

Fifteenth session of the Assembly
Abu Dhabi, 12-13 January 2025

**2023 Annual Report of the Provident Fund Management Board on Operations of the
Staff Provident Fund of IRENA**

Pursuant to Article XII.C of the Statute of IRENA, the Assembly through decision A/11/DC/1 appointed Lochan & Co. as the External Auditor of the International Renewable Energy Agency to audit its annual financial statements to include the financial statements of the Staff Provident Fund for the four-year period from 2021 to 2024.

The 2023 Annual Report of the Staff Provident Fund Management Board on the Operations of the Staff Provident Fund of IRENA (Annual Report) has been prepared by the Staff Provident Fund Management Board (Management Board) pursuant to Article 4.9 of the Principles for the Staff Provident Fund of the International Renewable Energy Agency (Principles), approved by the Assembly in decision A/1/DC/4.

This Annual Report covers the operations of the Provident Fund and the activities of the Management Board for the period beginning 1 January to 31 December 2023.

The present Annual Report is being provided, through the twenty-seventh Council, to the fifteenth session of the Assembly.

I. Background

1. At the first session of the Assembly of the International Renewable Energy Agency (IRENA) in April 2011, Members established the IRENA Staff Provident Fund (Provident Fund) and approved the 'Principles for the Staff Provident Fund of the International Renewable Energy Agency' (Principles) which are set out in decision A/1/DC/4.

2. In accordance with Article 1.4 of the Principles, the operations of the Provident Fund are to be managed by the Staff Provident Fund Management Board (SPFMB). During the period under review, Italy and the United Arab Emirates were the representatives of the Membership on the Management Board. The two Executive Management representatives were Mr Bruce Neese, Director of IRENA Administration and Management Services, Abu Dhabi, and Mr Roland Roesch, Director of the IRENA Innovation and Technology Centre, in Bonn. In addition, the IRENA Staff Association was represented on the Management Board by one Professional staff member, Ms Arieta Gonelevu Rakai, and by one General Service staff member, Mr Joud Denny and one alternate General Service staff member Mr. Sami Shekaib.

II. Purpose of the Report

3. The 2023 Annual Report of the Provident Fund Management Board on Operations of the Staff Provident Fund of IRENA (Annual Report) has been prepared by the Management Board pursuant to Article 4.9 of the Principles and is being made available through the Council to the Assembly and to the Provident Fund participants (Participants). The purpose of this Annual Report is to inform the IRENA Membership as well as Participants about the operations of the Provident Fund and the activities of the Management Board for the period beginning 1 January to 31 December 2023.

