URBRA
UGANDA RETIREMENT BENEFITS REGULATORY AUTHORITY

Retirement Benefits Sector

Investment Snapshot

Quarter End | September 2025

Total sector portfolio increased by 1.04% from UGX 30.94 trillion in June 2025 to UGX 31.26 trillion in September 2025

Performance Indicators

The Authority presents the Retirement Benefits Sector Investment Snapshot for the quarter ended September 2025. This snapshot is compiled to provide consolidated statistics and analysis relating to Retirement Benefits Schemes' Investments under management. The snapshot provides Retirement Benefits Sector statistics as well as trends, performance and other developments based on Investment Returns submitted by all Licensed Retirement Benefits Schemes and the supervisory & enforcement initiatives conducted by URBRA.

The scope and depth of analysis depends on the completeness and the accuracy of the data submitted by the Schemes.

Sector Performance Indicators at a Glance: September 2025

Assets under management — Sector assets stood at UGX 31.3 Trillion

Sector Growth Rate — The sector grew by 1.04 % and 16.4% on QoQ and YoY basis respectively

Median Performance — Quoted Equities, Fixed Income and Money Market registered 12-month median performances of 49.1%, 15.8% and 11.9% respectively

Withdrawals & Expenses — Total withdrawals during the quarter amounted to UGX 331 Billion and Expenses stood at UGX 398 Billion

Contributions — Total Contributions during the quarter stood at UGX 643 Billion

Investment Income — Total Investment Income during the quarter was UGX 1.0 trillion

Risk Factors and Sector impliction: Compared to the previous quarter

GDP 4.3% — The growth provides opportunity for increased business activity

Exchange Rate/ USD + 0.3 % — Stronger shilling helps contain imported inflation and supports broader macroeconomic stability.

Investment Income + 10.9% — The increase in investment income supports adequacy and growth

Inflation + 0.1 Points — A point increase in inflation suggests a broadly stable price environment, with only a marginal rise in cost pressures across the economy

Contributions - 9.6% — The slowdown in contributions is a negative indicator of savings and economic activity.

Political Stability — Cautiously optimistic outlook as Uganda gears for 2026 elections.

Market Commentary

Economic Growth

Uganda's year-on-year GDP growth in Q3 eased to 4.8% from 6.2% a year earlier, with output still anchored by services (40.8% of GDP), followed by agriculture (29.2%) and industry (23.3%) sectors. For calendar year 2025, growth is estimated in the mid-6% range, marking a clear step-up from the prior year on the back of post-pandemic normalization and ongoing investment activity.

Progress on the oil development and related infrastructure supported construction activity and helped draw Foreign Direct Investment inflows, while trade, telecoms, and financial services posted resilient gains amid improved credit conditions. Fitch maintained Uganda's rating with a stable outlook, projecting growth to strengthen to 6.5% in 2025 and 7.5% in 2026, led by oil-sector momentum.

Source: UBOS, Bank of Uganda, Fitch

Inflation

Uganda's headline CPI rose to 4.0% YoY (from 3.8% in August 2025). The move was predominantly food-led: food crops and related items inflation jumped to 7.4% YoY (from 3.0%).

The shilling's appreciation in September 2025 added a further buffer against imported inflation.

Source: Bank of Uganda, UBOS

Central Bank Rate (CBR)

The Bank of Uganda maintained a stable policy rate throughout the year, keeping the CBR at 9.75% . September marked roughly a year of the CBR at 9.75%, as the MPC did not find cause to either hike or cut the rate during 2025.

The monetary policy outlook will depend on the inflation trajectory and external conditions. BoU has signaled that core inflation is expected to stay around 4 - 4.5% in the next 12 months, slightly below the 5% target.

Source: Bank of Uganda,

Currency

During Q3, the UGX traded in the mid 3500s to the dollar, compared to levels around USh 3,700 per USD at the start of the year. By September 2025, the shilling's average mid-rate was about USh 3,574 per USD and had gained roughly 5% in the first nine months of 2025.

The foreign exchange market in Q3 highlighted adequate supply, modest demand, and BoU occasionally mopping up excess dollars. BoU took advantage of the strong shilling to rebuild reserves by buying forex to bolster external buffer.

Source: Bank of Uganda

Fixed Income

Uganda's government bond market in Q3 2025 was characterized by high demand and declining yields. The government issued a sizable volume of debt during the quarter to meet budget financing needs and refinance maturing obligations.

Across the quarter, issuance was majorly in longer tenors as part of a strategy to lengthen the debt maturity profile, August saw the first-ever 25-year Treasury bond issued, a landmark development in Uganda's domestic debt market.

