The National Insurance Board
of Trinidad and Tobago

REPORT ON OPERATIONS

Financial Year Ending June 2025

NATIONAL INSURANCE BOARD OF TRINIDAD AND TOBAGO
CORPORATE ANNUAL REPORT 2025

Reporting requirements to the Minister of Finance under the National Insurance Act of Trinidad and Tobago

The National Insurance Board of Trinidad and Tobago (NIBTT) was established by an Act of Parliament (Chapter 32:01 of 1971) as a body corporate, and is led by a tripartite Board of Directors, comprising representatives of Government, Business and Labour, and an independent Chairman. The Board is charged with the statutory duty to *"operate and manage the system of National Insurance."*

In keeping with this mandate and, in accordance with the National Insurance Act, the NIBTT produces an Annual Report on its operations every financial year. This Report allows for transparency to both Parliament and the public on its functions and performance. To this end, this document summarizes and highlights: *what we do, how we deliver our services* and *the value the National Insurance System (NIS) provides to the people of Trinidad and Tobago.*

The contents of this report comply with Section 13(2A) of the National Insurance Act Chap. 32:01 which stipulates:

The report referred to in subsection (2) shall include the –

a) *number of contributors and beneficiaries in the National Insurance Scheme;*

b) *contribution income collected;*

c) *fixed expenditure incurred in respect of the administration of the National Insurance System;*

d) *composition of the investment portfolio;*

e) *yield on investments; and*

f) *statement of any financial or commercial arrangement with subsidiaries or associated companies.*

EXECUTIVE DIRECTOR'S REPORT

Overview

The financial year July 1, 2024, through June 30, 2025 (FY2025) was marked by steady progress and strategic adaptability for the National Insurance Board of Trinidad and Tobago (NIBTT). Building on the digital momentum of prior years, FY2025 saw the successful launch of Phases 1 to 3 of the EMPOWER digital transformation initiative. The latter phase introduced secure online onboarding for employers—a pivotal milestone in our journey to modernize and streamline operations.

During the period we refined our approach to migrating from our legacy Insurance Administration system to the new Oracle Insurance Policy Administration (OIPA) platform, adopting a wave-based approach to implementation. This adjustment, while extending the overall project timeline, is expected to deliver long-term benefits by mitigating risks inherent in such a major transformation and ensuring a smoother transition for stakeholders.

Following the containment of the ransomware incident of the previous year, FY2025 was free of further cybersecurity incidents. Our continued vigilance and proactive monitoring were central to safeguarding the integrity of our digital infrastructure.

The financial year also saw the government's announcement of an amnesty on penalties and interest, which was in effect from October 1, 2024, to May 2, 2025, and subsequently extended to August 2, 2025. The amnesty targeted employers registered with the NIBTT prior to October 1, 2024, and provided a waiver on penalties and interest for outstanding contributions owed to the NIBTT. As of the reporting date, a total of 3,302 employers participated resulting in arrears collections totalling $120.7 Mn.

Another significant development was the commencement of the 12th Actuarial Review of the NIS, led by the International Labour Organization (ILO). This comprehensive review, expected to conclude by December 2025, will provide critical insights and data-driven recommendations to guide policy decisions and strengthen the long-term sustainability of the NIS.

Throughout FY2025, the NIBTT demonstrated resilience and strategic stewardship of the National Insurance System, with Contribution Income rebounding to $5.0 Bn in FY2025—a 5.30% increase over the previous year. This growth, alongside a steady rise in long-term beneficiaries and benefit recipients more generally, reflects our ongoing commitment to supporting working persons and their dependents with relevant social insurance benefits. Key performance highlights in respect of the administration of the NIS over the last financial year are provided in the table below.

Financial and Performance Highlights

Table 1. Financial and Performance Highlights

	FY2023	FY2024	FY2025	% Increase/ Decrease 2023-2024	% Increase/ Decrease 2024-2025
CLAIMS					
Benefit Recipients	223,281	226,618	230,722	1.49%	1.81%
Long-Term Beneficiaries	195,859	202,686	207,222	3.49%	2.24%
New Claims Paid	41,917	38,366	36,648	-8.47%	-4.48%
COMPLIANCE					
Customer Base[1]	723,368	693,286	633,001	-4.16%	-8.70%
Insured Contributors	491,726	488,256	473,707	-0.71%	-2.98%
Employers	19,140	19,341	18,914	1.05%	-2.21%
Employers Surveyed	4,213	4,562	3,840	8.28%	-15.83%
FINANCIAL					
Contribution Income ($Mn)	4,807.61	4,748.91	5,000.76	-1.22%	5.30%
Net Investment Income Realised ($Mn)	897.91	1,239.93	1,283.52	38.09%	3.52%
Miscellaneous Income ($Mn)	3.30	2.86	5.60	-13.33%	95.80%
Benefit Expenditure ($Mn)	6,164.28	6,499.99	6,628.04	5.45%	1.97%
Administrative Cost ($Mn)	280.94	210.52	286.57	-25.07%	36.12%
Administrative Cost as a % of Contribution Income	5.84%	4.43%	5.73%	-1.41*	1.30*
Administrative Cost as a % of Total Income	5.06%	3.66%	4.68%	-1.40*	1.02*
Net Yield of Investment Portfolio (realised & unrealised) / Overall Investment Portfolio Return **	4.13%	6.30%	4.89%	2.17*	-1.41*
Total Funds ($Bn)	28.99	28.09	27.36	-3.10%	-2.60%
Total Assets ($Bn)	29.44	28.47	27.81	-3.29%	-2.32%

**Percentage Points*

*** Return based on Investment Portfolio-Excludes Cash Balances from NIBTT's Pension Plan a/c, MAT securities (Mortgages) Funeral Grant Cash Account and other cash accounts related to Insurance Operations*

[1] This comprises contributors, long-term beneficiaries and employers, excluding overlaps.

Key Operational Statistics

1. Contribution Income in FY2025 was $5,000.76 Mn, an increase of 5.30% when compared to the $4,748.91 Mn figure recorded in FY2024.

2. The number of Benefit Recipients increased by 4,104 or 1.81% to 230,722 in FY2025 compared to 226,618 in FY2024.

3. Benefit Expenditure amounted to $6.63 Bn and represented an increase of 1.97% over the previous year.

4. Total Funds decreased by 2.60% from $28.09 Bn as at June 30, 2024 to $27.36 Bn as at June 30, 2025.

5. Total Assets decreased by 2.32% from $28.47 Bn as at June 30, 2024 to $27.81 Bn as at June 30, 2025.

6. Administrative Expenses as a percentage of Contribution Income increased from 4.43% in FY2024 to 5.73% in FY2025.

Employer and Employee Registration

Benefit Administration

At the close of FY2025, a total of 230,722 individuals received benefit payments amounting to $6.63 Bn. This reflects a 1.97% increase in expenditure compared to the previous reporting period.

Long-Term Benefits

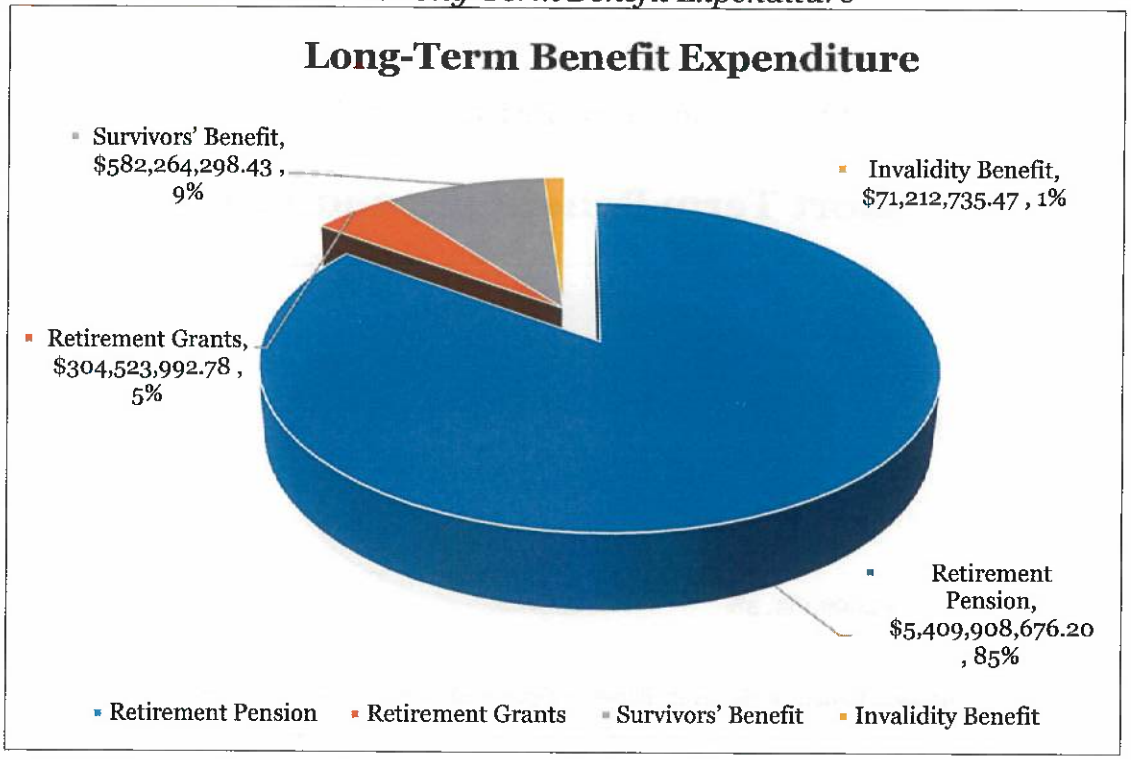
The Long-Term branch includes Retirement (pension and grant), Invalidity, and Survivors' benefits (pension, grant, and allowance). In FY2025, 207,222 individuals received Long-Term benefits, representing 89.81% of all beneficiaries. This marks a 2.24% increase from the 202,686 recipients in FY2024. Long-Term benefits accounted for 96.08% of total benefit expenditure, amounting to $6,367.91 Mn, up from 95.88% or $6,232.24 Mn in FY2024. The Retirement Pension remained the largest component, totalling $5,409.91 Mn or 84.96% of Long-Term benefit expenditure.

Table 2. Long-Term Benefits

Benefit Type	Number of Beneficiaries	Benefit Expenditure	% of Total Long-Term Beneficiaries	% of Total Long-Term Expenditure
Retirement Pension	145,114	$5,409,908,676.20	70.03%	84.96%
Retirement Grants	5,767	$304,523,992.78	2.78%	4.78%

Benefit Type	Number of Beneficiaries	Benefit Expenditure	% of Total Long-Term Beneficiaries	% of Total Long-Term Expenditure
Survivors' Benefit	53,397	$582,264,298.43	25.77%	9.14%
Invalidity Benefit	2,944	$71,212,735.47	1.42%	1.12%
Total	207,222	$6,367,909,702.88		
% of Total Beneficiaries	89.81%			
% of Total Benefit Expenditure		96.08%		

Chart 1. Long-Term Benefit Expenditure



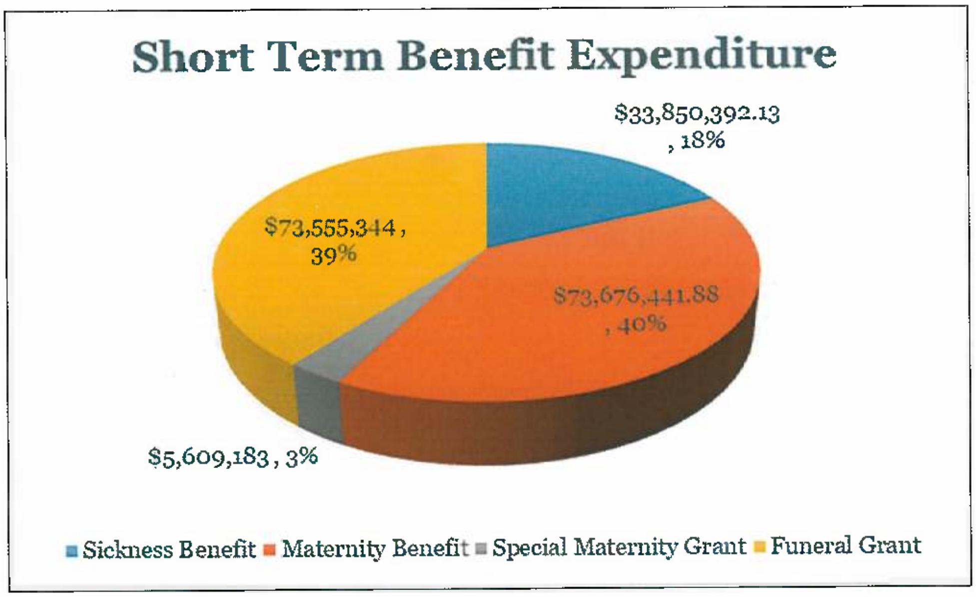
Short-Term Benefits

Short-Term benefits include Sickness, Maternity (grant and allowance), Special Maternity, and Funeral Grant. Payments to this group totalled $186.69 Mn, or 2.82% of total benefit expenditure, down from $193.53 Mn or 2.98% when compared to FY2024. The number of Short-Term beneficiaries declined by 1.76%, from 19,877 in FY2024 to 19,527 in FY2025. Funeral Grant recipients accounted for the largest share of Short-Term beneficiaries at 50.14%, while Maternity Benefits represented the highest share of Short-Term benefit expenditure at 39.46%.

