



The National Insurance Board  
of Trinidad and Tobago

# Creating Value through Sustainability

ANNUAL REPORT 2020 - 2021





## Vision

To Be an Innovative  
Provider of Relevant  
National Insurance.

## Mission

The Effective Management of  
National Insurance through  
Good Governance, Technological  
Advancements & Empowered  
Employees, to Ensure Quality  
Service Delivery.

## Mandate

The National Insurance Act (as amended),  
Chapter 32:01 of 1971 mandates that the Board

“... operate and manage a system  
on National Insurance.”



# CONTENTS

6	NIBTT'S CORE VALUES
7	CORPORATE INFORMATION
7	SERVICE CENTRES
8	NATIONAL INSURANCE BENEFITS
11	CHAIRMAN'S REVIEW
20	CORPORATE GOVERNANCE STRUCTURE
28	EXECUTIVE DIRECTOR'S REPORT
39	STATEMENT OF MANAGEMENT'S RESPONSIBILITIES
40	REPORT ON THE AUDIT OF THE SPECIAL PURPOSE FINANCIAL STATEMENTS
90	NOTES

We stand for the following core values that define how we conduct business, govern how we behave, communicate, and interact internally and externally.

### **Collaboration & Commitment**

Through cooperation & dedication we multiply the value we create for Trinidad and Tobago.

### **Accountability**

Underpinning all our work, we think and act with integrity & respect. Through effective corporate governance we will be held accountable to the highest standards of fairness, integrity and transparency.

### **Resourcefulness & Resilience**

We endure despite challenges and respond with innovative solutions that enable us to achieve our vision.

### **Empathy**

We serve our internal and external customers by understanding what they are going through, and improve our service based on this understanding.

# NIBTT'S CORE VALUES

At the National Insurance Board of Trinidad and Tobago we CARE.



The National Insurance Board  
of Trinidad and Tobago



**NIBTT's Corporate Headquarters:**

Awarded Gold certification under the LEED 2009 New Construction and Major Renovations rating system as a showcase example of sustainability.

## CORPORATE INFORMATION

**HEAD OFFICE**

14-19 Queen's Park East  
Port of Spain  
Trinidad, W.I.

(868) 625-2171-8  
NIBTT HOTLINE  
625 4NIS[4647]  
customer@nibtt.net  
www.nibtt.net

**BANKERS**

**First Citizens**

9 Queen's Park East  
Port of Spain  
Trinidad and Tobago, W.I.

**Republic Bank Limited**

9-17 Park Street  
Port of Spain  
Trinidad and Tobago, W.I.

**AUDITORS**

Ernst & Young  
5-7 Sweet Briar Road,  
St. Clair,  
Port of Spain  
Trinidad and Tobago, W.I.

## SERVICE CENTRES

**ARIMA COLLECTION CENTRE**

Shops of Arima

**ARIMA**

Cor. Woodford and Sorzano  
Streets

**BARATARIA**

35-36 Fifth Street

**CHAGUANAS**

Market and Ramsaran Streets

**COUVA**

2 Captain Watson Street  
Exchange Lots

**POINT FORTIN**

7A Techier Main Road

**PRINCES TOWN**

Marlson's Building  
Charlotte and High Streets

**RIO CLARO**

2461 Naparima/Mayaro Road

**SANGRE GRANDE**

Henderson Street

**SIPARIA**

Grell Street

**SOUTH REGIONAL**

27 Harris Promenade, San  
Fernando

**TUNAPUNA**

Eastern Main Road

**WOODBROOK**

4 Luis Street

**TOBAGO**

Fircon Building,  
9 Bacolet Street,  
Scarborough, Tobago



## NATIONAL INSURANCE BENEFITS

There are 23 Benefits in 7 categories.



## SICKNESS

The Sickness Benefit is paid to an insured person who is employed but unable to work and suffers loss of pay as a result of illness not related to an accident on the job. The period of illness must be certified by a registered medical practitioner and must be for four or more days. This benefit is intended to provide financial assistance during certified periods of illness. The benefit you receive, however, may not cover full loss of earnings.