Also most auctions were oversubscribed, reflected in bid-to-cover ratios often above 1.5x. This strong demand allowed the government to borrow at slightly lower rates compared to earlier in the year.

Source: Bank of Uganda

Quoted Equities

Uganda Securities Exchange (USE) All-Share Index climbed from 1,287 at end-June 2025 to 1,468 by end-September 2025, a quarterly gain of about 14%.However the total equity turnover for the quarter was UGX 24.4 billion, which is still low as compared to regional peers.

Six local companies drove most of the market cap increase: Quality Chemicals (QCIL) soared +114% YoY, Bank of Baroda Uganda +96%, MTN Uganda +42%, Airtel Uganda +27%, Stanbic Bank Uganda +17%, and DFCU Bank +15%.

Index	USE ALSI	USE LCI	NSE ALSI	DSE ALSI	RSE ALSI
June - 2025	1,287.6	337.9	153.4	2,353.9	150.4
Sept - 2025	1,468.1	378.9	176.7	2,489.7	179.2
% Change	14.1%	12.1%	15.2%	5.8%	19.1%

Source: African Markets, USE

Sector Portfolio

	June 2024		Sept 2024	
Asset Class	Amount (Million)	%	Amount (Million)	%
Cash and Demand	126,031	0.4	55,970	0.2
Fixed Deposits	259,115	0.8	403,908	1.3
Other Fixed Income*	291,240	0.9	284,749	0.9
Government Securities	24,826,500	80.2	24,874,628	79.6
Quoted Equities	3,406,302	11.0	3,787,838	12.1
Unquoted Equities	398,718	1.3	206,279	0.7
Immovable Property	1,616,757	5.2	1,635,117	5.2
Other Investment**	18,112	0.1	16,553	0.1
Total	30,942,775	100	31,265,043	100

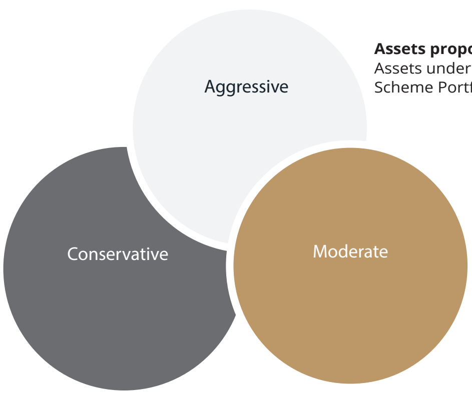
* Represents Commercial Paper, Corporate bonds, Asset Backed Securities, Collective Investment Schemes.
**Represents other approved assets

Mandatory Scheme Portfolio

	NSSF		Parliamentary Pension Scheme		Makerere University	
Asset Class	Amount (Million)	%	Amount (Million)	%	Amount (Million)	%
Cash and Demand	41,180	0.152	233	0.0	11	0.0
Fixed Deposits	204,546	0.8	12,834	2.1	30	0.0
Other Fixed Income		-	117,075	18.9	29,385	9.4
Government Securities	21,402,753	79.2	449,935	72.7	272,181	87.2
Quoted Equities	3,551,521	13.1	21,859	3.5	51	0.0
Unquoted Equities	205,589	0.8		-		-
Immovable Property	1,624,800	6.0		-	10,317	3.3
Other Investment			16,553	2.7		0.0
Total	27,030,389	100	618,488	100	311,975	100

Risk Profile

The Conservative risk profile is composed of portfolios with allocation of over 70% in Fixed Income , while Moderate and Aggressive profiles are composed of portfolios with allocation between 70% - 50% and less than 50% respectively.



Assets proportion - 0.2%
Assets under management - 22.6 Billion
Scheme Portfolios - 2

Assets proportion - 99.9%
Assets under management - 31.2 Trillion
Scheme Portfolios - 57

Assets proportion - 0.0%
Assets under management - 0 Billion
Scheme Portfolios - 0

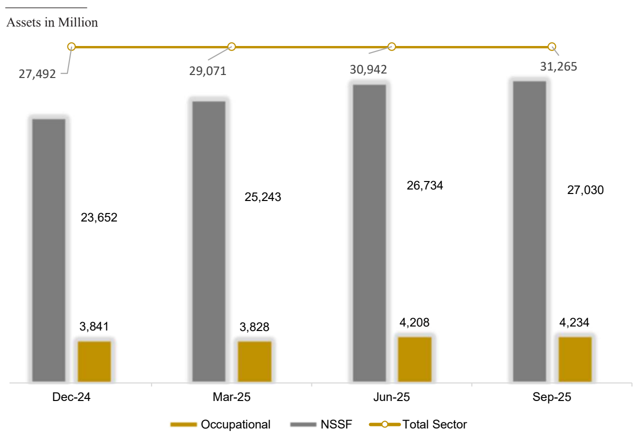
Fund Manager's Holding (Billion)