Table 3. Short-Term Benefits

Benefit Type	Number of Beneficiaries	Benefit Expenditure	% of Total Short-Term Beneficiaries	% of Total Short-Term Expenditure
Sickness Benefit	5,248	$33,850,392.13	26.87%	18.13%
Maternity Benefit	4,083	$73,676,441.88	20.91%	39.46%
Special Maternity Grant	406	$5,609,183.00	2.08%	3.00%
Funeral Grant	9,790	$73,555,344.00	50.14%	39.40%
Total	19,527	$186,691,360.42		
% of Total Beneficiaries	8.46%			
% of Total Benefit Expenditure		2.82%		

Chart 2. Short Term Benefit Expenditure



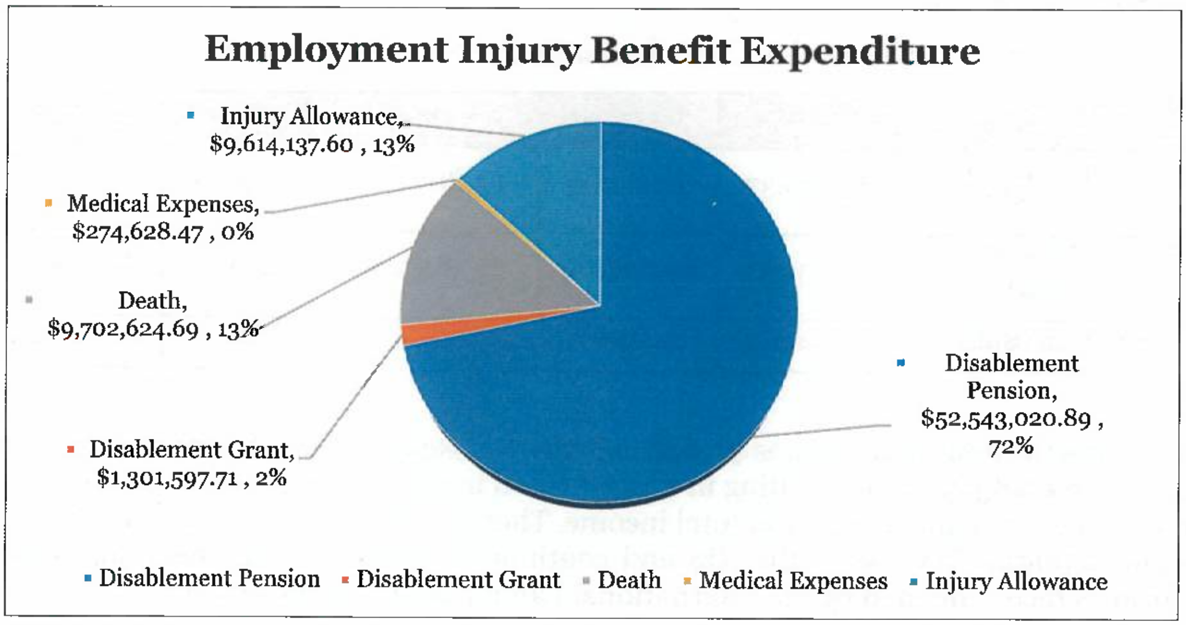
Employment Injury Benefits

Employment Injury benefits include Disablement (pension and grant), Death Benefit, Medical Expenses, and Injury Allowance. Payments under this category totalled $73.44 Mn, or 1.11% of total benefit expenditure, reflecting a 1.24% decrease from $74.23 Mn in FY2024. This reduction aligns with a 2.02% decline in beneficiaries, from 4,055 in FY2024 to 3,973 in FY2025. Employment Injury beneficiaries represented 1.72% of the total beneficiary population.

Table 4. Employment Injury Benefits

Benefit Type	Number of Beneficiaries	Benefit Expenditure	% of Total EIB Beneficiaries	% of Total EIB Expenditure
Disablement Pension	2,933	$52,543,020.89	73.82%	71.55%
Disablement Grant	28	$1,301,597.71	0.70%	1.77%
Death	389	$9,702,624.69	9.79%	13.21%
Medical Expenses	23	$274,628.47	0.59%	0.37%
Injury Allowance	600	$9,614,137.60	15.10%	13.10%
Total	3,973	$73,436,009.36		
% of Total Beneficiaries	1.72%			
% of Total Benefit Expenditure		1.11%		

Chart 3. Employment Injury Benefit Expenditure



REVENUE

Contribution Income collected for the year ending June 30, 2025 was **$5,000.76** Mn, **$396.81** Mn above the budgeted estimate of **$4,603.95** Mn for the same period. Income from penalties and interest amounted to **$7.80** Mn, representing a decline of **$5.19** Mn from the **$12.99** Mn collected in FY2024. The table below presents Contribution Income from FY2021 to FY2025, illustrating a recovery trend following the economic impact of the COVID-19 pandemic.

Table 5: Contribution Income for FY2021 to FY2025

	FY2021	FY2022	FY2023	FY2024	FY2025
Contribution Income ($Mn)	$4,510.37	$4,530.15	$4,807.61	$4,748.91	$5,000.76
% Increase/Decrease	-	0.44%	6.12%	-1.22%	5.30%

Despite the growth in Contribution Income, demographic trends continue to exert pressure on the National Insurance System (NIS). The increasing number of beneficiaries relative to contributors has resulted in Benefit Expenditure consistently exceeding Contribution Income since FY2013.

The following table highlights the annual shortfall between Benefit Expenditure and Contribution Income from FY2021 to FY2025. Over this five-year period, the cumulative shortfall reached **$6,957.92** Mn, accounting for 76% of the total deficit of **$9,178.64 Mn since FY2013.**

Table 6: Shortfall in Contribution Income for FY2021 to FY2025

	FY2021	FY2022	FY2023	FY2024	FY2025
Contribution Income ($Mn)	$4,510.37	$4,530.15	$4,807.61	$4,748.91	$5,000.76
Benefit Expenditure ($Mn)	$5,534.51	$5,728.90	$6,164.28	$6,499.99	$6,628.04
Shortfall ($Mn)	($1,024.14)	($1,198.75)	($1,356.67)	($1,751.08)	($1,627.28)

In FY2025 the total shortfall was **$1,627.28** Mn. Net Realised Investment Income for the year was **$1,283.52** Mn, resulting in **$343.76** Mn in assets being used to bridge the gap between benefit expenditure and total income. These results are consistent with the most recent Actuarial Reviews of the NIS and continue to underscore the need for pension reform as recommended by the International Labour Organization (ILO).

INVESTMENT

Chart 4. Portfolio Asset Allocation

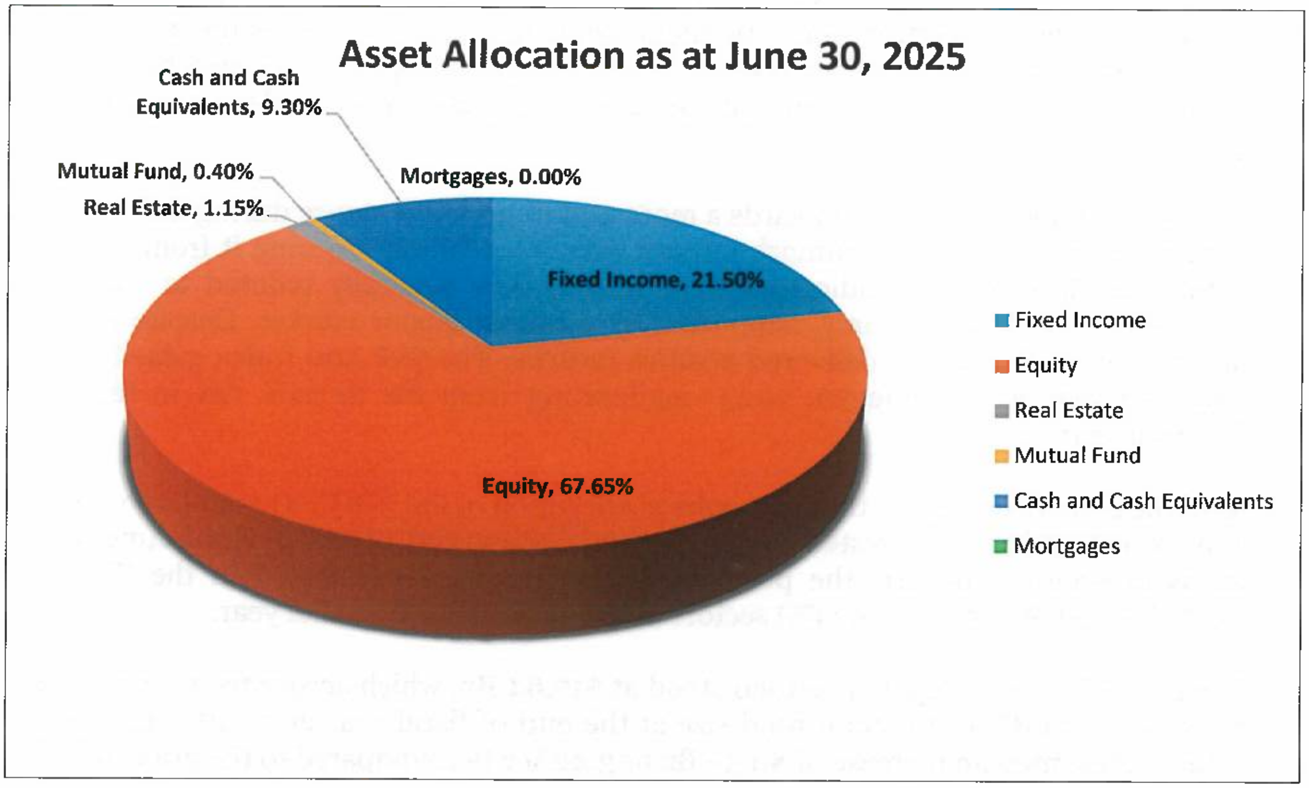


Table 7: Portfolio Asset Allocation and Market Value

Asset Class	Market Value as at June 30, 2025	Current Asset Allocation
Fixed Income	$5,606,428,000	21.50%
Equity*	$17,640,126,000	67.65%
Real Estate	$300,952,000	1.15%
Mutual Fund	$104,485,000	0.40%
Cash and Cash Equivalents	$2,424,476,000	9.30%
Mortgages	$387,000	0.00%
Total	**$26,076,854,000**	**100.00%**

*Includes Investment in subsidiary companies

The NIBTT's investment portfolio as at June 30, 2025, was valued at $26.08 Bn, representing a $0.94 Bn or 3.46% decline when compared to the corresponding period at the end of the FY 2024. The decline in the portfolio's market value was mainly attributable to approximately $246.14 Mn in unrealised losses as well as the withdrawal of TT$1.93 Bn to finance the National Insurance System deficit during the financial year.

FY2025 was marked by significant market volatility, driven in part by geopolitical developments. The change to the U.S. presidency brought a renewed focus on protectionist trade policies, including a new round of tariffs aimed at addressing trade imbalances and supporting domestic manufacturing. These measures fuelled concerns about global supply chain disruptions and its potential impact on corporate earnings, intensifying equity market fluctuations, as investors assessed the broader implications for global trade.

U.S. monetary policy shifted towards a more accommodative stance during the year. The Federal Reserve cut its benchmark interest rate three times, lowering it from 5.50% to 4.50%. While economic indicators were mixed, they generally pointed to continued strength in the U.S. economy, supported by a robust labour market. Despite ongoing uncertainty, U.S. equities delivered positive returns. The S&P 500 Index gained 15.14% year-over-year as of June 30, 2025—moderating from the 24.54% rise in the prior financial year.

As of the end of June 2025, the geographical allocation of the NIBTT's portfolio comprised approximately 66.99% invested in Trinidad and Tobago and 33.01% in North America. In terms of sector exposure, the portfolio was primarily concentrated in the Financial (35.50%) and Sovereign (12.79%) sectors at the close of the financial year.

The NIBTT's overall equity portfolio stood at $17.64 Bn, which accounted for the largest asset class at 68% of the total fund size at the end of fiscal year 2024/25. This market value represented an increase of $0.58 Bn or 3.42% when compared to the prior financial year.

The Fund's locally listed equity portfolio outperformed its benchmark, surpassing the All T&T Index return of –7.69% by 464 basis points. The portfolio remains overweight in MASSY and RFHL, both of which delivered strong relative performance for the financial year ending June 2025—outpacing the benchmark by 12.34% and 8.02%, respectively. Despite this, the local equity market continues to trend downward, constrained by limited liquidity and muted upside potential.

The international equity portfolio remained the Fund's main contributor to year-on-year growth, delivering a return of approximately 12.38% despite bouts of elevated market volatility. This volatility was primarily influenced by uncertainty around tariff policies and ongoing geopolitical tensions in the Middle East. However, investor fears ultimately proved overstated, and in the absence of significant deterioration in underlying economic data, the asset class posted strong gains over the financial year.

As at June 30, 2025, the Fixed Income portfolio decreased by 21.91% or $1.57 Bn to $5.61 Bn with a weighted average purchased yield to maturity of 5.17%. This decline was mainly due to maturities. During the financial year, new purchases totalled $278.27Mn. Re-investment activity was constrained during the financial year as proceeds from fixed income maturities were used to assist in funding the system's liquidity shortfall, in the absence of parametric reform. The portfolio remains heavily concentrated in government and government-guaranteed local debt instruments, which comprised approximately 56.80% of the fixed income holdings.

On the domestic front, the latest official data from the Central Statistical Office (CSO) indicated the economy grew by an estimated 2.5% in calendar year of 2024. However, labour market data from the CSO showed a slight uptick in the unemployment rate in the fourth quarter of 2024 at 5.5% compared to the same period in 2023 (calendar year) at 5.4%.

On September 6, 2024, S&P Global Ratings affirmed its 'BBB-' long and short-term foreign and local currency sovereign credit ratings on the Republic of Trinidad and Tobago. The outlook at that time was stable. The rating agency stated that the stable outlook reflected its view that Trinidad and Tobago's economy will continue to experience low growth, moderate fiscal deficits, and a slowly increasing debt burden over the next two years, while energy exports will support the country's external balances.

Meanwhile, on June 17, 2025, Moody's issued a release following its completion of a periodic review of the ratings of Trinidad & Tobago and other ratings that are associated with this issuer. The review was conducted through a rating committee held on 12 June 2025 in which the rating agency reassessed the appropriateness of the ratings in the context of the relevant principal methodologies and recent developments. Following this assessment, Trinidad & Tobago's ratings, including its Ba2 long-term issuer ratings, remain unchanged. The stable outlook also remained unchanged. The rating issued by Moody's was supported by the country's return to sustained growth, mainly driven by the non-energy sector, following several years of contraction due to weak performance of the energy sector.

Meeting the liquidity demands of the National Insurance (NI) System remained a top priority for the NIBTT. In FY2025, withdrawals reached $1.93 Bn—a minimal decline of 1.53% compared to $1.96 Bn the previous year. This growing demand for liquidity posed challenges to portfolio growth, as maturities and investment income were increasingly directed toward funding withdrawals. Additionally, the heightened liquidity pressures have led to more conservative portfolio management strategies.

The NIBTT's investment holdings recorded a net unrealised investment loss over the period of TT$246.14 Mn with the equity and fixed income investments contributing losses of $229.67 Mn and $13.83 Mn respectively. The unrealised losses from these two asset classes totalled $243.50 Mn.