III. Major Activities of the Staff Provident Fund Management Board

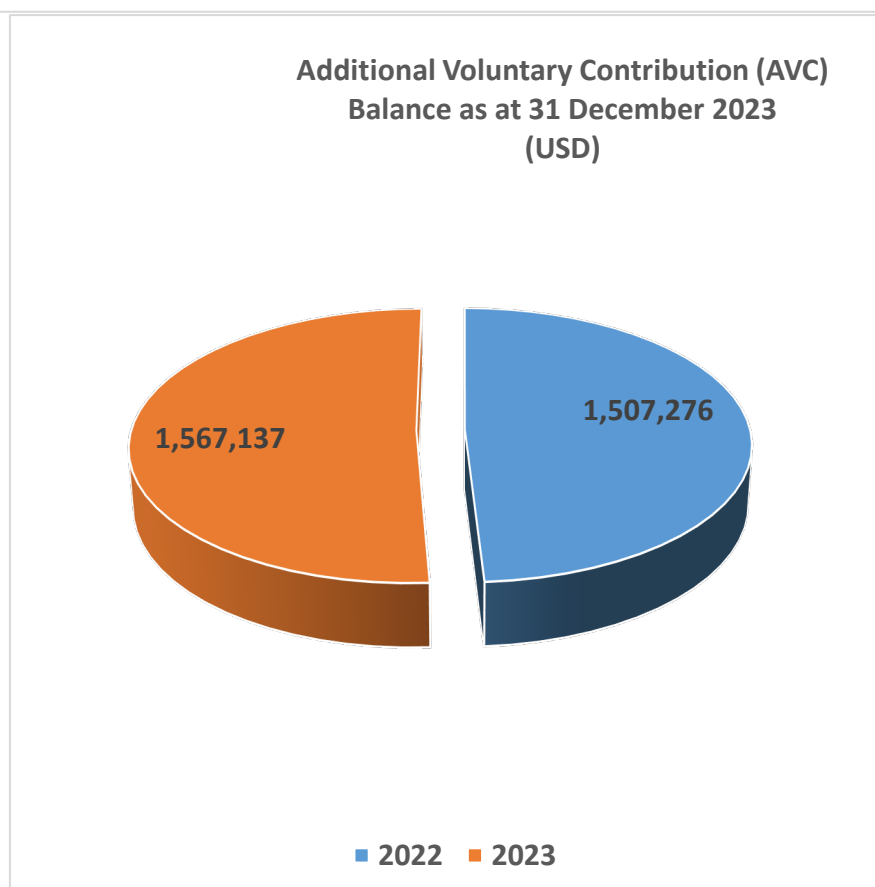
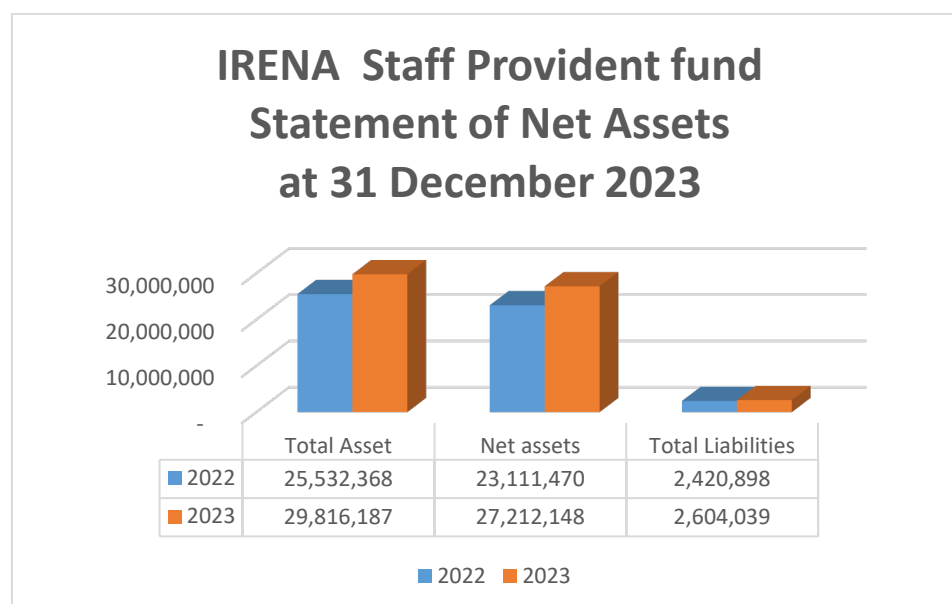
4. In 2023, the Management Board met formally four times. These meetings were dedicated to reviewing and discussing, among other issues, the performance of the Fund, as well as various administrative matters.