Fund Manager		Total Assets	Fixed Income	Money Market	Equites	Others
			Asset Class			
NSSF	Sept 25, UGX Billion	27,030	21,403	246	3,757	1,625
	June 25, UGX Billion	26,734	21,375	169	3,584	1,606
	QoQ Change, %	1.1%	0.1%	45.6%	4.8%	1.2%
Britam	Sept 25, UGX Billion	303	266	33	4	-
	June 25, UGX Billion	307	273	29	4	-
	QoQ Change, %	-1.2%	-2.7%	12.9%	-1.9%	-
Sanlam	Sept 25, UGX Billion	1,524	1,284	129	111	-
	June 25, UGX Billion	1,614	1,339	173	102	-
	QoQ Change, %	-5.6%	-4.1%	-25.7%	9.5%	-
Genafrica	Sept 25, UGX Billion	1,340	1,079	157	94	10
	June 25, UGX Billion	1,299	1,043	154	91	11
	QoQ Change, %	3.2%	3.4%	2.4%	3.2%	-4.1%
ICEA	Sept 25, UGX Billion	283	203	70	10	-
	June 25, UGX Billion	245	182	55	9	-
	QoQ Change, %	15.4%	11.3%	28.1%	20.0%	-
Old Mutual	Sept 25, UGX Billion	768	600	150	18	-
	June 25, UGX Billion	725	576	134	15	-
	QoQ Change, %	5.9%	4.2%	11.6%	17.3%	-

Fund Managers	Cash and Demand	Fixed Deposits	Other Fixed Income	Government Securities	Quoted Equities	Unquoted Equities	Immovable Property	Other	Total
Britam	2,767	237	29,671	265,747	4,401	-	-	-	302,823
Genafrica	5,352	20,231	115,625	1,095,495	93,373	-	10,317	-	1,340,393
ICEA	120	56,067	2,966	213,733	10,326	-	-	-	283,211
Sanlam	3,037	92,076	23,836	1,293,586	110,452	666	-	-	1,523,654
PPS Loan	-	-	-	-	-	-	-	16,553	16,553
Old Mutual	3,514	30,751	112,652	603,314	17,765	23	-	-	768,019
Xeno*	-	-	-	-	-	-	-	-	-
Total	14,790	199,362	284,749	3,471,875	236,318	690	10,317	16,553	4,234,654

* The Licensed Fund Manager does not currently manage any Retirement Benefits Scheme funds.

Sector Growth (%)



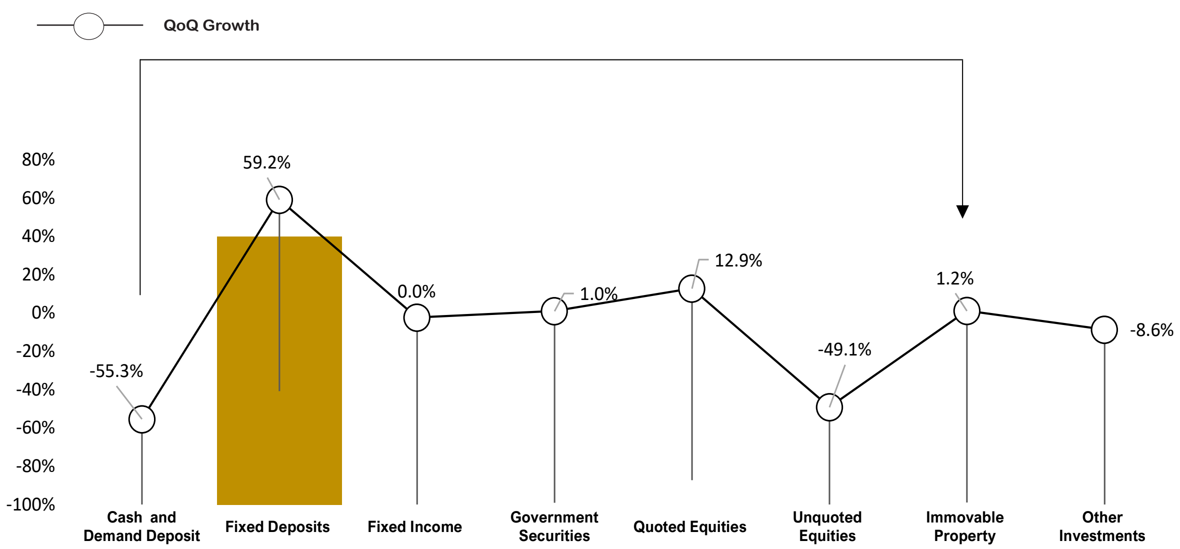
Schemes	Dec-24	Mar-25	Jun-25	Sept-25	QAGR
Occupational	2.24%	4.06%	5.31%	0.62%	3.04%
NSSF	7.11%	6.73%	5.91%	1.11%	5.19%
Sector	6.40%	6.35%	5.83%	1.04%	4.88%