Additionally, total realised investment income amounted to $1.32 Bn, with the main contributors being dividend income from local equities totalling $454.55 Mn, gains from the sale of foreign equity holdings amounting $355.30 Mn and interest income from local bonds of $294.86 Mn.

Table 8: Unrealised Investment Income

Year on Year Net Unrealised Investment Income ($'000)		
Asset Class	**2024/2025**	**2023/2024**
Equity	-229,665	-296,272
Bonds	-13,831	-77,696
Other	-2,640	4,400
Total	**-246,136**	**-369,568**

Table 9: Realised Investment Income

Year on Year Total Realised Investment Income ($'000)		
	2024/2025	**2023/2024**
Interest Income	$294,857.00	$342,903.00
Dividend Income	$454,548.00	$410,791.00
Gain on sale of foreign equities	$355,304.00	$369,347.00
Loss on sale of Local equities	$0.00	$0.00
Gain/(loss) from Foreign exchange	$27,625.00	-$40,961.00
Gain on sale of foreign bonds	$0.00	$0.00
Gain on sale of Investment Property	$0.00	$0.00
Gain/ (loss) on sale of mutual funds	$0.00	$0.00
Other Income	$190,768.00	$176,580.00
Total Realised Investment Income	**$1,323,102.00**	**$1,258,660.00**

OPERATIONAL HIGHLIGHTS

The following sections highlight key operational developments at the NIBTT during FY2025. While not explicitly required under the Annual Report compliance requirements, these initiatives significantly influenced organisational performance and may be of relevance to stakeholders.

Digital Transformation

In FY2025, NIBTT advanced its EMPOWER project, strengthening enterprise digitisation and improving operational visibility through integrated platforms. Key system launches during the year expanded end-to-end processing across Human Resources and Finance, while implementation activity continued across Insurance Operations, Customer Relationship Management, Technology, and Data Management.

- *Human Resources/Staff Portal (HCM Self-Service)*

The Human Resources/Staff Portal (HCM Self-Service) went live on August 26, 2024, modernising HR service delivery by moving the organisation from largely manual processes to a single digital platform facilitating employee self-service. Core HR workflows are now standardised and auditable within a single system, improving tracking and turnaround times, strengthening data integrity, and enabled more reliable operational reporting. This transition also lays the foundation for advanced HR analytics.

Internal monitoring indicates that material progress has been made in employee experience and satisfaction, self-service adoption, and productivity gains, reflecting improved access and faster processing. Adoption was supported through structured training sessions, complemented by short on-demand learning videos within the platform.

- *Finance Module (Oracle Fusion Finance, P2P and PBCS)*

The implementation of Oracle Fusion Finance delivered a modernised, fully integrated Finance and Accounts capability, incorporating Procure-to-Pay (P2P) and the Oracle Planning and Budgeting Cloud Service (PBCS). This end-to-end solution improves operational efficiency and financial governance through standardised processes, embedded approval controls, and real-time financial visibility.

Procurement and payments—from requisitioning and purchase orders to receipting, invoicing, and vendor payments—are now processed within one integrated system, strengthening financial discipline and compliance through system-generated audit trails. In parallel, PBCS centralises budgeting and forecasting, improving consistency, transparency, and alignment between budgets, actuals, and forecasts while reducing reconciliation effort and supporting evidence-based decision-making.

- *HR–Finance Integration (Payroll)*

A key benefit delivered through the Finance component is the integration of Human Resources and Finance via the Payroll module, enabling seamless processing from employee data management and payroll calculation through to accounting, posting, and financial reporting. This reduces manual handoffs and duplicate entry, improving accuracy and strengthening payroll-related financial controls.

- *Phase 3 Progress and Readiness*

Progress continued with Phase 3, covering Insurance Operations, Finance and Administration, and Technology. This phase includes implementation of Oracle Insurance Policy Administration (OIPA) to replace NIBTT's core Insurance Administration application, as well as Customer Relationship Management (CRM), Document Management Services, and e-Payments solutions. The implementation is currently in the User Acceptance Testing stage, focused on validating end-to-end business processes, ensuring security and data integrity, and confirming operational readiness. These efforts are aimed at achieving a controlled and successful launch in the upcoming financial year.

- *Stakeholder Enablement*

A major milestone was achieved on April 28, 2025, with the launch of the Employer Onboarding drive, supporting the shift from paper-based contribution payment processes to a paperless online approach.

Internally, the organisation sustained its emphasis on **change management**, communication, and staff engagement. EMPOWER-focused outreach efforts and internal caravans were supported by regular updates and departmental involvement, helping staff navigate the transition confidently and effectively.

Looking ahead, the EMPOWER initiative is set to fundamentally reshape NIBTT's operations — automating internal processes and transforming stakeholder interactions. With more employers onboarding, this will ensure a seamless transition from the old paper-based process for contribution payment to the new paperless online system. The completion of the Employer and Employee Portals, expected in FY2026, will further expand access and transparency. NIBTT remains committed to delivering each phase of the project with a focus on sustainability, security, and service excellence.

New South Headquarters

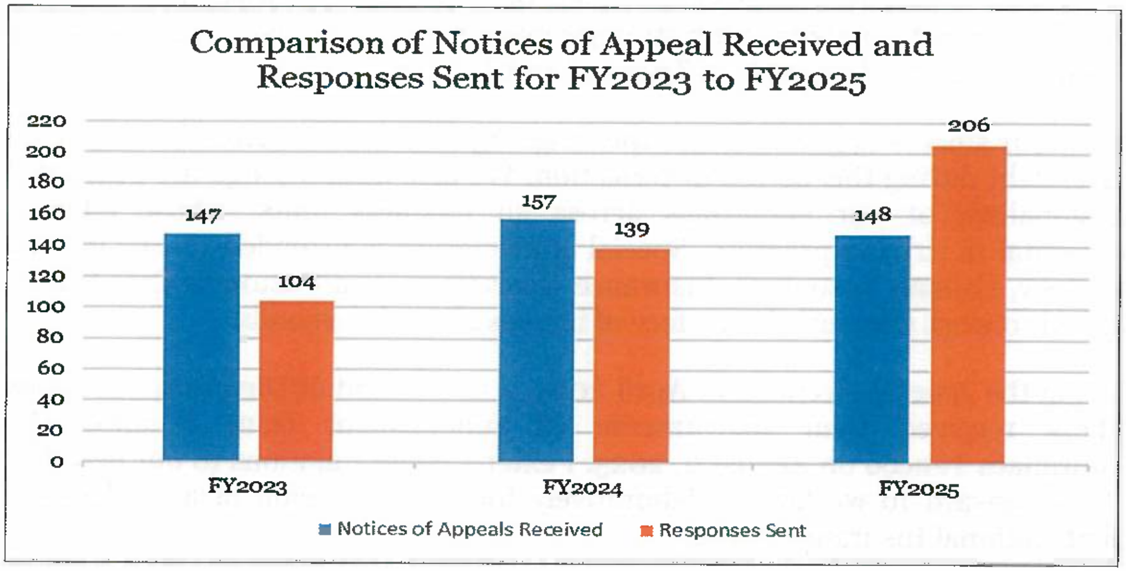
As a testament to our continuing investment in ensuring improved accommodation and service excellence the NIBTT facilitated the relocation of the San Fernando Service Centre to the newly inaugurated South Headquarters at 60–62 Lady Hailes Avenue on April 23, 2025. The new headquarters is designed to provide improved accessibility and enhanced service delivery, standing as a beacon of progress while reinforcing NIBTT's national presence and commitment to our customers.

The South Headquarters is purpose-built to support a wide range of operations, with the ground floor now accommodating the largest Service Centre by square footage, spanning 15,000 square feet. The facility offers enhanced accessibility and convenience for customers, with dedicated parking spaces and a modern layout designed to streamline customer interactions. With the highest number of claim appointments and contribution income among central and southern offices, the San Fernando location is poised to significantly elevate NIBTT's service delivery and operational efficiency in southern Trinidad.

Appeals

The appeals process serves as a critical mechanism for enhancing transparency and accountability within the administrative framework of the National Insurance System. In FY2025, the National Insurance Appeals Tribunal received 148 Notices of Appeal, representing a 5.73% reduction compared with FY2024. Of these, 103 related to Long-Term benefits, 24 to Short-Term benefits, and 21 to Employment Injury benefits. In support of the Tribunal's process, the NIBTT submitted 206 formal responses, reflecting strong engagement with the statutory appeals mechanism and timely case support. A comparative analysis of appeals received and responses submitted is presented in Chart 5 below.

Chart 5: Comparison of Notices of Appeal Received and Responses Sent for FY2023 to FY2025.



Over the course of FY2025, 236 appeal matters were adjudicated: 46 were allowed, 80 dismissed, 88 adjourned, 19 withdrawn, and 3 transferred to Medical Appeals. Allowed appeals resulted in payments totalling $2.57Mn demonstrating the effectiveness of independent review in confirming entitlements where appropriate.

Education & Outreach

In FY2025, the NIBTT engaged over 8,500 participants through a comprehensive public education programme comprising 142 workshops and seminars, and 19 targeted outreach events. These figures exclude the broader audience reached via sustained marketing efforts across print, digital, social media, and radio platforms.

Educational initiatives focused on key areas such as Claims Administration, Compliance, Retirement Planning, and EMPOWER project sensitization. As EMPOWER implementation progresses, public education will play an increasingly vital role in equipping stakeholders with the knowledge needed to navigate and benefit from enhanced services.

Beyond public education, the NIBTT advanced its Corporate Social Responsibility commitments in FY2025 through partnerships aligned with sustainability and community well-being. In collaboration with the SURE Foundation, the organisation supported food security and environmental sustainability through the distribution of 30,000 seedlings. The NIBTT also partnered with Scotiabank to support the Women Against Breast Cancer 5K initiative. These initiatives reinforce our commitment to meaningful community engagement through strategic collaboration.

CONCLUSION AND ACKNOWLEDGEMENTS

FY2025 marked a pivotal stage in the NIBTT's transformation journey—one defined by technological advancement, operational resilience, and a deepened commitment to service excellence. The successful rollout of key digital infrastructure under the EMPOWER project, combined with strategic investments in human capital, signals a bold shift in how we serve the people of Trinidad and Tobago.

We offer our sincere appreciation to the outgoing Board of Directors for their guidance and oversight during this period of transition. We also acknowledge the dedication and professionalism of our employees across all business units, whose efforts were instrumental in driving progress. Special appreciation is extended to our Information Technology, Human Resources, Insurance Operations, and Customer Care teams, who continued to work diligently in the face of increased work demands.

Following the general elections in April 2025, a new Board of Directors was appointed. Members received their instruments of appointment from Finance Minister Davendranath Tancoo on August 2, 2025. I extend congratulations to our new directors and look forward to working collaboratively toward our vision of a modernised and efficient National Insurance System.

As we look ahead to FY2026, the NIBTT is poised to advance the EMPOWER agenda further, with the launch of additional customer-facing portals and deeper system integration. The anticipated completion of the 12th Actuarial Review will provide critical insights to inform strategic decision-making that support long-term sustainability.

The NIBTT remains resolute in fulfilling its mandate to administer the National Insurance System with integrity, transparency, and accountability. We thank all stakeholders for their continued trust and engagement. Together, we are building a more efficient, responsive, and future-ready institution.

Niala Persad-Poliah
EXECUTIVE DIRECTOR

THE NATIONAL INSURANCE BOARD OF TRINIDAD AND TOBAGO

SPECIAL PURPOSE FINANCIAL STATEMENTS

FOR THE YEAR ENDED

30 JUNE 2025
(Expressed in Trinidad and Tobago Dollars)

THE NATIONAL INSURANCE BOARD OF TRINIDAD AND TOBAGO

SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

CONTENTS **Page**

THE NATIONAL INSURANCE BOARD OF TRINIDAD AND TOBAGO

Statement of Management's Responsibilities

Management is responsible for the following:

- Preparing and fairly presenting the accompanying special purpose financial statements of The National Insurance Board of Trinidad and Tobago ('the Board' or 'NIBTT') which comprise the statement of financial position as at 30 June 2025 and the statements of comprehensive loss, cash flows and changes in funds for the year then ended, and a summary of material accounting policy information;
- Ensuring that the Board keeps proper accounting records;
- Selecting appropriate accounting policies and applying them in a consistent manner;
- Implementing, monitoring and evaluating the system of internal control that assures security of the Board's assets, detection/prevention of fraud, and the achievement of entity's operational efficiencies;
- Ensuring that the system of internal control operated effectively during the reporting period;
- Producing reliable financial reporting that comply with laws and regulations, including the National Insurance Act 35 of 1971; and
- Using reasonable and prudent judgement in the determination of estimates.

In preparing these audited special purpose financial statements, management utilised the financial reporting provisions of the National Insurance Act. Where the financial reporting provisions of the National Insurance Act is not clear reference is made to IFRS Accounting Standards, as issued by the International Accounting Standards Board and adopted by the Institute of Chartered Accountants of Trinidad and Tobago to determine the Board's alternative accounting treatments. Where IFRS Accounting Standards presents alternative accounting treatments, management chose those considered most appropriate in the circumstances.

Nothing has come to the attention of management to indicate that the Board will not remain a going concern up to the date the accompanying special purpose financial statements have been authorised for issue.

Management affirms that it has carried out its responsibilities as outlined above.

Executive Director

Chief Operating Officer – Corporate Services (Ag)

17 December 2025

EY
Shape the future
with confidence

Ernst & Young Services Limited
P.O. Box 158
5/7 Sweet Briar Road
St. Clair, Port of Spain
Trinidad

Tel: +1 868 628 1105
Fax: +1 868 622 1153
www.ey.com

INDEPENDENT AUDITOR'S REPORT

TO THE DIRECTORS OF THE NATIONAL INSURANCE BOARD OF TRINIDAD AND TOBAGO

Report on the Audit of the Special Purpose Financial Statements

Our Opinion

We have audited the special purpose financial statements of The National Insurance Board of Trinidad and Tobago ("the Board"), which comprise the statement of financial position as at 30 June 2025, the statement of comprehensive loss, statement of cash flows and the statement of changes in funds for the year then ended, and notes to the special purpose financial statements, including a summary of material accounting policy information.

In our opinion, the accompanying special purpose financial statements present fairly, in all material respects, the financial position of the Board as at 30 June 2025 and its financial performance and its cash flows for the year then ended in accordance with the financial reporting provisions of The National Insurance Act.