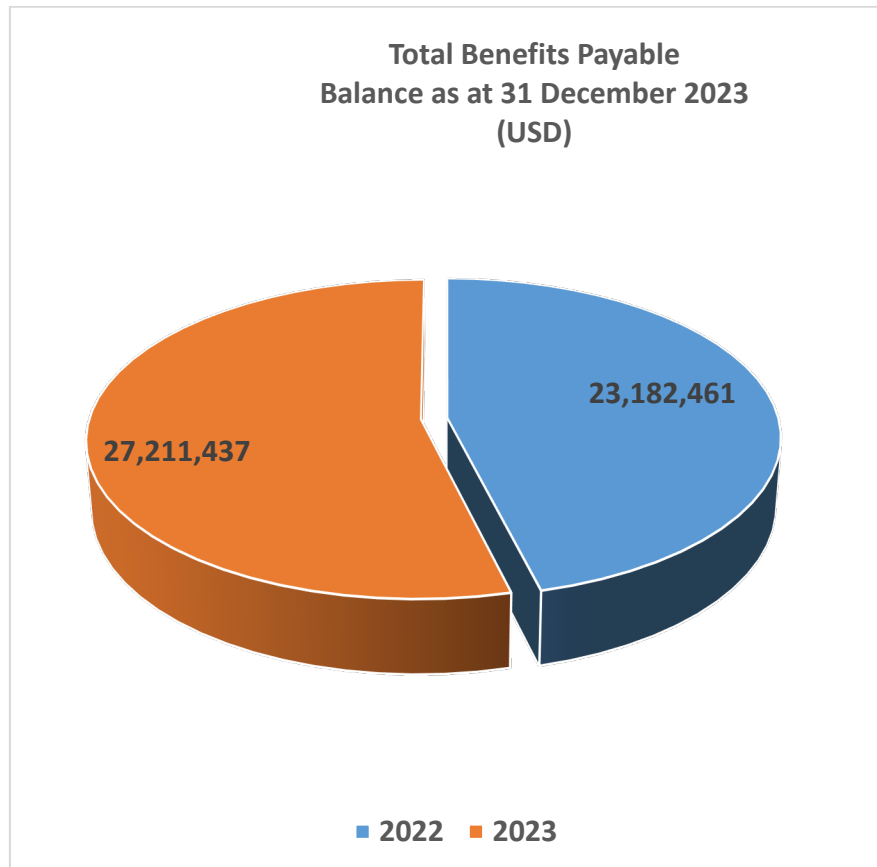
- a) The Annual Report and Financial Statements of the Staff Provident fund for the period 1 January 2022 to 31 December 2022 were presented to the fourteenth session of the Assembly in January 2024. The Financial Statements were audited by the Agency's External Auditor which rendered an unqualified audit opinion.
- b) A review of the Provident Fund Investment approach was conducted by Mercer Financial Services Middle East in May 2022 and by Towers Watson Limited in November 2022. This review and recommendations were concluded and presented to members at the Annual General Meeting in 2023. Apart from the existing fund option, the PFMB decided to implement 3 additional fund options that meet the Plan's policy and objectives. Participants are allowed to select the fund option for their contributions.
- c) During 2023 the performance of the Fund was formally reviewed in each quarter by the SPFMB with Zurich LLC.

IV. Operations of the Staff Provident Fund in 2023

5. As of 31 December 2023, there were 185 participants contributing to the Provident Fund and eligible to receive benefits, compared to 175 on 31 December 2022.

6. At the end of the financial period on 31 December 2023, the Provident Fund's total net assets were valued at USD 27,212,148.





7. In accordance with Article 4.9 of the Principles, this Annual Report includes the Financial Statements of the Provident Fund for 2023, which have been audited by the External Auditor of the Agency and rendered an unqualified audit opinion. The Financial Statements, including the audit opinion, are attached in Annex.

8. The Chair of the Management Board expresses his appreciation to the Management Board Members for their dedication and service.



**INTERNATIONAL RENEWABLE
ENERGY AGENCY
STAFF PROVIDENT FUND**

**Report and Financial Statements
for the year ended 31 December 2023**

Principal business address:

PO Box 236
Abu Dhabi
United Arab Emirates

**INTERNATIONAL RENEWABLE ENERGY AGENCY
STAFF PROVIDENT FUND**

**Report and Financial Statements
for the year ended 31 December 2023**

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INDEPENDENT AUDITOR'S REPORT

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of International Renewable Energy Agency Staff Provident Fund ("the Fund"), which 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, and a summary of significant accounting policies and other explanatory information.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits as at 31 December 2023, and its financial performance for the year then ended in accordance with International Public Sector Accounting Standards (IPSASs).