QAGR: Quarterly Average Growth Rate

Total Sector Assets grew by 1.0% from UGX 30.9 trillion in June 2025 to UGX 31.2 trillion in September 2025, achieving a QAGR of 4.88%. NSSF stood at UGX 27.0 trillion with a 2-year CAGR of 19.6% and Occupational Schemes, which grew at a 2-year CAGR of 13.1%, reached UGX 4.2 trillion.

Asset Class Movement

Asset Class Movement



Fixed deposits surged 59.2% QoQ while cash and demand balances fell 55.3%, signalling active liquidity deployment. Quoted equities was up 12.9% driven by financial services (+38.6%), Health care (+32.5%) and Telecom/technology (+13.5%) sectors. The rest of the book was broadly stable i.e. government securities (+1.0%) and property (+1.2%).

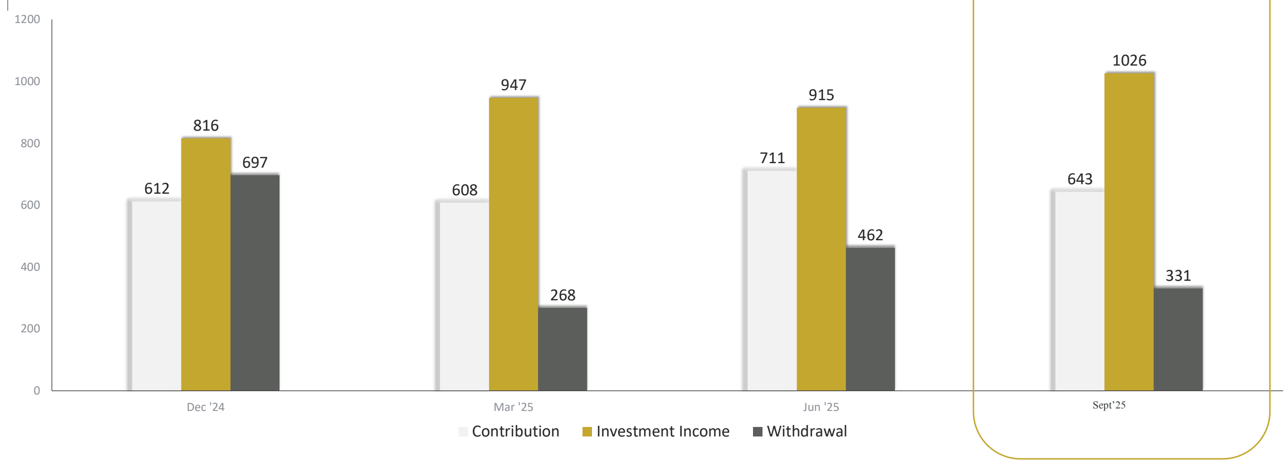
Assets Held by Umbrella Schemes

	June 2025 (Million)	September 2025 (Million)	Growth (%)
Britam Umbrella Scheme	36,717	37,729	2.8
Enwealth Uganda Umbrella Retirement Scheme	20,184	21,771	7.9
ICEA (U) Limited Retirement Benefits Scheme	197,657	232,616	17.7
ICEA Lion Teleka Umbrella Fund	22,864	23,521	2.9
Jubilee Life Umbrella Retirement Scheme	30,676	32,363	5.5
Octagon Uganda Umbrella Retirement Benefits Scheme	19,955	20,543	2.9
Sara Umbrella Retirement Benefits Scheme	3,963	4,185	5.6
The Liaison Umbrella Fund	21,205	21,916	3.4
UAP Life Umbrella Retirement Benefits Scheme	93,617	101,827	8.8
Zamara Retirement Fund	98,561	98,757	0.2
Total	545,399	595,228	9.1

Umbrella schemes grew 9.1% QoQ to about UGX 595.2 billion by Sep-25 (from UGX 545.4 billion), with the increase concentrated among the largest umbrellas. ICEA (U) Limited led the expansion, rising to UGX 232.6 billion (+17.7%), UAP Life advanced to UGX 101.8 billion (+8.8%) and Enwealth to UGX 21.8 billion (+7.9%).