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 Special Purpose Financial Statements* section of our report. We are independent of the Board in accordance with the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code), and we have fulfilled our other ethical responsibilities in accordance with the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter – Basis of Accounting and Restriction on Distribution and Use

We draw attention to Note 4 of the special purpose financial statements, which describes the basis of accounting. The special purpose financial statements are prepared to assist the Minister of Finance of the Government of Trinidad and Tobago in meeting their reporting requirements under the National Insurance Act. As a result, the special purpose financial statements may not be suitable for another purpose. Our report is intended solely for the Minister of Finance of the Government of Trinidad and Tobago, and may be made available to the Inspector of Financial Institutions of the Central Bank of Trinidad and Tobago and should not be distributed to or used by parties other than those stipulated. Our opinion is not modified in respect of this matter.

EY

Shape the future
with confidence

INDEPENDENT AUDITOR'S REPORT

TO THE DIRECTORS OF THE NATIONAL INSURANCE BOARD OF TRINIDAD AND TOBAGO

Report on the Audit of the Special Purpose Financial Statements
(Continued)

Other information included in the Board's 2025 Annual Report

Other information consists of the information included in the Board's 2025 Annual Report, other than the special purpose financial statements and our auditor's report thereon. Management is responsible for the other information. The Board's 2025 Annual Report is expected to be made available to us after the date of this auditor's report.

Our opinion on the special purpose financial statements does not cover the other information and we will not express any form of assurance conclusion thereon.

In connection with our audit of the special purpose financial statements, our responsibility is to read the other information identified above when it becomes available and, in doing so, consider whether the other information is materially inconsistent with the special purpose financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

Responsibilities of Management and the Audit, Risk and Compliance Committee for the Special Purpose Financial Statements

Management is responsible for the preparation and fair presentation of the special purpose financial statements in accordance with the financial reporting provisions of The National Insurance Act, and for such internal control as management determines is necessary to enable the preparation of special purpose financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the special purpose financial statements, management is responsible for assessing the Board'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 Board or to cease operations, or has no realistic alternative but to do so.

The Audit, Risk and Compliance Committee is responsible for overseeing the Board's financial reporting process.

Shape the future
with confidence

INDEPENDENT AUDITOR'S REPORT

TO THE DIRECTORS OF THE NATIONAL INSURANCE BOARD OF TRINIDAD AND TOBAGO

Report on the Audit of the Special Purpose Financial Statements
(Continued)

Auditor's Responsibilities for the Audit of the Special Purpose Financial Statements

Our objectives are to obtain reasonable assurance about whether the special purpose 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 special purpose financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the special purpose financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, 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 for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- 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 Board's 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 Board'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 special purpose 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 Board to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the special purpose financial statements, including the disclosures, and whether the special purpose financial statements represent the underlying transactions and events in a manner that achieves fair presentation

Shape the future
with confidence

INDEPENDENT AUDITOR'S REPORT

TO THE DIRECTORS OF THE NATIONAL INSURANCE BOARD OF TRINIDAD AND TOBAGO

Report on the Audit of the Special Purpose Financial Statements
(Continued)

Auditor's Responsibilities for the Audit of the Special Purpose Financial Statements
(Continued)

We communicate with the Audit, Risk and Compliance Committee 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.

EY

Port of Spain
TRINIDAD
23 December 2025

THE NATIONAL INSURANCE BOARD OF TRINIDAD AND TOBAGO

STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2025
(Expressed in Trinidad and Tobago Dollars)

	Notes	2025 $'000	2024 $'000
Assets			
Property and equipment	5	281,014	248,513
Work in progress	5a	174,989	125,537
Investment properties	6	300,952	283,302
Investment in subsidiary companies	7	1,999,020	1,951,370
Investment securities	8	21,352,019	22,389,650
Mortgage advances	9	387	463
Property available for sale	10	4,167	4,167
Right-of-use assets	11	15,364	10,736
Post-employment benefit asset	13	89,768	17,931
Other assets	12	1,172,350	1,046,809
Cash and cash equivalents	14	2,424,476	2,387,312
Total assets		27,814,506	28,465,790
Funds, reserves and liabilities			
Long-term benefits fund	15	26,257,978	26,962,351
Short-term benefits fund	15	373,383	387,060
Employment injury benefits fund	15	734,360	742,270
Total funds		27,365,721	28,091,681
Revaluation reserve	16	71,464	72,564
Total funds and reserves		27,437,185	28,164,245
Lease liabilities	11	15,654	10,833
Other liabilities	17	361,667	290,712
Total liabilities		377,321	301,545
Total funds, reserves and liabilities		27,814,506	28,465,790

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

These special purpose financial statements have been authorised for issue on 17 December 2025.

Chairman

Executive Director

Chief Operating Officer - Corporate Services (Ag)

THE NATIONAL INSURANCE BOARD OF TRINIDAD AND TOBAGO

STATEMENT OF COMPREHENSIVE LOSS
FOR THE YEAR ENDED 30 JUNE 2025
(Expressed in Trinidad and Tobago Dollars)

	Notes	2025 $'000	2024 $'000
Income			
Contributions			
Employers in compliance		4,509,121	4,267,835
Employers in arrears		490,544	481,677
Voluntary		3,743	489
		5,003,408	4,750,001
Refunds		(2,648)	(1,088)
Total net contributions		5,000,760	4,748,913
Net realised investment income	18	1,283,521	1,239,929
Net unrealised investment loss	19	(246,137)	(369,568)
Gain on revaluation of subsidiaries	7	47,650	114,020
Gain/(loss) on revaluation of investment properties	6	17,650	(4,621)
Penalties and interest		7,808	12,991
Miscellaneous income		5,561	2,865
Total income		6,116,813	5,744,529
Expenditure			
Benefits expenditure			
Long-term		6,367,910	6,232,236
Short-term		186,691	193,530
Employment injury		73,436	74,227
Total benefits expenditure		6,628,037	6,499,993
Administrative expenditure			
Staff salaries, allowances and benefits	20	175,101	171,512
Board of Directors expenses		811	867
Depreciation	5	11,884	9,404
Depreciation – right-of-use assets	11	6,490	6,827
Expected credit loss charge/(write-back)	12	13,244	(42,435)
Other expenses	21	79,043	64,347
Total administrative expenditure		286,573	210,522
Other			
Pension expense		14,025	18,531
Total other		14,025	18,531
Total expenditure		6,928,635	6,729,046
Deficit of expenditure over income		(811,822)	(984,517)
Re-measurement of defined benefit asset	13	85,862	89,208
Total comprehensive loss		(725,960)	(895,309)

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

THE NATIONAL INSURANCE BOARD OF TRINIDAD AND TOBAGO

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2025
(Expressed in Trinidad and Tobago Dollars)

	2025 $'000	2024 $'000
Cash flows from operating activities		
Deficit of expenditure over income	(811,822)	(984,517)
Adjustments:		
Unrealised investment loss	246,137	369,568
(Gain) /loss from foreign exchange	(27,625)	40,961
Depreciation	11,884	9,404
Depreciation – right-of-use assets	6,490	6,827
Pension expense	14,025	18,531
Revaluation of investment in subsidiary companies	(47,650)	(114,020)
Revaluation of investment properties	(17,650)	4,621
Adjustments to property and equipment	(1,039)	7,924
Deficit before working capital changes	(627,250)	(640,701)
Decrease in mortgage advances	76	130
(Decrease)/Increase in other assets	(158,054)	25,956
Increase in other liabilities	75,776	44,190
Cash used in operations	(709,452)	(631,248)
Repayment of principal portion of lease liabilities	(6,593)	(7,959)
Net cash used in operating activities	(716,045)	(578,384)
Cash flows from investing activities		
Purchase of property and equipment	(44,445)	(47,505)
Additions to Work in Progress	(47,452)	(60,823)
Purchase of investments	(3,375,206)	(3,992,405)
Purchase of investment in subsidiary	–	1,100,000
Sale of investment in subsidiary	–	(1,100,000)
Sale/maturity of investments	4,220,312	5,377,644
Net cash from investing activities	753,209	1,276,911
Net increase in cash and cash equivalents	37,164	698,527
Cash and cash equivalents at beginning of the year	2,387,312	1,688,785
Cash and cash equivalents at the end of the year	2,424,476	2,387,312

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

THE NATIONAL INSURANCE BOARD OF TRINIDAD AND TOBAGO

STATEMENT OF CHANGES IN FUNDS
FOR THE YEAR ENDED 30 JUNE 2025
(Expressed in Trinidad and Tobago Dollars)

	Long-term benefits		**Short-term benefits**		**Employment injury benefits**		**Total funds**	
	2025	**2024**	**2025**	**2024**	**2025**	**2024**	**2025**	**2024**
	$'000	**$'000**	**$'000**	**$'000**	**$'000**	**$'000**	**$'000**	**$'000**
Fund balance as at 1 July	26,962,351	27,844,090	387,060	423,840	742,270	719,060	28,091,681	28,986,990
Income								
Contribution	4,450,676	4,215,103	300,046	291,169	250,038	242,641	5,000,760	4,748,913
Penalties and interest	7,709	12,808	28	58	71	125	7,808	12,991
Revaluation of subsidiaries	47,650	114,020	–	–	–	–	47,650	114,020
Revaluation of investment properties	17,650	(4,621)	–	–	–	–	17,650	(4,621)
Net realised investment income	1,267,186	1,222,463	4,644	5,507	11,691	11,959	1,283,521	1,239,929
Net unrealised investment loss	(243,835)	(364,394)	(654)	(1,663)	(1,647)	(3,511)	(246,137)	(369,568)
Miscellaneous income	5,561	2,865	-	–	-	–	5,561	2,865
Total income	5,552,597	5,198,244	304,063	295,071	260,153	251,214	6,116,813	5,744,529
Expenditure								
Benefits								
Retirement benefit	5,409,909	5,200,459		–	-	–	5,409,909	5,200,459
Survivors benefit	582,264	554,892		–	-	–	582,264	554,892
Invalidity benefit	71,213	71,852		–	-	–	71,213	71,852
Retirement grant	304,524	405,033		–	-	–	304,524	405,033
Funeral grant	–	–	73,555	70,605	-	–	73,555	70,605
Sickness benefit	–	–	33,850	37,194	-	–	33,850	37,194
Maternity benefit	–	–	73,676	83,811	-	–	73,696	83,811
Special maternity	–	–	5,609	1,920	-	–	5,609	1,920
Employment injury	-	–	-	–	73,436	74,227	73,436	74,227
	6,367,910	6,232,236	186,691	193,530	73,436	74,227	6,628,037	6,499,993
Administrative expenditure	255,049	181,920	17,194	15,601	14,329	13,001	286,572	210,522
Pension expense	13,847	18,270	51	82	128	179	14,025	18,531
Total expenditure	6,636,806	6,432,426	203,936	209,213	87,892	87,407	6,928,635	6,778,539
Surplus/(deficit)	(1,084,209)	(1,234,182)	100,127	85,858	172,260	163,807	(811,822)	(984,517)
Other comprehensive income)	84,769	87,950	311	401	782	857	85,862	89,208
Transfers	295,067	264,493	(114,115)	(123,039)	(180,952)	(141,454)	-	–
Fund at end of year	26,257,978	26,962,351	373,383	387,060	734,360	742,270	27,365,721	28,091,681

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

1. Incorporation and principal activity

The National Insurance Board of Trinidad and Tobago (NIBTT or the Board) was incorporated under the National Insurance Act No. 35 of 1971 (The National Insurance Act), as subsequently amended, and commenced operations in 1972. The principal activity of NIBTT is to carry out the requirements of The National Insurance Act in providing social security benefits to the insurable population of Trinidad and Tobago. The registered office is located at 14-19 Queen's Park East, Port-of-Spain, Trinidad and Tobago.

2. Actuarial review

Section 70 (1) of The National Insurance Act requires an Actuarial Review of the National Insurance System (NIS) at intervals not exceeding five years. The 11th Actuarial Review was conducted as at 30 June 2020 and was completed by the International Labour Organization (ILO) on 26 September 2022. The report was submitted to the Minister of Finance in October 2022. The 12th Actuarial Review is currently being conducted. The main objectives of these reviews are to assess the long-term financial condition of the National Insurance Fund and to make recommendations for improving its sustainability.

In general, contribution receipts and benefit payments are based on a system of earnings classes. The contribution amount is paid by the employer and the employee in a proportion of two-thirds/one-third respectively. Benefits are grouped into three funds: long-term benefits, short-term benefits and employment injury benefits. The total benefit expenditures and administrative expenses are now funded by contribution income, investment income and cash reserves in the National Insurance fund. At present the fund is meeting all its obligations.

3. Legislative amendments

The following legislative amendments were proposed in line with recommendations of the 11th Actuarial Report:

i. Increase the contribution rate to 17.2 percent.

ii. The parameters of the system should be automatically adjusted and the minimum pension should be frozen until it is at most 80 per cent of the minimum wage.

iii. Gradually increase from 60 to 65 the age at which the full NIS pension may be received, by reducing pensions by 6 percent for each year of retirement before the stipulated retirement age.

These recommendations were reassessed in the 11th Actuarial Review. The results of this review will be made public once it has been laid in Parliament.

4. Summary of material accounting policies

The principal accounting policies adopted in the preparation of the special purpose financial statements are set out below. The policies have been consistently applied to all years presented, unless otherwise stated.

a. Basis of preparation

These special purpose financial statements are prepared in accordance with the financial reporting provisions of The National Insurance Act. In cases where the financial reporting provision is not clear or does not address particular situations, reference is made to IFRS Accounting Standards for guidance in determining NIBTT's accounting policy. The Board and management of NIBTT are currently reviewing its financial reporting framework to determine whether it can in the future prepare its special purpose financial statements in accordance with IFRS Accounting Standards as issued by the International Accounting Standards Board.

These special purpose financial statements are the unconsolidated financial statements of NIBTT. NIBTT does not prepare consolidated financial statements. Further, these special purpose financial statements are prepared on the historical cost basis, except for the following items in the statement of financial position:

- Investment securities are measured at fair value.
- Investment properties are measured at fair value.
- Investments in subsidiary companies are measured at fair value.
- Artwork and freehold properties classified as property and equipment are measured at fair value.
- The defined benefit asset/liability is recognised as plan assets, plus unrecognised past service cost, less the present value of the defined benefit obligation and based on actuarial valuations.

The preparation of these special purpose financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets, liabilities, income and expenses.

The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstances, the results of which form the basis of making the judgements about carrying values of assets and liabilities that are not readily apparent from other sources. Actual results may differ from these estimates.