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 are independent of the Fund in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code) together with the other ethical requirements that are relevant to our audit of the Fund's financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and the Provident Fund Management Board for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with IPSAS and for such internal control as management determines 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, management is responsible for assessing the Fund'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 management either intends to liquidate the Fund or to cease operations, or has no realistic alternative but to do so.

The Provident Fund Management Board is responsible for overseeing the Fund'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 scepticism 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 risk, 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 the one resulting from error, as fraud may involve collusion, forgery, intentional omission, misrepresentations, or the override of internal control.

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- 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 internal control.
 - Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
 - Conclude on the appropriateness of management's 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 Fund'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 Fund to cease to continue as a going concern.
 - 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 Provident Fund Management Board 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.



Rajeev Lochan, Partner

Membership number: 086742

Lochan & Co

Chartered Accountants

Firm registration number: 008019N

UDIN: 24086742BKCJQO9811

Date: 09 May 2024

Place: Delhi (India)

Statement of net assets available for benefits
at 31 December 2023

| | Notes | 2023 (USD) | 2022 (USD) |
|--|-------|-------------------|-------------------|
| Assets | | | |
| Cash and cash equivalents | 4 | 79,686 | 238,161 |
| Accounts receivable | 5 | 117,566 | 4,215 |
| Investments | 6 | 29,618,935 | 25,289,937 |
| Total assets | | 29,816,187 | 25,532,313 |
| Liabilities | | | |
| Accounts payable | 7 | 10,786 | 10,929 |
| Separation settlement payable | 10 | 1,026,116 | 902,693 |
| Additional voluntary contribution payable | 8 | 1,567,137 | 1,507,276 |
| Total liabilities | | 2,604,039 | 2,420,898 |
| Net assets | | 27,212,148 | 23,111,415 |
| Net assets available for benefits | | | |
| Benefits payable | 9 | 27,211,437 | 23,182,461 |
| Accumulated interest revenue - net | 11 | 711 | 711 |
| Total net assets available for benefits | | 27,212,148 | 23,183,172 |

The accompanying notes form an integral part of these financial statements.

These financial statements for the year ended 31 December 2023 were approved by the Chair of the Staff Provident Fund Management Board (PFMB) on 24 April 2024 after the completion of the audit.



Arieta Gonelevu Rakai
Chair of the Staff Provident Fund
Management Board of IRENA
Abu Dhabi, United Arab Emirates



Statement of changes in net assets available for benefits
for the year ended 31 December 2023

| | Notes | 2023 (USD) | 2022 (USD) |
|--|-------|-------------------|-------------------|
| Employer contributions | 2, 9 | 4,461,802 | 3,956,328 |
| Employee contributions | 2, 9 | 2,230,901 | 1,978,164 |
| Settlement of benefits - net | 9, 10 | (3,988,889) | (2,660,439) |
| Investment gain/ (loss) | 9 | 1,527,513 | (3,225,310) |
| Plan administrative expenses | 9 | (130,594) | (120,500) |
| Net assets generated during the year | | 4,100,733 | (71,757) |
| Net assets available for benefits - start of the year | | 23,111,415 | 23,183,172 |
| Net assets available for benefits - end of the year | | 27,212,148 | 23,111,415 |

The accompanying notes form an integral part of these financial statements.



Arieta Gonelevu Rakai
Chair of the Staff Provident Fund
Management Board of IRENA
Abu Dhabi, United Arab Emirates

Notes to the financial statements
for the year ended 31 December 2023

1 Description of the plan

1.1 Name of the employer and the employee groups covered

The Staff Provident Fund ("SPF", "the Fund" or "the Provident Fund") was set up during the first session of the Assembly of the International Renewable Energy Agency (IRENA) ("the Agency") that was conducted on 05 April 2011. The Assembly at its first session, acting pursuant to **Article IX**, paragraph A of the Statute, agreed in its decision A/1/DC/4 to establish SPF for the exclusive purpose of providing participating staff members of the Agency, upon separation from their service, with a benefit in the form of a lump sum. The Assembly took this decision as a continuation of SPF for the staff of the Preparatory Commission of the IRENA which was already established as per the Commission's decision PC.3/DC.5 dated 17 January 2010. Accordingly, all assets and liabilities related to the Provident Fund held by the Preparatory Commission have been transferred to the Agency upon the liquidation of the Commission's accounts effective 05 April 2011. The Assembly also approved and annexed the Principles for SPF to its decision A/1/DC/4.