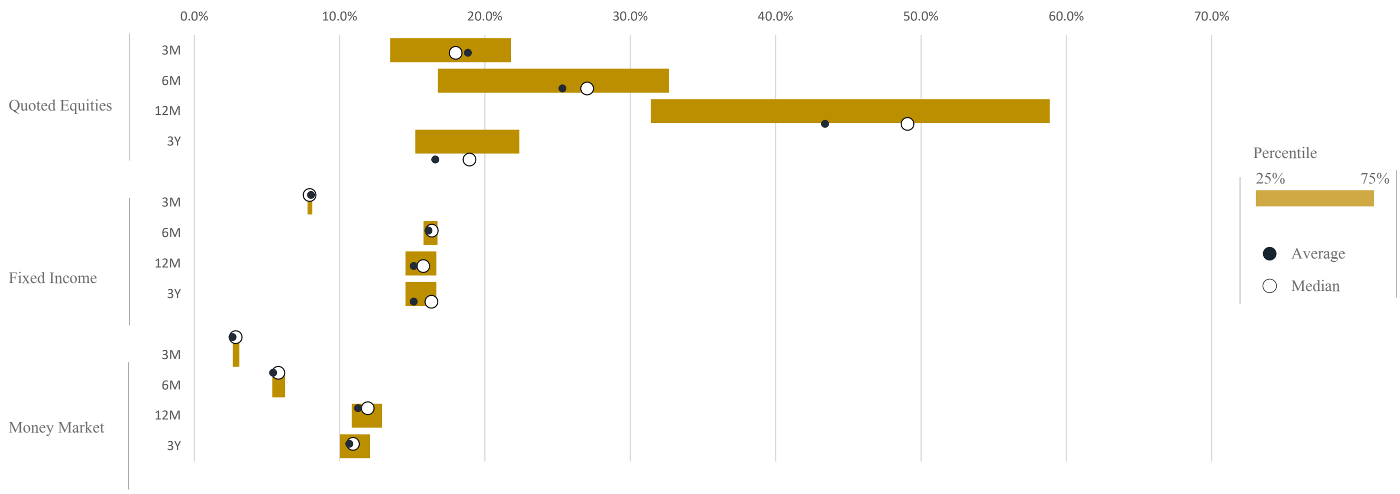
Elsewhere, growth was steady i.e. Britam UGX 37.7bn (+2.8%), Jubilee UGX 32.4bn (+5.5%), Liaison UGX 21.9bn (+3.4%) and Zamara flat at UGX 98.8 billion (+0.2%).

Contributions, Investment Income & Withdrawal



QoQ, investment income rose to UGX 1,026 billion, withdrawals fell 28.4% from UGX 462 Billion in June 2025 to UGX 331 Billion in September 2025 while contributions stood at UGX 643 Billion. The September pullback in withdrawals is consistent with benefit deferral ahead of the next-quarter's NSSF interest declaration, as members wait to capture the credited return before exiting.

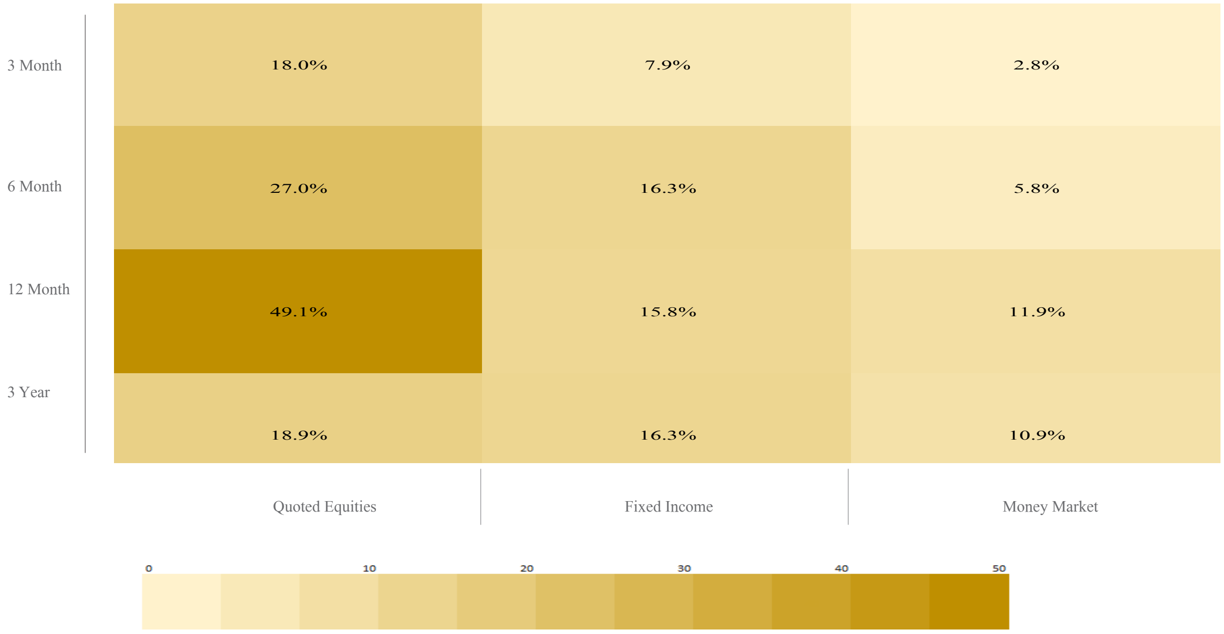
Performance (%)