Information about critical estimates in applying accounting policies that have the most significant effect on the amounts recognised in the special purpose financial statements is included in Note 4q.

b. Right-of-use assets and lease liabilities

The NIBTT assesses at contract inception whether a contract is, or contains, a lease. That is, if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

4. **Summary of material accounting policies** (continued)

b. **Right-of-use assets and lease liabilities** (continued)

The NIBTT as a lessee

The NIBTT applies a single recognition and measurement approach for all leases, except for short-term leases and leases of low-value assets. The NIBTT recognises lease liabilities to make lease payments and right-of-use assets representing the right to use the underlying assets.

i. **Right-of-use assets**

The NIBTT recognises right-of-use assets at the commencement date of the lease (i.e., the date the underlying asset is available for use). Right-of-use assets are measured at cost, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities recognised, initial direct costs incurred, and lease payments made at or before the commencement date less any lease incentives received. Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the assets, as follows:

- Land and building 3 – 10 years
- Office equipment 3 – 4 years

If ownership of the leased asset transfers to the NIBTT at the end of the lease term or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset. The right-of-use assets are also subject to impairment.

ii. **Lease liabilities**

At the commencement date of the lease, the NIBTT recognises lease liabilities measured at the present value of lease payments to be made over the lease term.

In calculating the present value of lease payments, the NIBTT uses its incremental borrowing rate at the lease commencement date, if the interest rate implicit in the lease is not readily determinable. After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is re-measured if there is a modification, a change in the lease term, a change in the lease payments (e.g., changes to future payments resulting from a change in an index or rate used to determine such lease payments) or a change in the assessment of an option to purchase the underlying asset.

4. **Summary of material accounting policies** (continued)

b. **Right-of-use assets and lease liabilities** (continued)

iii. **Short-term leases and leases of low-value assets**

The NIBTT applies the short-term lease recognition exemption to its short-term leases of machinery and equipment (i.e., those leases that have a lease term of 12 months or less from the commencement date and do not contain a purchase option). It also applies the lease of low-value assets recognition exemption to leases of office equipment that are considered to be low value. Lease payments on short-term leases and leases of low value assets are recognised as expense on a straight-line basis over the lease term. The NIBTT recognised rent expense from low-value leases of $1.22 million for the year ended 30 June 2025 (2024: $1.38 million).

c. **Investment in subsidiary companies**

Subsidiaries are all entities over which the NIBTT has the power to govern the financial and operating policies, generally accompanying a shareholding of more than one-half of the voting rights. These are as follows:

Companies	**Percentage ownership 2025**	**2024**
National Insurance Property Development Company Limited (NIPDEC)	100%	100%
Trinidad and Tobago Mortgage Bank (TTMB) [formerly Trinidad and Tobago Finance Company Limited (TTMF)] Class A shares	51%	51%
Trinidad and Tobago Mortgage Bank (TTMB) [formerly Trinidad and Tobago Finance Company Limited (TTMF)] Class B shares	100%	100%

Investment in subsidiary companies are initially recorded at cost and adjusted to fair market value based on valuations conducted by an independent professional valuator. Gains and/or losses arising from the change in fair value are included in the statement of comprehensive loss.

Investment in subsidiary companies are valued by an independent valuator and are based on the assumption that they will continue to operate as going concerns and that the principal activities and legal structure of the companies will remain unchanged. TTMB was valued utilizing primarily the market comparable and the adjusted net asset value approach with the adjusted net asset value continuing to be the primary valuation method used for NIPDEC. The Board deems these approaches to be most applicable to the individual entities.

4. Summary of material accounting policies (continued)

d. Foreign currency

i. Functional and presentation currency

Items included in these special purpose financial statements are measured using the currency of the primary economic environment in which the entity operates ("the functional currency"). These special purpose financial statements are presented in Trinidad and Tobago dollars, which is NIBTT's functional and presentation currency, unless otherwise stated.

ii. Foreign currency

Transactions in foreign currencies are initially recorded at the exchange rates ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are expressed in Trinidad and Tobago dollars at the rate of exchange ruling on the reporting date as obtained from the Central Bank of Trinidad & Tobago. All differences arising are taken to the statement of comprehensive loss.

Non-monetary items that are measured in terms of historical cost in a foreign currency are translated using the exchange rates as at the dates of the initial transactions. Non-monetary items measured at fair value in a foreign currency are translated using the exchange rates at the date when the fair value was determined.

e. Cash and cash equivalents

Cash and cash equivalents, for the purpose of the statement of cash flows, represent cash and bank balances and highly liquid investments with a maturity period of three months or less.

f. Financial assets

Classification and measurement

Financial assets are recognized initially at fair value plus, in the case of investments not at fair value through profit or loss, directly attributable transaction costs. Transaction costs of financial assets carried at fair value through profit or loss are expensed in the statement of comprehensive loss.

Purchase or sales of financial assets are recognized on the trade date, which is the date on which NIBTT commits to purchase or sell the asset.

NIBTT's financial assets include cash and cash equivalents, investment securities, mortgage advances and other assets.

4. **Summary of material accounting policies** (continued)

f. **Financial assets** (continued)

Classification and measurement (continued)

NIBTT has applied IFRS 9 and classifies its financial assets in the following measurement categories:

(i) Amortised cost

Assets that are held for collection of contractual cash flows where those cash flows represent solely payments of principal and interest ('SPPI'), and that are not designated at FVPL, are measured at amortised cost (AC). The carrying amount of these assets is adjusted by any ECL allowance recognised. NIBTT classified cash and cash equivalents, mortgage advances and other assets at AC.

(ii) Fair value through other comprehensive income

Assets that are held for collection of contractual cash flows and for selling the financial assets, where the assets' cash flows represent solely payments of principal and interest, are measured at fair value through other comprehensive income (FVOCI). Movements in the carrying amount are taken through other comprehensive income except for the recognition of impairment gains or losses, interest revenue and foreign exchange gains and losses which are recognised in statement of comprehensive loss. NIBTT did not classify any of its financial assets as FVOCI.

(iii) Fair value through profit or loss

Assets that do not meet the criteria for AC or FVOCI are measured at fair value through profit or loss (FVPL). A gain or loss on a debt investment that is subsequently measured at fair value through profit or loss is recognised in the statement of comprehensive loss in the year in which it arises. NIBTT on initial recognition, irrevocably designate a financial asset that otherwise meets the requirements to be measured at AC or FVOCI as FVPL, if doing so eliminates or significantly reduces an accounting mismatch that would otherwise arise. Financial assets held for trading or are managed and whose performance is evaluated on a fair value basis, are measured at fair value through statement of comprehensive loss. NIBTT classified investment securities at FVPL.

<u>Debt instruments</u>

Debt instruments are those instruments that meet the definition of a financial liability from the issuer's perspective, such as mortgage advances, government and corporate bonds and floating NAV mutual funds.

4. **Summary of material accounting policies** (continued)

f. **Financial assets** (continued)

Classification and measurement (continued)

Equity instruments

Equity instruments are instruments that meet the definition of equity from the issuer's perspective; that is, instruments that do not contain a contractual obligation to pay and that evidence a residual interest in the issuer's net assets. Examples of equity instruments include basic ordinary shares. Subsequent to initial recognition, NIBTT measures all equity investments at fair value, and changes in the fair value of equity instruments are recognised in the statement of comprehensive loss.

Classification and subsequent measurement of debt and equity instruments depend on:

a. NIBTT's business model for managing the asset; and
b. the cash flow characteristics of the asset.

NIBTT performed a detailed analysis of its business models for managing financial assets and analysis of their cash flow characteristics.

Business model assessment

The business model reflects how NIBTT manages the assets in order to generate cash flows. Factors considered by NIBTT in determining the business model include:

- past experience on how these cash flows were collected.
- the past and future objectives of the portfolio. Specifically, whether NIBTT's objective is solely to collect contractual cash flows or to collect both contractual cash flows and cash flows from the sale of the assets.
- determination of assets performance and how this is evaluated and reported to key management personnel; and
- NIBTT's assessment of risk and how these are managed.

NIBTT's main objective for holding financial assets is to provide liquidity support to its Insurance Operations. Securities held for trading are held principally for the purpose of selling in the near term or are part of a portfolio of financial instruments that are managed together and for which there is evidence of a recent actual pattern of short-term profit-taking. These securities are classified in the business model and measured at FVPL. An assessment was performed by NIBTT which noted that there would be a liquidity gap in the near future resulting in NIBTT having to sell some of its financial assets. Therefore, the main factor affecting how NIBTT manages its investment portfolio is future liquidity requirements.

4. **Summary of material accounting policies** (continued)

f. **Financial assets** (continued)

Classification and measurement (continued)

The solely payments of principal and interest (SPPI) test

Where the business model is to hold assets to collect contractual cash flows or to collect contractual cash flows and sell, NIBTT assesses whether the financial assets' cash flows represent solely payments of principal and interest. In making this assessment, NIBTT considers whether the contractual cash flows are consistent with a basic lending arrangement i.e. interest includes consideration for the time value of money, credit risk, other basic lending risks and a profit margin that is consistent with a basic lending arrangement. Where the contractual terms introduce exposure to risk or volatility that are inconsistent with a basic lending arrangement, the related financial asset is classified and measured at FVPL.

NIBTT reclassifies debt instruments when and only when its business model for managing those assets changes. The re-classification takes place from the start of the first reporting year following the change. Such changes are expected to be very infrequent, and none occurred during the current year.

Recognition and de-recognition

NIBTT's financial assets and financial liabilities are recognised in the statement of financial position when it becomes party to the contractual obligation of the instrument. A financial asset is derecognised when the right to receive the cash flows from the asset has expired or where NIBTT has transferred all the risks and rewards of ownership of the asset. A financial liability is derecognised when the obligation under the liability is discharged, cancelled or expires.

On de-recognition of a financial asset measured at amortised cost, the difference between the asset's carrying amount and the sum of the consideration received is recognised in the statement of comprehensive loss. In addition, on de-recognition of an investment in a debt instrument classified as at fair value through other comprehensive income, the cumulative gain or loss previously accumulated in the fair value reserve is reclassified to the statement of comprehensive loss.

4. **Summary of material accounting policies** (continued)

f. **Financial assets** (continued)

Modification of financial assets

If the terms of financial assets have been modified, NIBTT assesses whether or not the new terms are substantially different to the original terms. If the terms are substantially different, NIBTT derecognises the original financial assets and recognises a new financial asset at fair value. The date of modification is consequently considered to be the date of initial recognition for impairment purposes, including for the purpose of determining whether a significant increase in credit risk has occurred. NIBTT also assesses whether the new financial asset is deemed to be credit impaired at initial recognition. Differences in the carrying amount are also recognized in statement of comprehensive loss as a gain or loss on derecognition.

If the terms are not substantially different, the modification of the terms do not result in derecognition and NIBTT recalculates the gross carrying amount based on the revised cash flows and recognises a modification gain or loss in the statement of comprehensive loss. The new gross carrying amount is recalculated by discounting the modified cash flows at the original effective interest rate (or credit adjusted effective interest rate for purchased or originated credit impaired financial assets).

Impairment of financial assets

With respect to impairment of financial assets, NIBTT applied a simplified approach of recognizing expected credit loss (ECL) for contributions receivable. Cash and cash equivalents are short term funds placed with reputable financial institutions and the risk of default is considered to be low, therefore ECL was determined to be nil.

The measurement of the ECL allowance for contributions receivable, measured at amortised cost, is an area that requires the use of models and significant assumptions about future economic conditions and credit behaviour (e.g. the likelihood of employer's defaulting and the resulting losses). A number of significant judgements are also required in applying the accounting requirements for measuring ECL, such as:

- determining criteria for significant increase in credit risk.
- choosing appropriate models and assumptions for the measurement of ECL.
- establishing groups of similar employers for the purposes of measuring ECL.
- determination of default for contributions receivable.
- establishing the number and relative weightings of forward-looking scenarios for each type of employers and the associated ECL.

NIBTT reviewed and validates the models and inputs to the models to reduce any differences between ECL estimates and actual credit loss experience.

4. **Summary of material accounting policies** (continued)

g. **Mortgage advances**

Mortgage advances are financial assets with fixed or determinable payments and are not quoted in an active market created by NIBTT providing money to a debtor other than those created with the intention of short-term profit sharing. Such assets are stated at amortised cost, net of any advances for credit losses using the effective interest method.

Mortgage advances are measured net of provisions for impairment. A mortgage advance is classified as impaired (non-performing) when there is objective evidence that NIBTT will not be able to collect all amounts due according to the original contractual terms of the loan. Objective evidence of impairment includes observable data that comes to the attention of NIBTT such as:

- Significant financial difficulties of the borrower
- Actual delinquencies
- Adverse change in the payment status of a borrower
- Bankruptcy or reorganisation by the borrower.

If there is objective evidence that an impairment loss on mortgage advance has been incurred, the amount of the allowance for impairment is measured as the difference between the carrying amount and the recoverable amount, being the present value of expected future cash flows, including amounts recoverable from guarantees and collateral, discounted at the original effective interest rate of loans.

The allowance which is made during the year, less amounts released, and recoveries of bad debts previously written off, is charged against the revenue and expenditure accounts. When a loan is deemed uncollectible, it is written off against the related allowance for losses.

NIBTT reviews its problem mortgage advances at each reporting date to assess whether an allowance for impairment should be recorded in the statement of comprehensive loss. In particular, judgement by management is required in the estimation of the amount and timing of future cash flows when determining the level of allowance required. Such estimates are based on assumptions about a number of factors and actual results may differ, resulting in future changes to the allowance.

In addition to specific allowances against individually significant mortgage advances, NIBTT also makes a collective impairment allowance where applicable, against exposures which, although not specifically identified as requiring a specific allowance, have a greater risk of default than when originally granted. This takes into consideration factors such as any deterioration in country risk, industry, and technological obsolescence, as well as identified structural weaknesses or deterioration in cash flows.

4. **Summary of material accounting policies** (continued)

h. Investment properties

Investment properties are properties held by NIBTT to earn rental income or for capital appreciation or both. Property held for undetermined future use is regarded as investment properties, as such is held for capital appreciation.

Some properties comprise a portion that is held to earn rental income or for capital appreciation and another portion that is held for use in providing services or for administrative purposes. If these portions can be sold separately or leased out separately under a finance lease, NIBTT accounts for the portions separately as investment properties or property and equipment (Note 4 i) respectively. If the portions cannot be sold separately, the property is classified as investment property, only if an insignificant portion is held for use in providing services or for administrative purposes. Otherwise, it is considered property, and equipment (Note 4 i).