SPF is established as a segregated fund with a distinct governance structure. SPF does not have a separate legal personality from the Agency but it constitutes a segregate category of assets held by the Agency. As per Assembly decision A/1/DC/4, SPF assets shall be received, invested and disbursed wholly and exclusively for the purpose of SPF.

IRENA treats SPF as a defined contribution plan. A defined contribution plan is a retirement benefit plan under which amounts to be paid as retirement benefits are determined by contributions to a fund. Both the Agency and the participating staff members make contributions to SPF. The Agency has no legal or constructive obligation to pay further contributions if the fund does not hold sufficient assets to pay all employee benefits relating to employee service in the current and prior periods.

Staff members of the IRENA holding an appointment of six months or longer or having served in the Agency as a staff member for a continuous period of six months are required to participate in the SPF, unless they choose to opt-out and such requests are approved by the SPF Management Board.

1.2 Governance of the Provident Fund

As per **Article 1** of the Principles of SPF, a Management Board has been established which has fiduciary responsibility to manage SPF in the best interests of all participating members.

The Management Board has developed and adopted its own Charter and Provident Fund Benefit Rules. The 'Charter of the Staff Provident Fund of IRENA' includes term limits and an election process for representatives of the Management Board as requested in **Article 4** of the Principles. The 'Provident Fund Benefit Rules' are included in the 'Administrative Rules of the Staff Provident Fund of IRENA.' These documents are included in Annex 2 of the 2011 Annual Report of the Provident Fund Management Board. The 'Charter' and the 'Administrative Rules' replace those adopted at the time of the Preparatory Commission (PC/MB/DC1 and PC/MB/DC2, respectively).

The Management Board developed the Investment Policy of SPF and submitted it for approval to the Assembly of IRENA at its third session. In its decision A/3/DC/8, proposal of the Management Board was adopted. Subsequently, in order to increase the options in the selection of investment portfolio, revision was made and adopted during the fifth session of the Assembly in its decision A/5/DC/4 increasing the limit in equity or equity-linked products for short-term funds from the current 10% to 20% and for long-term funds from the current 20% to 30%.

1.3 Type of plan and participation to the provident plan

With the objective of maximising the returns on the SPF on behalf of its participants, the Provident Fund Management Board (PFMB) followed a rigorous selection process and

appointed Zurich International Life Limited (“Zurich”), which is based on the Isle of Man, as the funds administrator to assist in investing and managing the assets of the SPF. While all the contractual and other set up arrangements were completed in 2014, the actual implementation of investments using Zurich started in January 2015.

The participants in the SPF have access to their individual accounts at all times via the Zurich secure internet-based platform, thus keeping them informed of the performance of the investments made and the net value of their respective account, including interest, dividends and capital gains earned less any charges and possible losses resulting from the SPF operations.

The underlying product supplied is a unit linked, defined contribution insurance contract for long-term savings and financial planning. Services are offered on a bundled basis, meaning administration, investment and communication functions are provided through one product.

SPF is a defined contribution plan. A defined contribution plan is a retirement benefit plan under which amounts to be paid as retirement benefits are determined by contributions to a fund. Both the Agency and the participating staff members make contributions to SPF.

SPF shall provide lump sum benefits for participating staff members of the Agency. The entire balance of a participating staff member’s account is to be paid upon separation from service with the Agency including any investment gains or losses and associated administrative costs.