	Quoted Equities				Fixed Income				Money Market			
	3 Months	6 Months	1 Year	3 Year	3 Months	6 Months	1 Year	3 Year	3 Months	6 Months	1 Year	3 Year
25' Percentile	13.5%	16.8%	31.4%	15.2%	7.8%	15.8%	14.5%	14.5%	2.6%	5.4%	10.8%	10.0%
Median	18.0%	27.0%	49.1%	18.9%	7.9%	16.3%	15.8%	16.3%	2.8%	5.8%	11.9%	10.9%
75' Percentile	21.8%	32.7%	58.9%	22.4%	8.1%	16.7%	16.7%	16.7%	3.1%	6.3%	12.9%	12.1%
Range	57.9%	58.5%	72.0%	37.6%	7.7%	10.5%	24.1%	0.0%	3.5%	6.9%	14.0%	13.1%
Average	18.8%	25.3%	43.4%	16.6%	8.0%	16.1%	15.1%	15.1%	2.63%	5.43%	11.27%	10.66%
W.A.P*	41.35%	64.75%	109.97%	31.55%	8.20%	14.47%	27.69%	16.15%	4.23%	8.58%	17.29%	10.90%

* Weighted Average Performance

Median Performance Heat Map - Scan View -Sept 2025



Quoted equities delivered strong gains, with a 12 months median return of 49.1%. Fixed income return was stable, performance was tightly consistent across horizons with a 12-month median of 15.8%. Money market posted low 3-month median return of 2.8% that compounded into annualised outcome of 11.9%, but with far less separation across managers than equities.

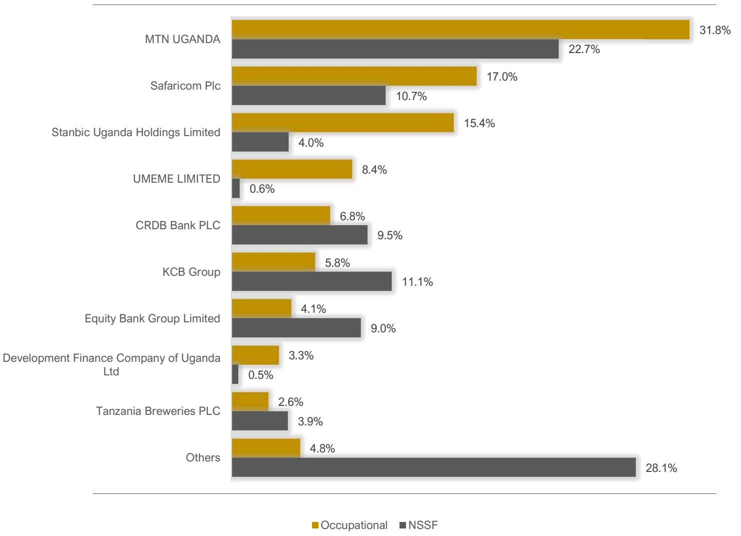
Quoted Equities

Sector	Quoted Equities (Billion)	Financial Sector	Consumer Staples	Consumer Discretionary	Utilities	Health Care	Material & Processing	Energy	Producer Durables	Technology & Telecom
NSSF	3,552	44.2%	8.4%	0.1%	0.6%	0.9%	2.3%	0.0%	0.0%	43.6%
Occupational	236	38.5%	3.9%	0.4%	8.4%	0.1%	0.0%	0.0%	0.0%	48.8%

Quoted equities rose 12.9% to UGX 3.7 trillion in September 2025, with the increase largely anchored on growth in Financial Services and Technology & Telecom sectors, the two sectors that dominate exposures. NSSF (UGX 3.552 bn) was concentrated evenly between the Financials (44.2%) and Tech/Telecom (43.6%) sectors. Occupational schemes (UGX 236 bn) leaned more into Tech/Telecom (48.8%) alongside Financials (38.5%), with a modest allocation in Utilities (8.4%).