Investment properties are initially measured at cost. After initial recognition, investment properties are measured at fair value based on valuations conducted by an independent professional valuator. The fair value of the investment properties as at June 30, 2025 were however, determined by internal valuations carried out by management. Gains and losses arising from the change in fair value are included in the statement of comprehensive loss.

The valuators have adopted standard valuation methods and assumed good title, vacant possession and no unduly restrictive covenants or onerous or unusual outgoings running with the land.

Investment properties are derecognised either when they have been disposed of (i.e., at the date the recipient obtains control) or when they are permanently withdrawn from use and no future economic benefit is expected from their disposal. The difference between the net disposal proceeds and the carrying amount of the asset is recognised in the statement of comprehensive loss in the period of derecognition. In determining the amount of consideration from the derecognition of investment property the NIBTT considers the effects of variable consideration, existence of a significant financing component, non-cash consideration, and consideration payable to the buyer (if any).

If an investment property becomes owner-occupied, it is reclassified as property and equipment, and its fair value at the date of reclassification becomes its cost for subsequent accounting purposes.

4. **Summary of material accounting policies** (continued)

i. **Property and equipment**

Property held for future use as owner-occupied property, property held for future development and subsequent use as owner-occupied property, property occupied by employees and owner-occupied property awaiting disposal are deemed to be property and equipment.

Property and equipment are stated at historical cost less accumulated depreciation and impairment losses except for artwork and freehold properties which are stated at valuations conducted by independent professional valuators every 3 years. Freehold properties were professionally valued in June 2022 using the market approach (Note 5). The fair value of the freehold properties as at June 30, 2025 were, however, determined by internal valuations carried out by management. Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, only when it is probable that future economic benefits associated with the item will flow to NIBTT and the cost of the item can be measured reliably.

All other repairs and maintenance are charged to the statement of comprehensive loss during the financial year in which they are incurred.

If an asset's carrying value is increased as a result of a revaluation, the increase is credited directly to reserves under the heading revaluation reserve. If an asset's carrying value is decreased as a result of a revaluation, the decrease is debited directly to equity to the extent of any credit balance existing in the revaluation reserve in respect of that asset. Any decrease in excess of this amount is recognised in the statement of comprehensive loss.

Additionally, for those assets that are revalued as at the statement of financial position date, the accumulated depreciation for the revalued assets are credited to the revaluation reserve. The accumulated depreciation for revaluated assets is therefore brought to zero.

Depreciation is provided on a straight-line basis at varying rates sufficient to write-off the cost/market value respectively of the assets over their estimated useful lives. The rates used are as follows:

Freehold and leasehold properties	- 2% on buildings
Improvements to premises:	
Owned	- Equal annual instalments over a period of ten years
Leased	- Equal annual instalments over the period of the lease
Machinery, equipment, furniture and fittings:	- 7.5% – 25%
Artwork and motor vehicles	- 25%

Gains and losses on disposal of property and equipment are determined by comparing proceeds with their carrying amount and are recognised in the statement of comprehensive loss.

4. **Summary of material accounting policies** (continued)

j. **Property available for sale**

Property available for sale is carried at cost less provisions for impairment. The provision is estimated as the difference between the cost and the selling price of the units available for sale less the estimated cost to complete the units.

k. **Provisions**

Provisions are recognised when: the NIBTT has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation; and the amount has been reliably estimated. Provisions are not recognised for future operating losses. Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small. Provisions are measured at the present value of the expenditures expected to be required to settle the obligation using pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the obligation. The increase in the provision due to passage of time is recognised as interest expense.

l. **Basis of allocation**

Contribution income and other income have been allocated to the various fund accounts on the basis set out in the Actuarial review.

i. Contribution income

Contribution income is allocated as follows:	**2025** %	**2024** %
Long-term benefits fund	89	89
Short-term benefits fund	6	6
Employment injury benefit fund	5	5
	100	100

ii. Other income

Other income comprising investment income less expenses, penalty income and pension asset income is allocated to the benefit funds in the ratio of their opening fund balances. Investment expenses comprise direct staff costs and overhead expenses of the investments department and other direct expenses including mortgage management fees and provisions for diminution in value of investments.

4. **Summary of material accounting policies** (continued)

l. **Basis of allocation** (continued)

iii. Fund ratios

Based on the recommendations of the eighth actuarial review and maintained in the ninth and tenth actuarial reviews, NIBTT implemented the following: short-term benefit fund and employment injury benefit fund balances will be maintained at 2.0 times and 10 times the respective benefits incurred during the current year, the remaining excess of income over expenditure is to be allocated to the long-term benefit fund.

These fund allocations are based solely on the ratios recommended by the independent actuary and do not represent NIBTT's liability to beneficiaries at 30 June 2025.

m. **Employee benefits**

i. Short-term

Employee benefits are all forms of consideration given by NIBTT in exchange for service rendered by its employees. These include current or short-term benefits such as salaries, bonuses, NIS contributions and annual leave. It also includes non-monetary benefits such as, medical care and loans; post-employment benefits such as pensions; and other long-term employee benefits such as termination benefits.

Employee benefits that are earned as a result of past or current service are recognised in the following manner: short-term employee benefits are recognised as a liability, net of payments made and charged as expense. Post-employment benefits are accounted for as described below.

ii. Post-employment

NIBTT contributes to a defined benefit staff pension plan which covers all qualifying employees. Members contribute 5% (2024: 5%) of their pensionable salaries to the plan, whilst NIBTT currently contributes 14% (2024: 14%). All permanent employees are eligible for membership and temporary employees under certain conditions.

The asset recognised in the statement of financial position in respect of defined benefit pension plan is the present value of the defined benefit obligation at the end of the reporting year less the fair value of plan assets. The defined benefit obligation is calculated annually by independent actuaries using the projected unit credit method. The present value of the defined benefit obligation is determined by discounting the estimated future cash outflows using interest rates of high-quality corporate bonds that are denominated in the currency in which the benefits will be paid, and that have terms to maturity approximating to the terms of the related pension obligation.

4. **Summary of material accounting policies** (continued)

m. **Employee benefits** (continued)

ii. Post-employment (continued)

In countries where there is no deep market in such bonds, the market rates on the government bonds are used. Actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are charged or credited to the statement of comprehensive loss in the year in which it arises. Past-service costs are recognised immediately in income.

n. **Determination of fair values**

A number of NIBTT's accounting policies and disclosures require the determination of fair value, for both financial and non-financial assets. Fair values have been determined for measurement and/or disclosure purposes based on the following methods.

When applicable, further information about the assumptions made in determining fair values is disclosed in the notes specific to that asset or liability.

i. Investment securities

Investment securities are measured at their fair values based on quoted market prices. Where the instrument is not actively traded or quoted on recognised exchanges, fair value is determined using discounted cash flow analysis, recent arm's length transaction and other valuation techniques. Professional valuations are also used to value these securities. Where fair value cannot be reliably measured, it is determined by using internally developed models.

The NIBTT uses the following hierarchy for determining and disclosing the fair value of financial instruments by valuation techniques.

Level 1

Included in the Level 1 category are financial assets and liabilities that are measured in whole or in part by reference to published quotes in an active market. A financial instrument is regarded as quoted in an active market if quoted prices are readily and regularly available from an exchange, dealer, broker, industry group, pricing service or regulatory agency and those prices represent actual and regularly occurring market transactions on an arm's length basis.

4. Summary of material accounting policies (continued)

n. Determination of fair values (continued)

i. Investment securities (continued)

Level 2

Included in the Level 2 category are financial assets and liabilities that are measured using a valuation technique based on assumptions that are supported by prices from observable current market transactions and for which pricing is obtained via pricing services, but where fair values based on broker quotes, investments in private equity funds with fair values obtained via fund managers and assets that are valued based using its own models whereby the majority of assumptions are market observable.

Level 3

Included in the Level 3 category are financial assets and liabilities that are not quoted as there are no active markets to determine a price. These financial instruments are held at cost, being the fair value of the consideration paid for the acquisition of the investment and are regularly assessed for impairment.

ii. Investment in subsidiary companies

An external, independent valuation company, having appropriate recognised professional qualifications and experience is used to value NIBTT's investment in subsidiary companies. In determining the value of subsidiary companies, three (3) valuation methods were considered. The three valuation approaches are income approach, market approach and asset (or cost) approach. The approach best suited to each subsidiary is used to value NIBTT investment in subsidiary companies at year end.

iii. Investment properties and property at fair value

An external, independent valuation company, having appropriate recognised professional qualifications and recent experience in the location and category of property being valued, are typically used by NIBTT to value its investment property portfolio. However, for June 30, 2025, the value of all investment properties was determined by internal valuations carried out by management. The fair values are based on market values, being the estimated amount for which a property could be exchanged on the date of the valuation between a willing buyer and a willing seller in an arm's length transaction after proper marketing wherein the parties had each acted knowledgeably and willingly.

4. **Summary of material accounting policies** (continued)

n. **Determination of fair values** (continued)

iv. Other

The carrying amounts of financial assets and liabilities, included under other assets, cash and cash equivalents and other liabilities, approximate their fair values because of the short-term maturities on these instruments. The carrying values of fixed deposits are assumed to approximate fair value due to their term to maturity not exceeding one year.

o. **Revenue recognition**

i. Contribution

Contribution income is generally accounted for on the cash basis. An accrual is made at the statement of financial position date to take account of employers that have not settled amounts due up to the statement of financial position date. The amount due is estimated using the average of payments made for the past twelve months and applying the average contribution amount to the periods not paid by reference to the date last paid. An expected credit loss is recognised on contributions receivable.

ii. Interest income

Interest income is recognised using the effective interest method. Interest income is calculated by applying the effective interest rate to the gross carrying amount of financial assets, except for:

- Purchased or originated credit-impaired financial assets, for which the original credit-adjusted effective interest rate is applied to the amortised cost of the financial asset.
- Financial assets that are not purchased or originated credit-impaired but have subsequently become credit-impaired, for which interest revenue is calculated by applying the effective interest rate to their amortised cost i.e. net of the expected credit loss provision.

p. **Benefits**

Benefit expenditure is generally accounted for on a cash basis. Benefits paid in the final month of the year which relate to the following year are reflected as a prepayment at the statement of financial position date.

4. Summary of material accounting policies (continued)

q. Significant accounting estimates and judgements

The preparation of these special purpose financial statements requires management to make judgments, estimates and assumptions that affect the reported amounts of revenues, expenses, assets and liabilities, and the disclosure of contingent liabilities, at the reporting date. However, uncertainty about these assumptions and estimates could result in outcomes that require a material adjustment to the carrying amount of the asset or liability affected in the future. These assumptions include the following and are further described within accounting policies and the respective notes:

- Impairment losses on contributions receivable ((Note 12 and 25)
- Fair valuation of financial and non-financial assets ((Notes 5 to 8)
- Employee benefits (Note 13)
- Fair value of investment in subsidiary companies (Note 7)
- Fair value of investment properties and property at fair value (Note 5 and 6)

5. Property and equipment

	Land freehold/ leasehold buildings $'000	Machinery equipment furniture and fittings $'000	Motor vehicles $'000	Art $'000	Total $'000
Year ended 30 June 2025					
Cost/valuation at beginning of year	278,414	74,469	4,901	1,568	359,352
Additions	41,894	984	1,567	–	44,445
Revaluation	(1,100)	–	–	–	(1,100)
Adjustments/disposals	919	82	(2,043)		(1,042)
At the end of year	320,127	75,535	4,425	1,568	401,655
Accumulated depreciation at beginning of year	43,874	62,962	3,952	51	110,839
Current year charge	7,055	3,932	829	68	11,884
Disposal/adjustments	(779)	919	(2,222)		(2,081)
At the end of year	50,150	67,813	2,559	119	120,641
Net book value	269,977	7,722	1,866	1,449	281,014

5. Property and equipment (continued)

	Land freehold/ leasehold buildings $'000	Machinery equipment furniture and fittings $'000	Motor vehicles $'000	Art $'000	Total $'000
Year ended 30 June 2024					
Cost/valuation at beginning of year	233,334	80,221	4,648	1,568	319,771
Additions	45,080	2,172	253		47,505
Adjustments/transfers	–	(7,924)	–	–	(7,924)
At the end of year	278,414	74,469	4,901	1,568	359,352
Accumulated depreciation at beginning of year	39,526	66,496	3,311	–	109,333
Current year charge	4,348	4,364	641	51	9,404
Disposal/adjustments	–	(7,898)	–	–	(7,898)
At the end of year	43,874	62,962	3,952	51	110,839
Net book value	234,540	11,507	949	1,517	248,513

Note:

Valuation of land and freehold and leasehold buildings has been expressed by way of open market values as determined by valuations conducted by independent professional valuators every 3 years. For June 30, 2025, however, market values were determined by internal valuations carried out by management.

5a. Work in Progress

Work in progress represents the cost of hardware and software licences for the change out of forty-nine (49) modules that affect nine (9) priority areas of the operations of the National Insurance Board of Trinidad and Tobago. These modules are expected to be implemented in the next financial period of the Board.

6. Investment properties

	1 July 2024 $'000	Additions/ (disposals) $'000	Appreciation/ (depreciation) in fair value $'000	Transfers $'000	2025 $'000
Buildings	99,252	–	(1,500)	–	97,752
Land	184,050	–	19,150	–	203,200
	283,302	–	17,650	–	300,952

	1 July 2023 $'000	Additions/ (disposals) $'000	Appreciation/ (depreciation) in fair value $'000	Transfers $'000	2024 $'000
Buildings	121,881	(15,558)	(7,071)	–	99,252
Land	181,600	–	2,450	–	184,050
	303,481	(15,558)	(4,621)	–	283,302

Rental income from investment properties during the year amounted to $5.15 million (2024: $6.58 million). Direct operating expenses incurred on investment properties during the year amounted to $2.24 million (2024: $3.5 million).

The valuation of the investment properties are typically conducted by an independent professional valuator in accordance with the Royal Institute of Chartered Surveyors valuation – professional standards. For June 30, 2025, the value of all investment properties was determined by internal valuations carried out by management.

The Income Approach which considers a property's potential cash flow and analyses the present worth of the anticipated future benefits to the owner over an assumed holding period was the methodology used to value the buildings.

