

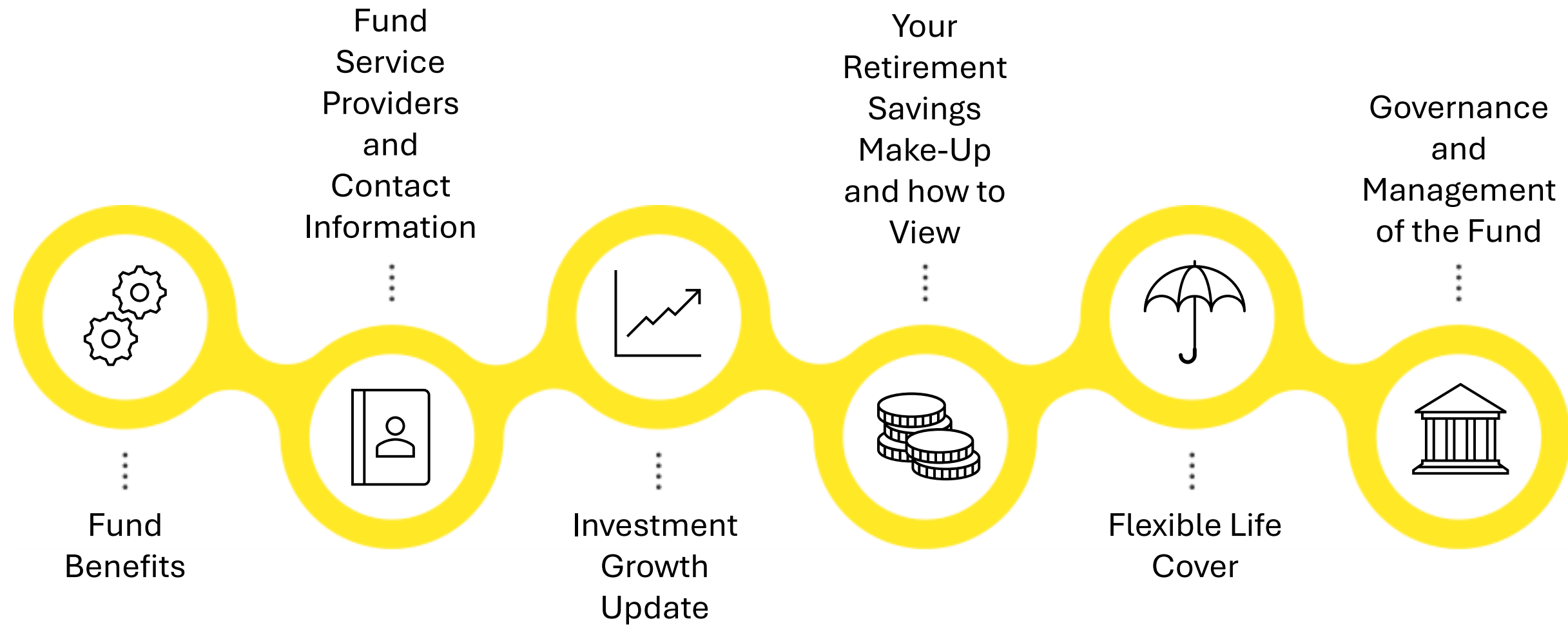


QUARTERLY NEWSLETTER

2026 Edition 1 – March 2026



What is Covered in this Newsletter



Fund Benefits Updates

The Board of Trustees works hard with all the service providers of the Fund to ensure that you are getting more and more benefit as a member of the DHL Provident Fund. This section gives you an update and reminders on some of the great benefits you are entitled to.



The Trustees are working with the Employer and our service providers to again arrange presentation sessions that will give you an opportunity to get all information of the Fund and ask any questions you may have had, we encourage you to please attend our sessions when they are arranged this year.



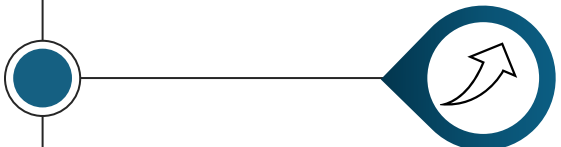
Remember that if you receive a car allowance and elect to contribute an additional amount to your retirement savings on your car allowance, **DHL will match it!**

Anything you contribute on the car allowance value will be over and above the current rate. You can choose an additional amount each year in April.



From 1 February 2026, 2.26% of your pensionable salary is paid over and above your contribution rate. This is paid into the Fund's expense account to provide for the life cover premium and cover fund expenses.