## RETIREMENT

The Retirement Benefit is paid to an insured person who has made contributions to the NIBTT and has attained retirement age. This benefit is intended to supplement one's retirement income and can either be in the form of a pension, payable for life, or a lump sum/one-time grant payment. The number of contributions made over an insured's working life determines whether a pension or grant is paid. A pension is paid where the insured has a minimum of 750 contributions and a grant where the insured has contributed less than 750 contributions. The minimum pension or grant payable is \$3,000.00.



## MATERNITY

The Maternity Benefit is paid to a pregnant insured woman using her National Insurance contributions. A special maternity grant, however, is paid to a pregnant woman using the father's contributions when the mother does not have sufficient contributions for the benefit. The pregnancy must have lasted at least 26 weeks or have resulted in a live birth. Both the maternity benefit and the special maternity grant are paid as a lump sum. The maternity benefit consists of an allowance for up to 14 weeks and a grant per child, while the special maternity grant is a single payment per child.



## EMPLOYMENT INJURY

The Employment Injury Benefit is paid to an insured person who is injured in the course of and as a result of his/her employment and comprises a range of individual benefits including Injury Benefit, Disablement Benefit, Death Benefit and Medical Expenses. These benefits are intended to provide financial assistance for various contingencies in the case of a job related injury or accident. An insured person does not have to experience any loss of earnings in order to access these benefits.



## INVALIDITY

The Invalidity Benefit is paid to an insured person who is medically certified as unable to work for a year or more because of a mental or bodily disease or illness, not caused by a job-related injury.



## FUNERAL GRANT

The Funeral Grant is a lump sum, one-time payment that is made to the person who met the costs of the funeral expenses for a deceased insured. It is intended to ease the funeral-related costs for a deceased insured and does not include the cost of items such as food, flowers, rental of chairs, etc.



## SURVIVOR'S

The Survivor's Benefit is paid to certain dependents of a deceased insured person who has died other than by a job-related accident. If the insured person died as a result of a job-related accident or injury, an application for Death Benefit can be made. The benefit is payable to a widow, widower, child, stepchild, disabled child, orphan or dependent parent of a deceased insured person who has made a least 50 contributions. Survivor's Benefit is intended to provide financial assistance in the event of the death of a breadwinner.





**Helen Drayton**  
Chairman

# CHAIRMAN'S Review

Financial Year 2021

## Introduction

Looking back at the past year, we have had to overcome obstacles not witnessed within recent history because of the COVID-19 pandemic. The cliché that adversity forces us as individuals and institutions to adapt and overcome aptly describes the challenges faced during the year and our determined responses. The virus spread and the national strategies to reduce the rate of infections affected all areas of operations, forcing changes in how we do business. Though the pandemic did not emerge within FY 2021, its effects had carried over from the previous year, affecting service delivery at our Service Centres and at times inconveniencing customers. If there was a defining theme throughout the past year, it was “overcoming the pandemic,” and I believe our efforts were successful and considerably minimised health risks to employees and customers.

Our response was guided primarily by the core values of resilience and resourcefulness. The Strategic Plan 2020-2024 was reviewed and reworked, taking into consideration the new constraints and threats posed by the pandemic. To this end, in August 2021, we concluded the revision of the Plan, which features (5) major Strategic Themes, namely: Governance & Legal; Empowered, Engaged & Enabled Workforce; Customer Experience; Compliance & Collections; and Leveraging Technology.

## EMPOWER: Re-engineering the Organisation

We have made much progress toward implementing end-to-end Information and Communications Technology (ICT) solutions, which will undoubtedly propel the organisation forward, facilitating the ease of doing business for staff and customers through state-of-the-art systems. The timely completion of the EMPOWER ICT project will usher in the re-engineering and transformation of the organisation. It will support critical service obligations, including improved claims processing, the management of data, and organisation efficiency.

Ongoing initiatives involve the digitisation of upwards of fifteen million records and employee and employer forms to facilitate greater efficiency in the delivery of pensioner and other clients' services. Digitisation is scheduled for completion by October 2022.

The implementation of EMPOWER is on a phased basis, with priority given to customer-centred operations with overall completion scheduled for the fiscal year 2023/2024.