The market approach and residual technique were utilised for the valuation of land. The market approach measures the value of a property by comparing recent sales or offerings of similar or substitute property and related market data. The residual technique begins with an estimate of gross proceeds of sale that are expected from the sale of developed lots in the proposed sub-division. All costs (hard and soft) associated with the development of the proposed sub-division, together with an allowance for entrepreneurial profit are then deducted from the estimated gross proceeds of sale. Development costs obtained from engineers and entrepreneurial profit is based on discussions with developers. This technique was utilised in the valuation of the lands at Palmiste.

For all other properties where the market approach was adopted the value in the special purpose financial statements are based on its highest and best use.

7. Investment in subsidiary companies

The investments in subsidiary companies comprise the following companies reported at fair value:

	2025 $'000	2024 $'000
NIPDEC	213,420	202,970
TTMB (formerly TTMF)	1,785,600	1,748,400
	1,999,020	1,951,370

Movement in the carrying value of investments in subsidiaries is as follows:

2025	NIPDEC $'000	TTMB $'000	HMB $'000	Total $'000
Balance as at 30 June 2024	202,970	1,748,400	–	1,951,370
Market value adjustments	10,450	37,200	–	47,650
Balance as at 30 June 2025	213,420	1,785,600	–	1,999,020

2024	NIPDEC $'000	TTMF $'000	HMB $'000	Total $'000
Balance as at 30 June 2023	176,350	561,000	1,100,000	1,837,350
Sales/Transfers	–	1,100,000	(1,100,000)	–
Market value adjustments	26,620	87,400	–	114,020
Balance as at 30 June 2024	202,970	1,748,400	–	1,951,370

7. **Investment in subsidiary companies** (continued)

The cost of investment in subsidiaries is as follows:

2025	**NIPDEC $'000**	**TTMB $'000**	**HMB $'000**	**Total $'000**
Balance as at 30 June 2024	25,000	1,107,200	–	1,132,200
	-	-	-	-
Balance as at 30 June 2025	25,000	1,107,200	–	1,132,200

2024	**NIPDEC $'000**	**TTMF $'000**	**HMB $'000**	**Total $'000**
Balance as at 30 June 2023	25,000	7,200	496,404	528,604
Purchases/Transfers	–	1,100,000	–	1,100,000
Sale	–	–	(496,404)	(496,404)
Balance as at 30 June 2024	25,000	1,107,200	–	1,132,200

The Board of Directors of the National Insurance Board of Trinidad and Tobago (NIBTT) at the 560th Board Meeting held on November 3, 2023, agreed on the mechanism to give effect to the merger of the Home Mortgage Bank (HMB) and the Trinidad and Tobago Mortgage Finance Company (TTMF). The current ordinary shares held by the NIBTT and the Government of Trinidad and Tobago (GORTT) in TTMF will remain unchanged at the current ownership percentage of 51/49 respectively and will carry the rights and obligations attached to these shares currently including the right to vote. Under the merger, NIBTT's shareholding in HMB will be 'transferred' to TTMF and HMB's assets transferred to TTMF via a distribution in specie. As consideration for the transfer of NIBTT's shares in HMB, NIBTT was assigned Non-Voting, Convertible, Ordinary Shares designated Class 'B' Shares.

On January 17, 2024, the transaction took effect, with the NIBTT purchasing two million, three hundred and sixty-nine thousand, five hundred and eighty-three (2,369,583) Class B Ordinary Shares in the TTMF for a total subscription price of One Billion One Hundred Million Dollars ($1,100,000,000). The merged entity now being branded the Trinidad and Tobago Mortgage Bank (TTMB). The fair value measurement for investment in subsidiary companies has been categorized as level 2 based on the input to the valuation techniques used.

8. Investment securities

	2025 $'000	2024 $'000
Fair value through profit or loss:		
Bonds (8 i.)	5,606,428	7,179,230
Equities (8 ii.)	15,641,106	15,104,750
Mutual funds (8 iii.)	104,485	105,670
	21,352,019	22,389,650

The analysis below shows the composition of the various investment categories.

i. *Bonds*

Foreign	434,890	989,484
Government	3,271,834	3,990,665
Corporate	1,899,704	2,199,081
	5,606,428	7,179,230

Local and corporate bonds earn interest at rates varying between to 2.30% and 9.00% (2024: 2.00% and 9.00%).

ii. *Equities*	2025 $'000	2024 $'000
Quoted		
Foreign	8,021,052	6,812,428
Local	7,543,845	8,170,163
Unquoted	76,209	122,159
	15,641,106	15,104,750

iii. *Mutual funds*

Quoted		
Local	45,360	48,000
Unquoted	59,125	57,670
	104,485	105,670

8. Investment securities (continued)

The following table shows an analysis of investment securities recorded at fair value by level of fair value hierarchy:

30 June 2025	Level 1 $'000	Level 2 $'000	Level 3 $'000	Total $'000
Bonds	434,890	5,171,538	–	5,606,428
Equities	15,564,897	74,560	1,649	15,641,106
Mutual funds	45,360	–	59,125	104,485
	16,045,147	5,246,098	60,774	21,352,019

30 June 2024	Level 1 $'000	Level 2 $'000	Level 3 $'000	Total $'000
Bonds	923,222	6,256,008	–	7,179,230
Equities	14,982,591	120,512	1,647	15,104,750
Mutual funds	48,000	–	57,670	105,670
	15,953,813	6,376,520	59,317	22,389,650

The following table shows a reconciliation of all movement in the fair value of investment securities categorised within level 3 between the beginning and end of the reporting year:

	2025 $'000	2024 $'000
Balance at the beginning of the year	59,317	58,460
Transfers/Repayments	1,457	857
Net unrealised gain	–	–
Balance at the end of the year	60,774	59,317

9. Mortgage advances

Mortgage balances are stated net of specific allowance for non-performing advances as follows:

	2025 $'000	2024 $'000
Gross mortgage advances	50,743	52,473
Specific allowance for non-performing advances	(50,356)	(52,010)
	387	463

The movement in the specific allowance for non-performing advances was as follows:

	2025 $'000	2024 $'000
Balance as at beginning of the year	52,010	51,880
Movement for the year	(1,654)	130
Balance as at end of the year	50,356	52,010

Mortgage advances earn interest at an average effective rate of 1% (2024: 1%).

10. Property available for sale

In 2004, the NIBTT commenced development of a residential gated community in D'Abadie, O'Meara known as Riverwoods comprising of single-family homes and townhouses. The single-family units were successfully completed in 2017.

	2025 $'000	2024 $'000
The carrying value of properties being developed for sale was arrived at as follows:		
Cost as at 1 July	613	613
Transfer of Cost – additional units	4,564	4,564
Units sold	(1,010)	(1,010)
	4,167	4,167

11. Leases

Below are the carrying amounts of right-of-use assets and lease liabilities recognized and the movements during the year:

2025	Land and building $'000	Office equipment $'000	Total $'000
Right-of-use assets			
Balance – beginning of year	10,479	257	10,736
Additions	11,117	-	11,117
Depreciation expense	(6,270)	(220)	(6,490)
Balance – end of year	15,327	37	15,364
Lease liabilities			
Balance – beginning of year	10,569	264	10,833
Additions	11,117	-	11,117
Accretion of interest	293	4	297
Principal payments	(6,364)	(229)	(6,593)
Balance – end of year	15,615	39	15,654
Current			6,789
Non-current			8,865

The following amounts are recognized in the statement of comprehensive loss:

	2025 $'000	2024 $'000
Depreciation expense of right-of-use assets	6,490	6,827
Interest expense on lease liabilities	297	384
	6,787	7,211

11. **Leases** (continued)

2024	**Land and building $'000**	**Office equipment $'000**	**Total $'000**
Right-of-use assets			
Balance – beginning of year	8,382	1,057	9,439
Additions	8,124	–	8,124
Depreciation expense	(6,027)	(800)	(6,827)
Balance – end of year	10,479	257	10,736
Lease liabilities			
Balance – beginning of year	8,244	2,040	10,284
Additions	8,124	–	8,124
Accretion of interest	366	18	384
Principal payments	(6,165)	(1,794)	(7,959)
Balance – end of year	10,569	264	10,833
Current			6,142
Non-current			4,691

13. Post-employment benefit

The amounts recognised in the statement of financial position are as follows:

	2025 $'000	2024 $'000
Net asset in statement of financial position		
Present value of defined benefit obligation	1,068,190	1,118,246
Fair value of assets	(1,157,958)	(1,136,177)
Net defined benefit asset	(89,768)	(17,931)
Movement in present value of defined benefit obligation		
Defined benefit obligation at start of year	1,118,246	1,164,208
Current service cost	28,355	28,757
Interest cost	65,798	68,461
Members' contributions	4,555	4,598
Re-measurements		
- Experience adjustments	(104,910)	(100,744)
Benefits paid	(43,854)	(47,034)
Defined benefit obligation at end of year	1,068,190	1,118,246

The defined benefit obligation is allocated between the Plan's members as follows:

	2025	2024
Active	42%	45%
Deferred members	1%	1%
Pensioners	57%	54%

The weighted average duration of the defined benefit obligation 15.9 years.

95% of the value of the benefits for active members is vested.

34% of the defined benefit obligation for active members is conditional on future salary increases.

13. Post-employment benefit (continued)

	2025 $'000	2024 $'000
Movement in fair value of plan assets		
Fair value of plan assets at start of year	1,136,177	1,111,462
Interest income	67,386	65,814
Return on plan assets, excluding interest income	(19,048)	(11,536)
Board contributions	12,742	12,873
Members' contributions	4,555	4,598
Benefits paid	(43,854)	(47,034)
Fair value of plan assets at end of year	1,157,958	1,136,177
Actual return on plan assets	48,338	54,278
Asset allocation		
Regionally listed equities (prices quoted on regional exchanges)	222,109	250,766
Overseas equities (developed markets outside of CARICOM)	310,680	286,334
TT$ Gov't and Gov't Guaranteed bonds (no quoted market prices)	533,964	536,671
TT$ corporate bonds (no quoted market prices)	33,259	34,315
US$ bonds (no quoted market prices)	20,424	13,480
Mortgages (no quoted market prices)	–	–
Local equity/income mutual fund	4,951	4,978
Cash and cash equivalents	32,571	9,633
Fair value of plan assets at end of year	1,157,958	1,136,177

All asset values as at 30 June 2025 were provided by the Plan's Investment Manager (First Citizens Asset Management Limited).

The majority of the Plan's government bonds were issued by the Government of Trinidad and Tobago.

	2025 $'000	2024 $'000
Expense recognised in profit or loss		
Current service cost	28,355	28,757
Net interest on net defined benefit liability/(asset)	(1,588)	2,647
Net pension cost	26,767	31,404

13. **Post-employment benefit** (continued)	**2025 $'000**	**2024 $'000**
Re-measurements recognised in comprehensive loss		
Experience gains	(85,862)	(89,208)
Effect of asset ceiling	-	-
Total amount recognised in loss	(85,862)	(89,208)
Reconciliation of opening and closing statement of financial position entries		
Opening defined benefit liability/(asset)	(17,931)	52,746
Net pension cost	26,767	31,404
Re-measurements recognised in comprehensive loss	(85,862)	(89,208)
Board contributions paid	(12,742)	(12,873)
Closing defined benefit asset	(89,768)	(17,931)

	2025	**2024**
Discount rate	6.5%	6.0%
General salary increases	4.0%	4.0%
Salary increases due to age, merit and promotion	1.0%	1.0%
Total individual salary increases	5.0%	5.0%
Future pension increases	3.0%	3.0%
Life expectancy at age 60 for current pensioner in years		
-Male	22.0	22.0
-Female	26.3	26.2
Life expectancy at age 60 for current members age 40 in years		
-Male	22.9	22.8
-Female	27.1	27.1

Sensitivity analysis	**1%pa lower $000**	**1%pa higher $000**
Discount rate	(135,114)	172,268
Future salary increase	43,810	(38,124)
Future pension increases	118,634	(99,166)

An increase of 1 year in the assumed life expectancies shown above would increase the defined benefit obligation at 30 June 2025 by $21.98 million (2024: $24.172 million).

These sensitivities were calculated by re-calculating the defined benefit obligations using the revised assumptions.

13. Post-employment benefit (continued)

Funding

NIBTT meets the balance of the cost of funding the defined benefit pension plan and must pay contributions at least equal to those paid by members, which are fixed. The funding requirements are based on regular (at least every 3 years) actuarial valuations of the plan and the assumptions used to determine the funding required may differ from those set out above. The last actuarial valuation was performed as at 1 July 2022 and the next valuation due is at 1 July 2025. NIBTT expects to pay contributions of $12.9 million to the pension plan during 2025/26. However, this amount could increase if outstanding pay negotiations are completed during the year.

14. Cash and cash equivalents	**2025 $'000**	**2024 $'000**
Cash at bank (TT$)	1,003,515	1,286,286
Cash at bank (US$)	1,349,692	876,763
Cash at bank (CAD$)	73	–
Money Market Fund (TT$)	2,734	2,684
Money Market Fund (US$)	68,462	221,579
	2,424,476	2,387,312

15. Benefits fund

The benefits fund comprise the following funds:

- Long-term benefits fund which is held to cover retirement pensions, retirement grants, invalidity and survivors' benefits for qualifying persons.
- Short-term benefits fund which is held to cover sickness and maternity benefits and funeral grants for qualifying persons.
- Employment injury benefits fund which is held to cover employment injury benefits to eligible insured persons.

As described in Notes 2 and 4, the benefits fund balances do not represent NIBTT's liability to beneficiaries but instead reflects the allocation of the accumulated fund based on the application of certain ratios as advised by NIBTT's Actuary.

16. Revaluation reserve

The revaluation reserve reflects gains or losses on revaluation of freehold properties.