1.4 Termination of the Plan

Although there are no plans to do so, as per **Article 8** of the Principles for the Staff Provident Fund of the IRENA, approved by the Assembly in its decision A/1/DC/4, in the event that the Management Board determines that SPF is unable to meet its obligations as they fall due, SPF may be dissolved at the proposal of the Management Board, approved by the Assembly.

1.5 Number of participants receiving benefits

As of 31 December 2023, there were 185 participants contributing to the Fund and eligible to receive benefits from SPF, compared to 175 participants on 31 December 2022. During 2023, 35 new participants joined the SPF while 25 participants separated from service in the Agency discontinuing their participation in the SPF.

2 Description of the funding policy

For participants’ mandatory contributions, the basis and rates are determined in accordance with the United Nations (UN) common system standards. Accordingly, based on the UN common system approach, 7.9% of the applicable pensionable remuneration is deducted from the staff salary and 15.8% of the applicable pensionable remuneration is contributed by the Agency.

In accordance with the new rules set forth in Charter and Administrative Rules of the Staff Provident Fund contained in document A/5/7 (**Note 1.2**), participants may make additional voluntary contributions (“AVCs”) to their dedicated accounts within the SPF, for which IRENA shall not make any matching contributions.

3 Accounting Policies

3.1 Basis of presentation

In accordance with **Article 4.9** of the Principles of the Provident Fund as approved by Assembly decision A/1/DC/4, SPF accounts have been prepared in accordance with the same standards adopted by Agency i.e., International Public Sector Accounting Standards (IPSAS) issued by the International Federation of Accountants (IFAC).

As IPSAS is silent on how to account for the benefit payments, contributions received, and how to present financial statements of pension funds, the Management Board notes that as indicated in IPSAS 3.12, in the absence of an IPSAS that specifically applies to a transaction, other event, or condition, Management should use its judgement in developing and applying

accounting policies that provide information that is relevant to the decision-making needs of users and is reliable.

Accordingly, based on IPSAS 3.12, the Management Board of SPF developed its own accounting policy with regards to the presentation of financial statements, benefits payments and the accounting for contribution revenue. More specifically, the Management Board has concluded that presenting the accounts of SPF by applying the guidance provided in International Accounting Standard (IAS) 26: "Accounting and Reporting by Retirement Benefit Plans", does not contradict IPSAS as it is being applied due to absence of relevant IPSAS standard applicable to SPF.

Consequently, the presentation of financial statements of SPF contains the following:

- a) Statement of net assets available for benefits;
- b) Statement of changes in net assets available for benefits; and
- c) Notes, comprising accounting policies and other explanatory notes.

3.2 Comparability

Except when a standard permits or requires otherwise, comparative information will be disclosed in respect of the previous financial period for all amounts reported in the financial statements, including narrative and descriptive information. When the presentation or classification of items in the financial statements is amended, comparative amounts will be updated accordingly unless the amendment is impracticable.

3.3 Unit of account

The unit of account is United States Dollars (USD). Transactions in currencies other than USD were converted into USD at the prevailing United Nations Operational Rates of Exchange (UNORE) at the time of transaction. Assets and liabilities held at the end of period in currencies other than USD were converted into USD at the prevailing UNORE end of period closing rate.

3.4 Investment policies

The Assembly, at its third session in its decision A/3/DC/8 on 14 January 2013, adopted an investment policy to set forth the investment objectives, process of making investment related decisions, guideline and reference for measuring and evaluating future investment performance among others. The investment policy has been adopted with due regard to the principle of the preservation of capital including the forming criteria for investment, namely: safety, profitability, credibility and convertibility.

During its fifth session, the Assembly in its decision A/5/DC/4 approved the increase of the investments limit in equity or equity-linked products for short-term funds from the current 10% to 20% and for long-term funds from the current 20% to 30%.

3.5 Investments

Provident Fund investments are classified as available-for-sale. They are designated as available-for-sale since they are not classified as (a) loans and receivables, (b) held-to-maturity investments, or (c) financial assets at fair value through surplus or deficit.