## Investment Performance – Fund Growth

Over the fiscal year 2021, growth returned after the initial COVID-19 slump. Investment returns rebounded significantly. Approximately \$3.25 Bn in realised and unrealised gains accrued to the NIS Investment portfolio, representing a 13.38% increase in total return, a level of growth unseen within the recent history of the Fund, bringing the total Assets from \$28.9Bn in FY2020 to \$31.0Bn in FY 2021. The growth was mainly on account of the equity portion of the investment portfolio, which experienced an impressive 16.7% increase over the period. These returns were timely as the recessive impact of COVID-19 on the local economy and the absence of recommended structural changes amplified the NI system deficit for FY 2021.

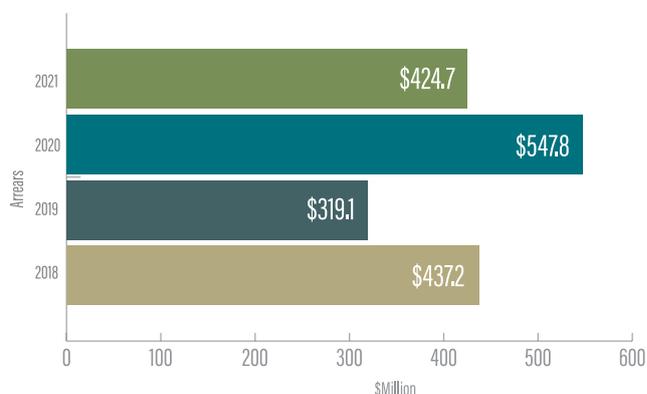
## 11th Actuarial Review

While acknowledging that the recommendations of the 10th Actuarial Review remain relevant, the NIBTT is statutorily bound to conduct valuations at timely intervals to determine the status of the actuarial balance of the NIS and ensure relevant strategies to sustain the Fund. Consequently, we have commenced work on the 11th Actuarial Review of the National Insurance System. The review will include projections on the future state of the NIS, inclusive of projected exhaustion dates under various scenarios that are likely to occur. It is expected that the exercise would produce recommendations for reform of the NIS.

## Compliance

Regarding compliance, there were excellent gains during FY2021. However, collections were hindered by disruptions that affected our ability to collect significant sums through court judgments for outstanding contribution income. The contribution arrears collected decreased in FY2021 compared to FY2020 (see chart below). However, we achieved the corporate target for collecting at least \$400 Mn in arrears. Despite the pandemic's impact, the average arrears collected for FY 2020 and FY 2021 is the highest two-year average over the last decade.

Additionally, it was noteworthy that employers took advantage of online facilities for contribution payments and the drop box facilities at our Service Centres—in response to limitations on public gatherings—resulting in sizable collections of contribution income by non-traditional methods during the year. Internal data showed healthy growth in the use of the online payment facility with contribution income collected via this method increasing from approximately \$153.6 Mn in FY2020 to about \$389.04 Mn in FY2021. The increase demonstrated the potential when operations are entirely digitised.



## Subsidiaries:

### Trinidad and Tobago Mortgage Finance and Home Mortgage Bank.

In efforts to make the operations of the NIS and that of the subsidiaries more efficient in the interest of the Fund, we had reviewed the operations of the Home Mortgage Bank (HMB)— wholly owned by the NIBTT and the Trinidad & Tobago Mortgage Finance Company (TTMF)— owned 51% by the NIBTT and 49% by the Corporation Sole. Both companies provide similar mortgage financing services to individual and corporate borrowers, and the Board considered it prudent to merge the operations into one company. The Corporation Sole approved the plan, and implementation of the strategy commenced during FY 2021. The final regulatory approvals are expected to be obtained in FY 2022. The consolidation of the two companies' services will result in cost savings through the operational synergies created, redounding to the benefit of customers and enhanced value creation for the shareholders.

### NIPDEC

The National Insurance Property Development Company (NIPDEC) is a wholly owned subsidiary of the NIBTT. It is a professional organisation providing a diversified portfolio of services, including project management, procurement management, facilities management, and commercial services primarily to the Government of the Republic of Trinidad and Tobago, through Government Ministries and State Agencies. It has embarked on a continuous quality improvement programme to satisfy the needs of its customers. Like most other businesses, it was negatively impacted by the COVID-19 pandemic as the lockdowns and public restrictions affected property development, facilities management, and rental of car parking streams of income. Following an analysis of these challenges, a new strategic plan was developed for 2022-2024, focussing on three Strategic Themes: Business Excellence, Business Development to bolster market share for existing services, and Relationship Management.