This means that you only pay the investment management fees from the growth of your savings, so **this is an incredibly cost-effective and tax-efficient way for you to save meaningfully towards your financial future!**



You can make additional voluntary contributions towards your retirement savings at any time. We encourage all our members to consider this, within reason of what you can afford.

Anything additional, big or small, can have a massive impact for you and your financial wellbeing over the long-term!

Fund Service Providers

Axiomatic Consultants Independent Benefit Consultants

Provides retirement fund advice on all fund related issues and the management and advice on risk benefits.

Robson Savage Administrator

Ensures that the monthly retirement fund contributions are received and invested promptly every month as well as process claims from the Fund. Robson Savage were first appointed on 1 April 2023.

NieuMan Chartered Accountants Auditor

Provide an independent audit opinion on the financial standing of the Fund. NieuMan Chartered Accountants were first appointed on 21 February 2024.

AlexForbes Investments Investment Management

Responsible for the investment of assets and achievement of best possible growth. AlexForbes Investments were first appointed on 1 October 2023.





Contact Information

Fund address confirmed as follows:

4th Floor, Sandown Mews,
88 Stella Street,
Sandown,
South Africa

The Trustees strive to manage the Fund with utmost care and diligence. However, if you are dissatisfied with any service received or have any other complaint regarding the Fund, you can lodge a formal complaint to the Fund in writing.

If you are not satisfied with the response received, you can lodge a complaint with the Pension Funds Adjudicator:

+2712 346 1738 | +2712 748 4000 | enquiries@pfa.org.za | www.pfa.org.za

Contacts for any queries

For Factual
Information and
General Queries

Axiomatic Consultants
Independent Benefit Consultants
Mark.Swanepoel@AxioConsult.com
+27 84 581 4475

For General
Queries not
Covered

Julian Venter
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+27 76 480 7818

For Fund
Management
Queries

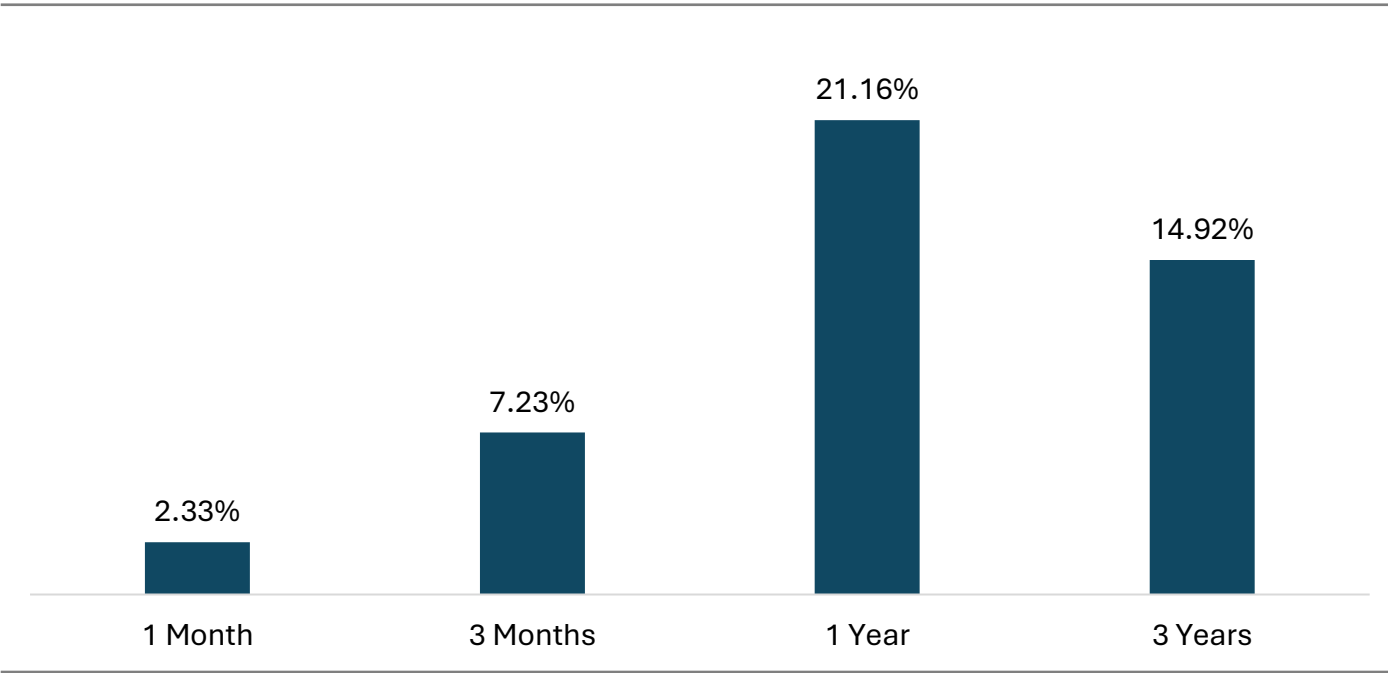
Michelle De Jager
Independent Principal Officer
Michelle@fccc.co.za
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For Portal
Access Queries