Uganda's market capitalization rose to UGX 15.55 trillion as at end Sept 2025 from UGX 11.57 trillion a year prior, however challenges of limited activity on th exchange remain. The Q3 equity performance highlighted valuation improvements which had been quite subdued in prior years; 2025's rally suggests investors are re-rating these markets upward now that macro conditions are favorable. For Retirement Schemes, the rise in equity values would improve asset valuations and perhaps encourage a bit more allocation to equities after years of heavy concentration in bonds.

Scheme Funds' Quoted Equities Holdings – September 2025



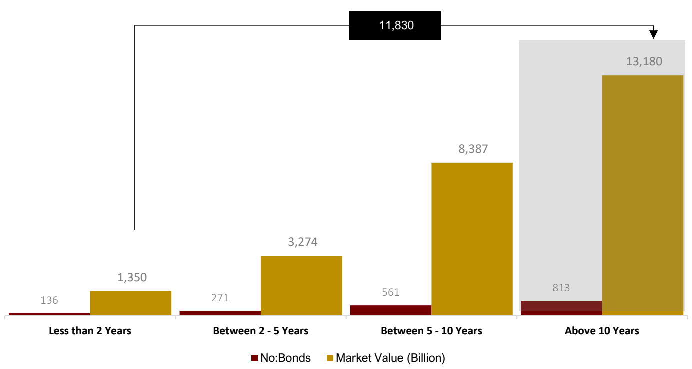
Occupational schemes were highly booked in MTN Uganda, Safaricom and Stanbic accounting for 64% of exposure. The outlook highlights optimisim, as Uganda continues to glide toward first oil in the second half of 2026, with EACOP construction progres. This could materially be supportive for sentiment, credit growth and FX stability if execution holds.

The proposed acquisition of NCBA Bank by Nedbank and under telecom/fintech, MTN Uganda's MoMo structural separation could drive investor sentiments.