Gains or losses arising from changes in the fair value are recognised directly in net assets as shown in statement of changes in net assets available for benefits.

3.6 Cash and cash equivalents

Cash includes cash on hand and demand deposits. Cash equivalents are short-term, highly liquid investments that are readily convertible to a known amount of cash subject to insignificant risk of changes in value. All cash and cash equivalents are held at nominal value.

3.7 Contributions

Contributions are comprised of mandatory and AVCs.

Mandatory contributions are recorded on an accrual basis. Participants and IRENA are required to contribute 7.9% and 15.8% respectively, of the participants' pensionable remuneration to the Provident Fund. Each month SPF accrues a receivable amount for contributions expected. When contributions are actually received, the receivable is offset.

AVCs are recorded when received from participants.

3.8 Subsequent events

Any information that is received after the reporting period but before the financial statements are issued about conditions that existed at the Balance Sheet date, is incorporated in the financial statements.

In addition, any event that occurs after the Balance Sheet date but before the financial statements are published that is material to SPF will be disclosed in the notes to the financial statements.

3.9 Related party transactions

Provident fund contributions for certain employees of IRENA (who may also be participants in SPF), who perform administrative, legal and management services related to the operation, record keeping, financial reporting of SPF, as well as serving on the PFMB, are disclosed in the notes to the financial statements (**Note 12**).

4 Cash and cash equivalents

| | 31 December 2023 (USD) | 31 December 2022 (USD) |
|--|---------------------------|---------------------------|
| Cash at bank | 79,686 | 238,161 |
| Total cash and cash equivalents | 79,686 | 238,161 |

The Provident Fund holdings were maintained in a USD denominated current bank account.

Cash at bank includes benefits payable to participants who have withdrawn from the SPF.

5 Accounts Receivable

On 06 February 2024, the United Nations' Office of Human Resources globally announced the revised salary scale for locally recruited staff effective 01 April 2023. This revision resulted in retroactive provident fund contributions totaling USD 116,856 to General Service staff. At the end of 2023, a corresponding receivable from IRENA and benefits payable to participants were recognised.

6 Investments

Investments held by Zurich comprise of mandatory contributions from IRENA & participants, and AVCs from participants (**Note 2**).

| | 31 December 2023 (USD) | 31 December 2022 (USD) |
|--|---------------------------|---------------------------|
| Investments held by Zurich - mandatory contributions | 27,427,394 | 23,274,282 |
| Investments held by Zurich - AVCs | 1,565,637 | 1,499,441 |
| Investments in transit - mandatory contributions | 624,904 | 508,879 |
| Investments in transit - AVCs | 1,000 | 7,335 |
| Total investments | 29,618,935 | 25,289,937 |

Starting in 2023, participants can choose from four different fund options to invest their mandatory contributions. The first option is the default option of funds that comprises of 50% of HSBC World Selection Portfolio, 33% of USD Defensive Fund and 17% of Franklin US Government Bond Fund. Other options available are the IRENA Balanced Blend Fund, IRENA Conservative Blend Fund, and the Insight USD Liquidity Fund.

Pursuant to the Administrative Rules of the Staff Provident Fund of IRENA, participants will have the opportunity to decide on their AVC investments whether invested in the same manner as mandatory contributions or other funds (**Note 8**).

7 Accounts payable

Accounts payable as of 31 December 2023 relate mainly to mandatory contributions by the Agency for staff who separated less than six months. The mandatory contributions of staff who served less than six months in the Agency were paid in accordance with Administrative **Rule 10.10**.

| | 31 December 2023 (USD) | 31 December 2022 (USD) |
|-------------------------------|---------------------------|---------------------------|
| Accounts payable | 10,786 | 10,929 |
| Total accounts payable | 10,786 | 10,929 |

8 Additional voluntary contribution payable

The rule approved during the fifth session of the Assembly allows participants to make AVCs. The participants have the opportunity to decide on their AVC investments and bear the risk and costs of the investment decisions they make. Participants may also request while in service a partial or a total withdrawal of their investment. Upon separation, participant may opt to keep his/ her AVC open but has the sole responsibility to manage the assets and pay any taxes related to it.