Robson Savage
Fund Administrator
noleend@robsav.com
+27 11 643 4520

Investment Performance Update

An overview of the historic investment growth (before investment fees are deducted) as at 28 February 2026 is provided below.



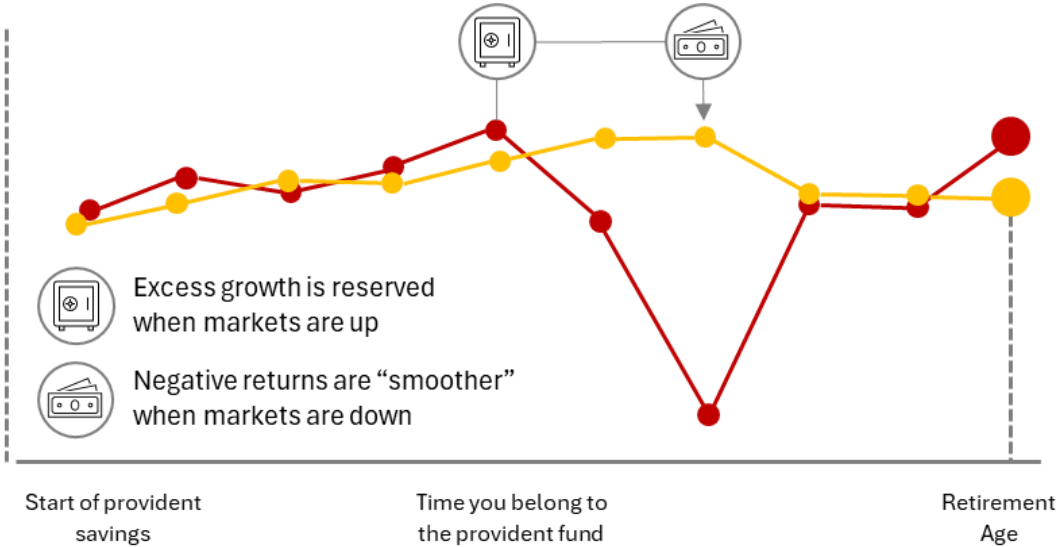
Saving for retirement is a **long-term goal**, and your savings are invested to give you the best possible long-term growth, but there will be ups and downs in the market in the short-term.

We are currently experiencing significant volatility in the investment market at the moment, and the Navigator portfolio aims to manage the ups and downs as much as possible over the short-term while still giving you the best possible growth over the long-term as you save for your retirement one day.

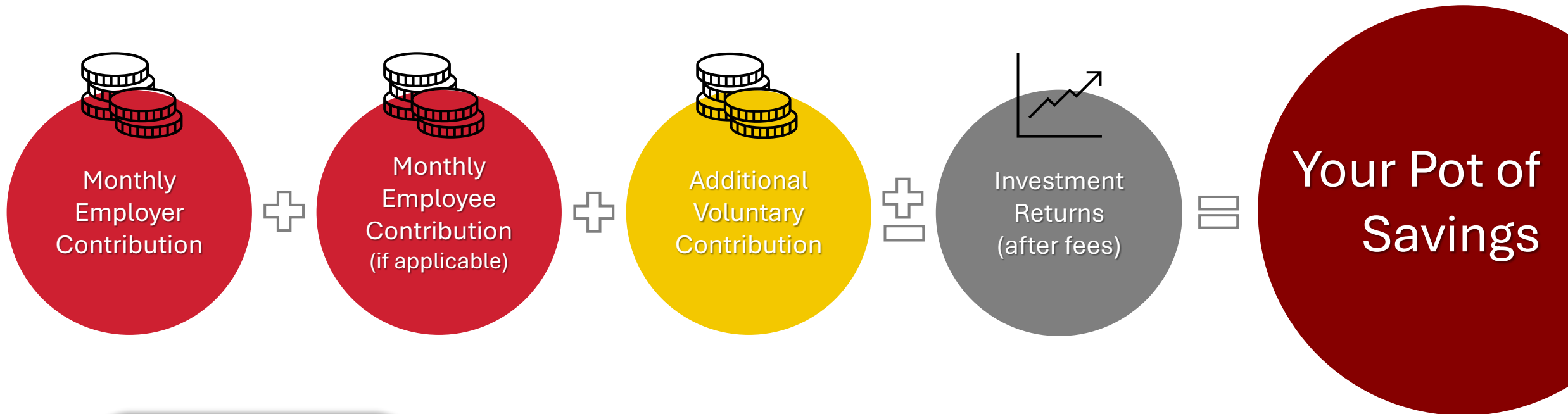
Unless you have chosen the Shari’Ah investment portfolio (Al Baraka), 100% of your retirement savings have been invested in the Alexander Forbes Investments Navigator Portfolio since October 2023. This portfolio provides you with a smooth ride along your journey of saving and growing your money for retirement using what they call “bonus adjusted returns”.