	2025 $'000	2024 $'000
Opening balance for the year	72,564	72,564
Movement for the year	(1,100)	-
Closing balance for the year	71,464	72,564

17. Other liabilities

	2025 $'000	2024 $'000
Sundry creditors and accruals	343,699	272,118
Provision for other payables	17,968	18,594
	361,667	290,712

18. Net realised investment income

	2025 $'000	2024 $'000
Interest income – local	294,857	342,903
Dividend income – local	454,548	410,791
Rental income	5,152	6,578
Miscellaneous income	46,750	10,673
Income – mutual funds	1,660	1,668
Income – foreign equity	108,234	98,591
Income – foreign bonds	28,972	59,070
Gain on sale of foreign equities	355,304	369,347
Gain/(loss) from foreign exchange	27,625	(40,961)
Total realised investment income	1,323,102	1,258,660
Investment expense	(39,581)	(18,731)
Net realised investment income	1,283,521	1,239,929

	2025 $'000	2024 $'000
19. Net unrealised investment loss		
Local equity	(673,342)	(1,230,218)
Foreign equity	443,677	933,946
Mutual funds	(2,640)	4,400
Foreign bonds	10,656	12,598
Local bonds	(24,487)	(90,294)
	(246,137)	(369,568)
20. Staff salaries, allowances and benefits		
Pension contributions (Note 13)	12,742	12,873
Salaries and other related expenses	149,623	146,658
Group health plan	2,785	2,641
National insurance contributions	7,800	7,534
Training	352	265
Travelling and subsistence	1,585	1,268
Other	214	273
	175,101	171,512
21. Other expenses		
Janitorial	6,320	4,547
Advertising and publicity	1,326	1,208
Bank charges	1,552	1,832
Electricity	2,869	3,043
Insurance	4,460	3,924
Legal and professional	8,211	7,895
Printing stationery and office supplies	1,684	2,006
Rent	2,519	1,780
Repairs and maintenance – equipment	8,555	11,664
Repairs and maintenance – premises	6,964	3,836
Security	6,818	6,234
Pension administration	4,187	4,076
Telephone	8,609	7,555
Interest expense – leases (Note 11)	297	384
Data Processing services	5,409	1,977
Other	9,263	2,386
	79,043	64,347

As at 30 June 2025, administrative expenses amounted to 5.73% (2024: 4.43%) of contribution income and this did not exceed the limit established by NIBTT of 7.5%.

22. Contingent liabilities and capital commitments

i. Pending litigation and outstanding appeals

As at 30 June 2025, there were certain legal proceedings outstanding against NIBTT. No provision has been made as professional advice indicates that it is unlikely that any significant loss will arise.

ii. Industrial relations

A provision of $233.49 million (2024: $186.94 million) has been made in the accounts for wage negotiations up to June 2025 for bargaining units A & B staff.

23. Related party transactions and balances

Parties are considered to be related if one party has the ability to control the other party or exercise significant influence over the other party in making financial or operating decisions. These transactions were carried out on normal terms and conditions at market rates.

The following table provides the total amount of balances and transactions, which have been entered into with related parties for the relevant financial year.

i. Transactions with related parties

During the years ended 30 June 2025 and 2024, NIBTT carried out the following significant transactions with related parties during the course of normal operations:

	2025 $'000	2024 $'000
Net (redemptions)/investments in debt of subsidiary companies	(170,000)	(34,140)
Purchase of investment in subsidiary companies	–	1,100,000
Sale of investment in subsidiary companies	–	(1,100,000)
Interest received	16,345	12,101
	(153,655)	(22,039)

ii. Balances due to/from related parties

The amounts due to/from related companies comprise of the following:		
Balance due to	4,049	6,235
Balance due from	45,302	3,728

23. Related party transactions and balances (continued)

iii. Transactions with key management personnel

In addition to their salaries, NIBTT also provides non-cash benefits to executive officers and contributions to a post-employment defined benefit plan on their behalf. The key management personnel compensations are as follows:

	2025 $'000	2024 $'000
Short-term employee benefits	5,721	5,034
Post-employment benefits	815	1,542
Balance due	6,536	6,576

24. Taxation

The Board was established under the laws of Trinidad and Tobago and is not subject to income, capital gains or other corporate taxes. The Board's operations do not subject it to taxation in any other jurisdictions, except for withholding taxes imposed by certain countries on investment income and capital gains for investments domiciled in those countries.

25. Financial risk management

The NIBTT's activities expose it to credit risk, liquidity risk and market risk. Its principal financial instruments comprise investment securities, mortgage advances, other assets and cash and cash equivalents.

Credit risk

Credit risk is the risk that one party to a financial instrument will fail to discharge an obligation and cause the other party to incur a financial loss. NIBTT is mainly exposed to credit risk with respect to its investment securities (excluding equities), mortgage advances, other assets and cash and cash equivalents. Credit risk is the single largest risk for the Board due to the magnitude of the balances of these assets. Accordingly, the executive management team therefore carefully manages its exposure to credit risk and reports to the Board of Directors regularly. The Board has established a credit quality review process involving regular analysis of the ability of borrowers and other counterparties to meet interest and capital repayment obligations.

The Board limits its exposure to credit risk by investing in liquid securities and with counterparties that have high credit quality. As a consequence, management's expectation of default is low. The Board limits its exposure with respect to its investment portfolio by investing only in securities issued by the Government of Trinidad and Tobago or institutions with high credit worthiness.

25. Financial risk management (continued)

Credit risk (continued)

The Board has documented investment policies which facilitate the management of credit risk on investment securities and resale agreements. The Board's exposure and the credit ratings of its counterparties are continually monitored.

In respect to the mortgage portfolio, constant monitoring is also employed. The necessary contact with mortgagors is maintained to ensure that payments are received in a timely manner, where necessary mortgage re-scheduling is done, which considers the borrowers new financial position. In the event where recovery may seem doubtful, specific loss allowances are made.

Exposure to credit risk on receivables is managed through regular analysis of the ability of continuing customers and new customers to meet repayment obligations.

Cash and cash equivalents are held in financial institutions which management regards as strong and there is no significant concentration. The strength of these financial institutions is continually reviewed by the Mark to Market Committee.

The carrying amount of investment securities (excluding equities), mortgage advances, other assets and cash and cash equivalents represent the maximum credit exposure. The following table shows the maximum exposure to credit risk without taking account of any collateral or other credit enhancements:

	2025 $'000	2024 $'000
Bonds	5,606,428	7,179,230
Mutual funds	104,485	105,670
Mortgage advances	387	463
Contributions receivable	436,407	398,260
Other assets	735,943	648,550
Cash and cash equivalents	2,424,476	2,387,312
Total credit risk exposure	9,308,126	10,719,485

Where financial instruments are recorded at fair value the amounts shown above represent the current credit risk exposure but not the maximum risk exposure that could arise in the future as a result of changes in values.

25. **Financial risk management** (continued)

Credit risk (continued)

The maximum exposure to credit risk for investment securities (excluding equities), mortgage advances, other assets and cash and cash equivalents at the reporting date by location was:

	2025 $'000	2024 $'000
Trinidad and Tobago	9,248,395	9,518,311
North America	19,505	1,151,155
Europe	40,226	50,019
Total geographic concentration	9,308,126	10,719,485

The Board applied the IFRS 9 simplified approach to measuring expected credit losses which uses a lifetime expected loss allowance for all contribution receivables.

To measure the expected credit losses, contribution receivables have been grouped based on shared credit risk characteristics and the days past due. The expected loss rates are based on the payment profiles of contributions over a period of 36 months before 30 June 2025 and the corresponding historical credit losses experienced within this year.

Contribution receivables are written off when there is no reasonable expectation of recovery. Indicators that there is no reasonable expectation of recovery include, amongst others, the failure of a debtor to engage in a repayment plan with the Board, and a failure to make payments for a period of greater than 365 days past due. Impairment losses on contribution receivables are presented as net impairment losses within administrative expenditure. Subsequent recoveries of amounts previously written off are credited against the same line item.

25. Financial risk management (continued)

Credit risk (continued)

On that basis, the loss allowance as at 30 June 2025 and 2024 was determined as follows:

30 June 2025	ECL rate %	Gross contributions receivable $'000	ECL allowance $'000	Net contributions receivable $'000
Current	0.71	396,660	2,820	393,840
More than 30 days	10.96	29,021	3,182	25,839
More than 60 days	35.26	10,619	3,744	6,875
More than 90 days	51.57	15,626	8,059	7,567
More than 180 days	80.01	11,433	9,147	2,286
More than 365 days	100.00	27,649	27,649	–
		491,008	54,601	436,407

30 June 2024	ECL rate %	Gross contributions receivable $'000	ECL allowance $'000	Net Contributions receivable $'000
Current	0.72	366,647	2,640	364,007
More than 30 days	10.98	21,493	2,360	19,133
More than 60 days	34.23	6,963	2,383	4,580
More than 90 days	49.21	13,772	6,777	6,995
More than 180 days	78.36	16,379	12,835	3,544
More than 365 days	100.00	14,362	14,362	–
		439,616	41,357	398,259

25. **Financial risk management** (continued)

Liquidity risk

Liquidity risk is the risk that the Board will encounter difficulty in meeting obligations associated with financial instruments when they fall due under normal and stress circumstances. To mitigate this risk the daily liquidity position for both operational and the payment of benefits is monitored to ensure that the bank accounts are adequately serviced. Transfers are done between bank accounts and the excess of contribution income over benefit payments are taken up and invested to earn above average interest rate margins through investing in high quality, high yielding assets with acceptable risk.

Parliament mandated that benefit payments be made from current monthly contributions as per the National Insurance Act.

The table below analyses the undiscounted cash flows of the Board's financial liabilities into relevant maturity groupings based on the remaining period at the statement of financial position date to the contractual maturity date.

30 June 2025	**Up to one year $'000**	**One to five years $'000**	**Over five years $'000**	**Total $'000**
Financial liabilities				
Lease liabilities	6,788	8,866		15,654
Other liabilities	361,667	–	–	361,667
	368,455	8,866	–	377,321

30 June 2024	**Up to one year $'000**	**One to five years $'000**	**Over five years $'000**	**Total $'000**
Financial liabilities				
Lease liabilities	6,142	4,691	–	10,833
Other liabilities	290,712	–	–	290,712
	296,854	4,691	–	301,545

25. Financial risk management (continued)

Market risk – interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate due to changes in market interest rates. The Board is primarily exposed to interest rate risk with respect to its fixed rate debentures, government securities and bonds.

At the reporting date, the interest rate profile of the Board interest bearing financial instruments was:

Asset allocation - 2025	**<1 mth $'000**	**1-3 mths $'000**	**3 mths- 1 yr $'000**	**1 yr- 5 yrs $'000**	**Over 5 yrs $'000**	**Non-interest bearing $'000**	**Total $'000**
Bonds	247,145	167,062	282,778	3,082,272	1,827,171	–	5,606,428
Equities	–	–	–	–	–	15,641,106	15,641,106
Mutual funds	–	–	–	–	–	104,485	104,485
Other assets	–	–	–	–	–	1,172,350	1,172,350
Cash and cash equivalents	2,098,007	71,196	–	–	–	255,273	2,424,476
Total	2,345,152	238,258	282,778	3,082,272	1,827,171	17,173,214	24,948,845

Asset allocation - 2024	**<1 mth $'000**	**1-3 mths $'000**	**3 mths- 1 yr $'000**	**1 yr- 5 yrs $'000**	**Over 5 yrs $'000**	**Non-interest bearing $'000**	**Total $'000**
Bonds	458,412	93,550	805,472	3,414,935	2,406,861	–	7,179,230
Equities	–	–	–	–	–	15,104,750	15,104,750
Mutual funds	–	–	–	–	–	105,670	105,670
Other assets	–	–	–	–	–	1,046,809	1,046,809
Cash and cash equivalents	1,909,259	224,262	–	–	–	253,791	2,387,312
Total	2,367,671	317,812	805,472	3,414,935	2,406,861	16,511,020	25,823,771

25. **Financial risk management** (continued)

Market risk – interest rate risk (continued)

Fair value sensitivity analysis for variable rate instruments

A change of 100 basis points in interest rates at the year-end would have increase/(decrease) the total funds by the amounts shown below. This analysis assumes that all other variables, in particular foreign currency rates, remain constant. The analysis is performed on the same basis for 2025 and 2024.

	100bp increase $'000	**100bp decrease $'000**
June 2025	(185,900)	185,900
June 2024	(231,928)	231,928

Market risk – currency risk

Currency risk is the risk that the value of a financial instrument will fluctuate due to changes in foreign exchange rates. The Board's exposure to the effects of fluctuations in foreign currency exchange rates arises mainly from its financial assets. The Board has no financial liabilities denominated in currencies other than the reporting currency. The table below summaries the Board's exposure to currency risks:

As at 30 June 2025	**TT $'000**	**US $'000**	**Total $'000**
Financial assets			
Cash and cash equivalents	2,364,745	1,418,228	2,424,476
Bonds	4,073,323	1,533,105	5,606,428
Equities	7,569,771	8,071,335	15,641,106
Mutual funds	104,485	–	104,485
Mortgage advances	387	–	387
Other assets	1,172,350		1,172,350
Total financial assets	15,285,061	11,022,668	24,949,232

25. Financial risk management (continued)

Market risk – currency risk (continued)

As at 30 June 2024	**TT $'000**	**US $'000**	**Total $'000**
Assets			
Cash and cash equivalents	1,006,248	1,418,228	2,424,476
Bonds	4,073,323	1,533,105	5,606,428
Equities	7,569,771	8,071,335	15,641,106
Mutual funds	104,485	–	104,485
Mortgage advances	387	–	387
Other assets	1,172,350	–	1,172,350
Total financial assets	13,926,564	11,022,668	24,949,232

The following significant exchange rates were applied during the year:

	Average mid-rate		**Reporting date spot rate**	
	30 June 2025	**30 June 2024**	**30 June 2025**	**30 June 2024**
USD	6.7361	6.71695	6.7361	6.71695

Sensitivity analysis

A 1% strengthening/weakening of TTD against USD at year end would have decreased/increased the total funds by the amount shown below. This analysis assumes that all other variables, in particular interest rates, remain constant. The analysis is performed on the same basis for 2025 and 2024.

	2025 $'000	**2024 $'000**
TTD + / – 1%	110,218	102,235

25. Financial risk management (continued)

Market risk – equity price risk

Equity price risk is the risk that investments held in the portfolio will fluctuate due to changes in market price.

The Board invests in financial instruments that are traded on registered exchanges. These securities are susceptible to market price risk arising from uncertainties about future prices of the instruments. The Board has set investment objectives to reduce its market risk by setting limits to its exposure by geographical concentration and industry sector. Through ongoing daily control procedures, management closely monitors the exposure of the Board's investment portfolio to changes in market prices and is therefore able to mitigate the market risk resulting from fluctuations in underlying prices.

The table below summarises the Board's exposure to price risk by geographical concentrations:

	2025 $'000	2024 $'000
Trinidad and Tobago	7,569,771	8,292,322
North America	8,071,335	6,812,428
Total geographic concentration	15,641,106	15,104,750

26. Staff complement

The staff complement as at 30 June 2025 was 615 (2024: 639).

27. Subsequent events

In December 2025 the NIBTT concluded negotiations and made final payments to both current and former staff members. This represented compensation for the bargaining period 2014-2016 that was fully provided for in the periods incurred.