At 31 December 2023, 25 participants, which include 11 leavers, maintained AVCs:

| | 31 December 2023 (USD) | 31 December 2022 (USD) |
|--|---------------------------|---------------------------|
| Investments held by Zurich - AVCs | 1,565,637 | 1,499,441 |
| Investments in transit - AVCs | 1,000 | 7,335 |
| AVC of leaver withheld | 500 | 500 |
| Total additional voluntary contribution payable | 1,567,137 | 1,507,276 |

9 Benefits payable

| | 31 December 2023 (USD) | 31 December 2022 (USD) |
|--|---------------------------|---------------------------|
| Balance at 01 January 2023 | 23,110,704 | 23,182,461 |
| Contributions during the year | 6,692,703 | 5,934,492 |
| Settlements during the year - net (Note 10) | (3,988,889) | (2,660,439) |
| Investment gain/ (loss) | 1,527,513 | (3,225,310) |
| Plan administrative expenses | (130,594) | (120,500) |
| Balance at 31 December 2023 | 27,211,437 | 23,110,704 |

Contributions during the year amounted to USD 4,461,802 (2022: USD 3,956,328 from employer and USD 2,230,901 (2022: USD 1,978,164) from employees.

Investment administrative expenses pertained to the plan administration fees incurred from Zurich for managing the funds, and bank charges that resulted from transfers to the Agency of the provident fund value upon separation of a staff. Administration fees at the rate of 0.52% of total funds under management and management charges up to 1.00% depending on the fund options chosen are annually payable to Zurich.

During the year, the investments from mandatory contributions resulted in a net gain of USD 1,527,513 (2022: net loss of USD 3,225,310).

During 2022, the members had experienced unprecedented losses due to the Fund's concentration in bonds, which had negative returns as yields rose, and exposure to equities, which had also fallen during the year due to a combination of macro factors.

In 2022, SPF Board sought support from an external company to carry out a strategic investment review of the Plan and provide observations of the current fund range and plan design in addition to reviewing pricing of fees. This review and recommendations were concluded and presented to members at the Annual General Meeting in 2023. Apart from the existing fund option, the PFMB decided to implement 3 additional fund options that meet the Plan's policy and objectives. Participants are allowed to select the fund option for their contributions.

10 Settlements

As of 31 December 2023, settlements totaling USD 1,026,116 (2022: USD 902,693) remained under separation settlement payable.

The break-up of the settlements during the year is as follows:

| | 2023 (USD) | 2022 (USD) |
|------------------------------------|------------------|------------------|
| Settlements- gross | 3,879,672 | 3,071,863 |
| Investment gain/(loss) | 123,972 | (398,814) |
| Investment administrative expenses | (14,755) | (12,610) |
| Settlements- net | 3,988,889 | 2,660,439 |

11 Accumulated interest revenue- net

Accumulated revenue mainly pertains to interest revenue from prior years, net of other expenses:

| | 31 December 2023 (USD) | 31 December 2022 (USD) |
|--|------------------------|------------------------|
| Accumulated interest revenue- net | 711 | 711 |
| Total accumulated interest revenue- net | 711 | 711 |

12 Related party disclosure

Employees of IRENA serving on the PFMB had the following transactions and outstanding balances in SPF:

| | 2023 | 2022 |
|---|-----------|---------|
| Number of individuals | 5 | 6 |
| | USD | USD |
| IRENA's contribution in provident fund for the year | 138,882 | 146,236 |
| Outstanding benefits payable at 31 December | 1,075,199 | 288,943 |

The PFMB is comprised of two representatives from Members' states, two representatives from Executive Management, one member & alternate from Professional category, and one member & alternate from General Service category. One position of an alternate staff representative from Professional category is pending for election by the members.

13 Date of authorisation for issue

The financial statements were approved and authorised for issue by the PFMB on 25 April 2024 after completion of the audit.