This means that when the investment market is growing, some growth is held back so that when the investment market is losing value, amounts held back are used to give you a more stable return rather than you taking the full effect of the loss in value. Remember, there can still be losses on the capital over periods.

The graph below shows you how this works, the yellow line is the Alexander Forbes Navigator Portfolio your savings are invested in. The red line shows what the experience would be without the smoothing element.



Your Retirement Savings Make-Up



DHL covers all the costs involved in the running of the Fund, such as the admin, consulting, audit, communication fees.

So, you get the benefit of your full contribution being invested!

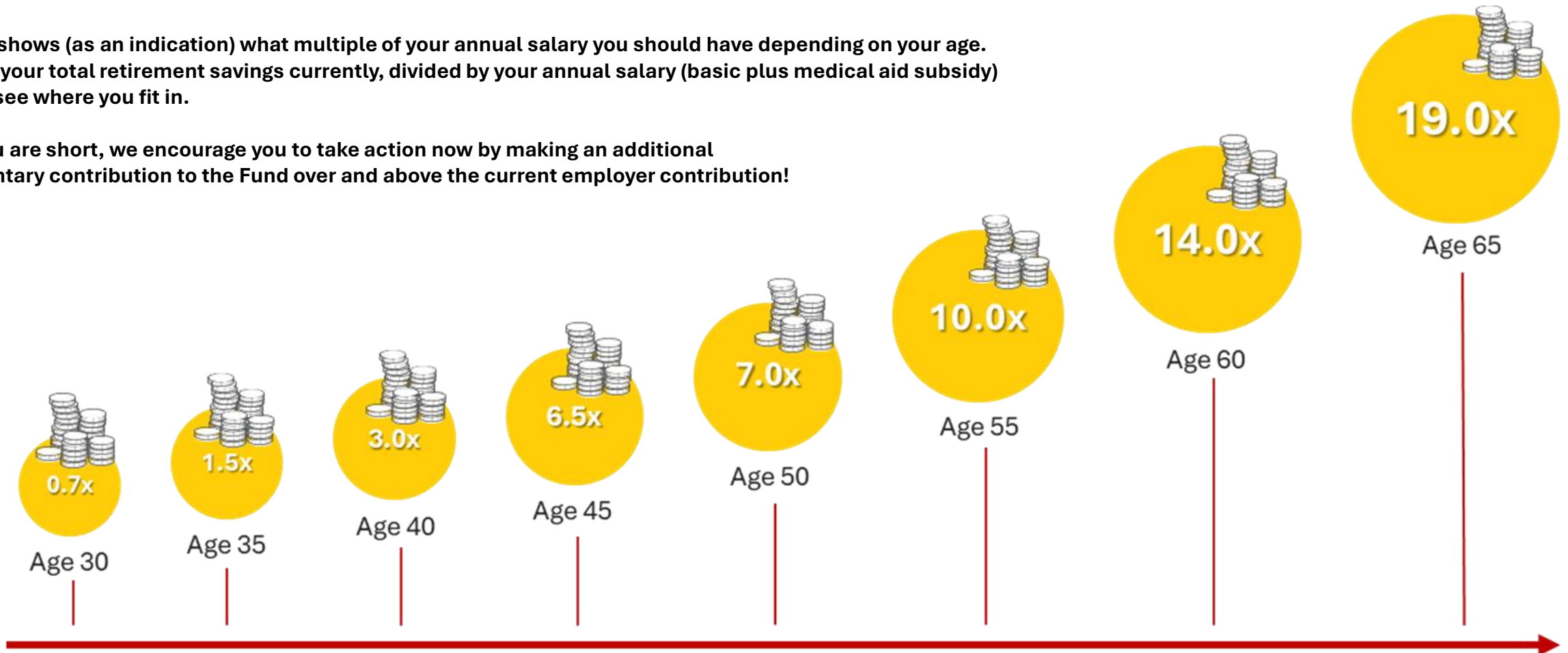
Your Retirement Savings Make-Up

It can often be very complicated and confusing to clearly understand if you are in a good space with your retirement savings goal. A simple way to assess this is by comparing your retirement savings value to your annual salary at a given point in time, depending on your age.