Fixed Income

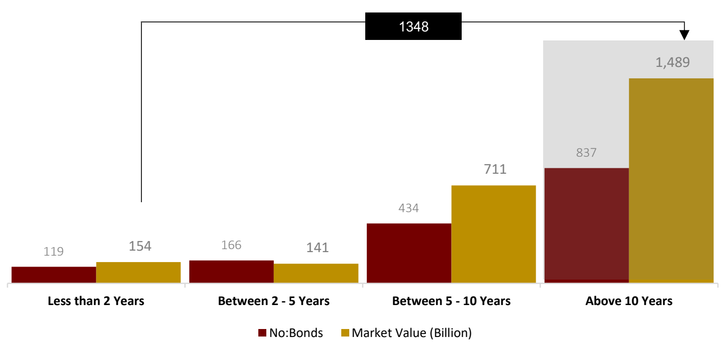
NSSF - BOND HOLDING

Maturity Profile



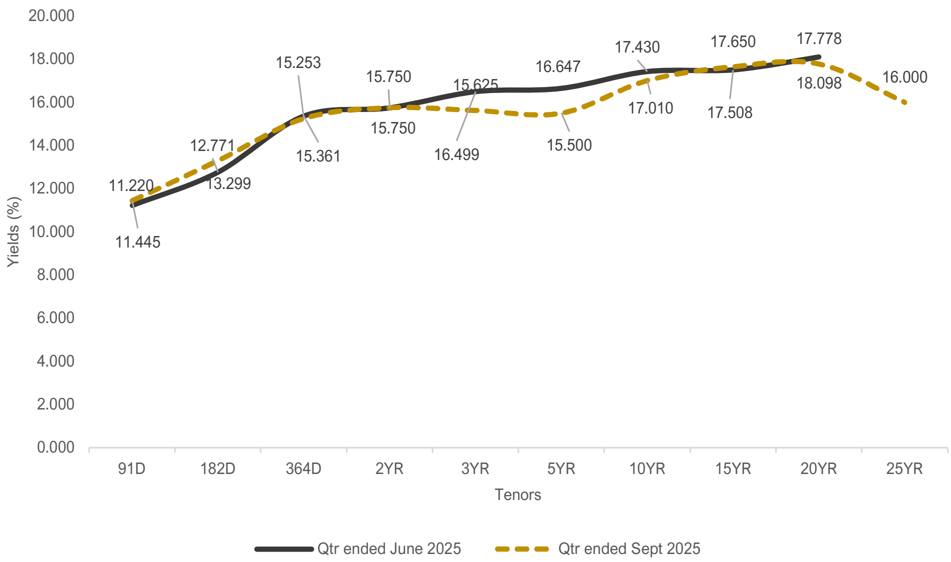
Occupational Schemes - BOND HOLDING

Maturity Profile



Both portfolios were structurally long-duration, with value concentrated beyond 5 years. NSSF held about UGX 26.2 trillion across 1,781 bonds, with >10-year paper at 50% of market value and 5–10 years at 32%. So roughly 82% of value sits beyond 5 years. Occupational schemes are smaller at about UGX 2.5 trillion across 1,556 bond holding, with 60% of portfolio >10 years. The key risk driver is mark-to-market sensitivity to shifts in the long end of the curve.

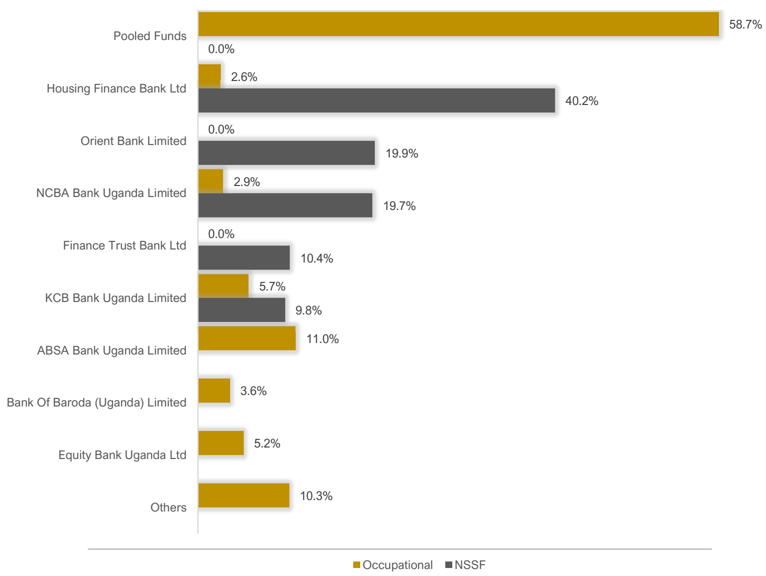
Yield Curve



In the quarter to Sep-25, in terms of quarterly average yield, 182 day yields rose by 53 bps, while the 2 YRs was broadly flat and 3 YRs and 5 YRs fell sharply by 87 bps and 115 bps respectively. The long end performance was mixed with the 10 YRs reduced by 42 bps, 20 YRs by 32 bps while the 15 YRs increased by 14 bps, leaving a flatter 2 - 5 year segment and only modest changes beyond 10 years.

The slight decline in yields also delivered capital gains for those holding existing bond prices improving portfolio valuations. The outlook for Uganda's fixed income market over the next 6 - 12 months is favorable. Yields are likely to remain broadly stable or even decline slightly if inflation stays low and the BoU considers rate cuts.

Pension Funds' Fixed Deposit Holdings – June 2025



Occupational schemes continued high placements through Pooled Funds (58.7%) and bank placements led by ABSA (11.0%), KCB (5.7%) and Equity (5.2%). NSSF by contrast was majorly concentrated in Housing Finance Bank (40.2%), Orient (19.9%) and NCBA (19.7%).

Deposit interest rates remained much lower than lending rates, though there was a slight increase in time deposit rates. Despite the steady policy rate, commercial bank lending rates in Uganda remained relatively elevated. The weighted average lending rate for shilling-denominated loans was about 19–20% in mid-2025. Average fixed deposit rates for 12-month deposits were roughly 7% - 11% .

Uganda Retirement Benefits Regulatory Authority (URBRA)
3rd – 6th floor, Plot 1 Clement Hill Road
P.o Box 7561, Kampala – Uganda
Telephone: +256 417304500/ +256200513500/ +256312324500

Website: www.urbra.go.ug | Twitter:@urbraUg | Facebook: urbraUg

DIRECTORATE OF SUPERVISION AND MARKET CONDUCT
Email: investment@urbra.go.ug