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In closing, as the NIBTT celebrates its fiftieth year of operations in the coming financial year, it aspires to improve its systems and processes toward delivering an excellent quality of service to citizens and continuing to play a significant role in the quality of their lives, and in the development of Trinidad and Tobago.

I heartily thank the Board and Management for their unstinting support and commitment to advancing the strategies of the National Insurance Board.



**Helen Drayton**  
Chairman

## **CORPORATE GOVERNANCE STRUCTURE**

The NIBTT is governed by a tripartite Board with its investments managed by the Investment Committee.

The Board of Directors is a tripartite body with equal representation by Government, Business and Labour, an independent Chairman and the Executive Director, who is an ex-officio member. Directors are appointed for a period of not more than two years but may be reappointed. The NIBTT reports to Parliament through the Ministry of Finance.



**Helen Drayton**  
Chairman

— BOARD OF —  
**DIRECTORS**



**Douglas Camacho**  
Deputy Chairman, Director - Business



**Giselle Estrada**  
Director - Business



**Robin Lewis**  
Director - Business



**Marilyn Gordon**  
Director - Government



**Muriel Alfred-James**  
Director - Government

— BOARD OF —  
**DIRECTORS**



**Patrick Ferreira**  
Director - Government



**James Lambert**  
Director - Labour

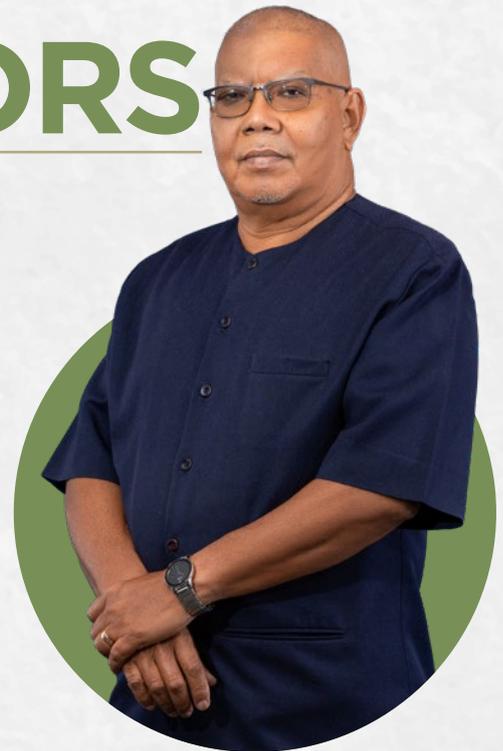


**Ann Chan Chow**  
Director - Labour

— BOARD OF —  
**DIRECTORS**



**Niala Persad-Poliah**  
Executive Director (Ex-Officio)



**Gregory Marchan**  
Director - Labour



**Helen Drayton**  
Chairman



**Douglas Camacho**  
Deputy Chairman, Member - Business

# INVESTMENT COMMITTEE



**Niala Persad-Poliah**  
Executive Director (Ex-Officio)



**Peter Clarke**  
Member - Business



**Marilyn Gordon**  
Member - Government



**Natalie Mansoor**  
Member - Government

# INVESTMENT COMMITTEE



**Sylvan Wilson**  
Member - Labour



**James Lambert**  
Member - Labour

# CORPORATE GOVERNANCE STRUCTURE

## AUDIT, RISK & COMPLIANCE COMMITTEE

Chairman, Member - Business	Robin Lewis
Member - Government	Patrick Ferreira
Member - Labour	Ann Chan Chow

## TENDERS COMMITTEE

Chairman, Member - Labour	Gregory Marchan
Member - Business	Giselle Estrada
Member - Government	Muriel Alfred-James

## HUMAN RESOURCES COMMITTEE

Chairman, Member - Business	Giselle Estrada
Member - Government	Muriel Alfred-James
Member - Labour (Alternate)	Joseph Remy

## NOMINATIONS & GOVERNANCE COMMITTEE

Chairman	Helen Drayton
Member - Labour	Ann Chan Chow
Member - Business	Douglas Camacho
Member - Government	Patrick Ferreira