The values we show below assume you have no other investments for retirement, so please keep in mind this will differ according to your own personal circumstances.

This shows (as an indication) what multiple of your annual salary you should have depending on your age. Take your total retirement savings currently, divided by your annual salary (basic plus medical aid subsidy) and see where you fit in.

If you are short, we encourage you to take action now by making an additional voluntary contribution to the Fund over and above the current employer contribution!



The Robson Savage Mobile App and Online Portal

Remember, you have access to your own personal provident fund information at any time through the Robson Savage Member Portal.

We encourage you to register and access the portal to track your retirement fund savings!

Monthly contributions made to the Fund

Most recent and historical benefit statements

Fund documents, booklets and newsletters

Online expression of wish form

How to register for the first time:

<https://members.rob.sav.com/>

and click on "Login" in the top right-hand corner

Click on "Register me"

Fill in your surname, ID number and DHL Email address

Click on "Register me" and you will receive confirmation

The app is designed for iOS and Android smart mobile devices and can be downloaded on Google Play and the Apple App Store by holding ctrl and clicking on one of the buttons alongside, or searching 'Robson Savage'.



Flexible Life Cover

The DHL Provident Fund provides you with core life cover equal to three times your annual salary (plus tax replacement cover). DHL pays the monthly premiums on your behalf, and this benefit is compulsory. In the event of your passing, the benefit is paid out after the Trustees determine who your factual and financial dependants are.

While you are employed with DHL, you have the option to increase your life cover by up to an additional 4 × your annual salary, allowing you to tailor your cover to your personal financial needs.

Any additional life cover, selected in multiples of 1 × your annual salary (up to the maximum of 4 ×), will be funded by you through a payroll deduction. You also have full discretion to nominate the beneficiaries for this additional cover by completing a beneficiary nomination form, as the Trustees do not assess dependency for this portion

! The table below shows the cost depending on the amount of extra life cover you want and your age (up to a total maximum life cover of core + total of an extra 4 x = **7 x your annual salary in total**):

Your core life cover:

3 x

Annual Salary



Age Band	Cost Per Extra R1,000 Life Cover
18 - 25	20 cents
26 - 35	27 cents
36 - 45	30 cents
46 - 50	35 cents
51 - 55	46 cents
56 - 60	62 cents
61 - 65	79 cents

In accordance with the policy of insurance, life cover may be increased under the following circumstances:

- within one month of start date and renewal (1 June)
- within three months of the following life changing events:
- Getting married or divorced
- Having a child
- Becoming the main caregiver of a sick loved one

You may decrease your extra cover at any point, but you cannot decrease your core life cover benefit in place.



40-Year-Old Employee earning R200,000 per year who wants an extra 1 x annual salary life cover...

This extra 1 x annual salary of cover will cost 30 cents per R1,000 worth of cover based on his age band.

This will cost R60.00 p/m for the additional 1 x annual salary life cover that will be facilitated as a payroll deduction.

Governance and Management of the Fund

The Board of Trustees and the service providers to the Fund have an obligation to ensure that you are treated fairly, and high standards are set and adhered to in the provision of benefits to you. A formal policy and framework is in place to ensure we are meeting our obligations to you as a member, the following principles apply:



The DHL Provident Fund is managed by a Board of Trustees, and 3 Sub-Committees who meet regularly to review the benefit offering and value to you.

The Board of Trustees has a fiduciary duty to ensure that your best interests are being looked after at all times.

Chosen By You

Brad Edwards
Teresa Swanepoel
Mamotabo Khumalo
Sindiswa Mafa (Alternate)
Moses Thompson (Alternate)

Chosen By DHL

Julian Venter
Craig Henery
Logan Padayachee
Meruschka King (Alternate)

Independent Principal Officer Michelle De Jager

Responsible for the effective execution of the Trustees' decisions and liaison with the Regulator

Independently monitors the management by the service providers to ensure that your interests as a member are protected.