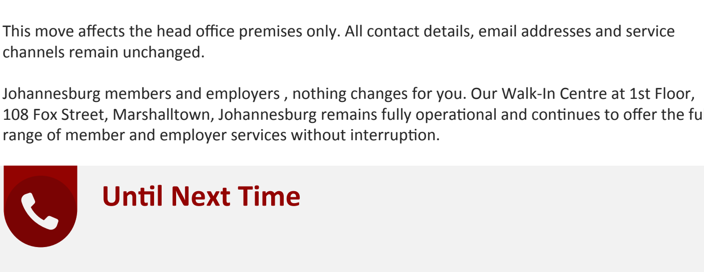
Session	Topic	Date
Q1	Fund Benefits & Beneficiary Nomination Form	26 May 2026
Q2	Benefit Statement — What You Need to Know About the Pots	21 July 2026
Q3	Know Your Fund: Financial Literacy, Your Member Journey & Retirement (Annuities)	20 October 2026
Q4	Two-Pot System — End of Tax Year Update	2 February 2027

Employer Webinars

Session	Topic	Date
Webinar 1	Non-Compliance & Compliance Letters	23 June 2026
Webinar 2	Acknowledgement of Debt (AOD)	17 September 2026

How to Join

Registration details and joining links for each webinar will be shared closer to the date via our official channels. Keep an eye out for updates and ensure your contact details are up to date with the Fund so you do not miss out. These webinars are free and open to all PSSPF members and employers. We encourage you to attend, ask questions and make the most of these sessions because the more you know about your Fund, the better protected your future will be.



Our Head Office Is Moving
Here Is What You Need to Know

The PSSPF Head Office relocated effective **1 May 2026.** This move supports the continued growth of the Fund and will allow us to better serve members and employers in the Pretoria region, with easy access to public transport routes.

Please update your records with our new address from 1 May 2026:

- **Previous Address:** 21 Woodlands Drive, Regus Building 2, Woodmead, Sandton, 2052
- **New Address:** Office Unit 2001, Second Floor, South East Block A, 169 Corobay Avenue, Corobay Corner, Menlyn, Pretoria, 0181

This move affects the head office premises only. All contact details, email addresses and service channels remain unchanged.

Johannesburg members and employers , nothing changes for you. Our Walk-In Centre at 1st Floor, 108 Fox Street, Marshalltown, Johannesburg remains fully operational and continues to offer the full range of member and employer services without interruption.

Until Next Time

As your Fund, we do not just administer your savings ,we fight for your rights, educate you on your benefits and work tirelessly to ensure that every security officer in South Africa can retire with dignity.

We encourage you to take action on what you have read:

- **Update your beneficiary nomination form,** do not leave your family unprotected.
- **Attend a webinar,** knowledge is your best financial tool.
- **Stay vigilant and protect yourself** against fraud and report any suspicious communication.
- **Contact us** if you believe your employer is not paying over your contributions.

The PSSPF Board, Principal Officer and the entire administration team remain committed to serving you with integrity and dedication

For any queries, please reach out to us through the following channels:

- **Call Centre:** 086 117 7775
- **WhatsApp Live Chat:** 087 240 7006
- **Two-Pot System Enquiries:** 087 405 6376
- **Website:** https://www.psspfund.co.za/
- **Follow our WhatsApp Channel:** https://whatsapp.com/channel/0029VakTUpTEquiYDxqBTF3c
- **Member portal:** https://psspf.benefitcounsellor.com/login