## STAKEHOLDER RELATIONS COMMITTEE

Chairman	Helen Drayton
Member - Business	Robin Lewis
Member - Government	Muriel Alfred-James
Member - Labour (Alternate)	Charmaine Alleyne

## ACTUARIAL REVIEW COMMITTEE

Chairman, Member - Business	Douglas Camacho
Member - Government	Patrick Ferreira
Member - Labour	Sylvan Wilson

## ICT OVERSIGHT COMMITTEE

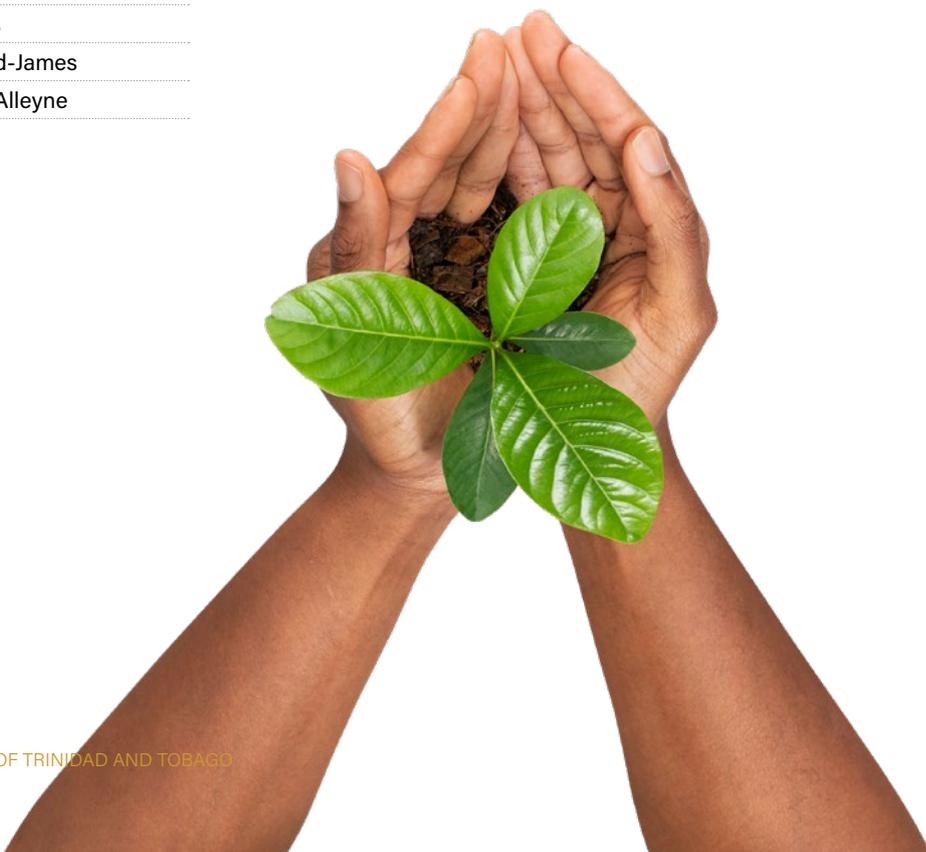
Chairman, Member - Business	Robin Lewis
Member - Business	Douglas Camacho
Member - Business	Giselle Estrada
Member - Government	Muriel Alfred-James
Member - Labour	Gregory Marchan

## RIVERWOODS MANAGEMENT COMMITTEE

Chairman, Member - Government	Marilyn Gordon
Member - Business	Giselle Estrada
Member - Labour	Gregory Marchan

## BUILDING GOVERNANCE COMMITTEE

Chairman, Member - Business	Douglas Camacho
Member - Government	Muriel Alfred-James
Member - Labour	James Lambert



## Financial Year

The financial year of the NIBTT is the 12-month period ending June 30.

## Subsidiaries of the NIBTT



### National Insurance Property Development Company Limited (NIPDEC)

NIPDEC is a fully owned subsidiary of the NIBTT. Its vision is to be the premier project and procurement management agency in the region providing top quality, sustainable projects, products and services.



### Home Mortgage Bank (HMB)

HMB is a fully owned subsidiary of the NIBTT. Its purpose is to develop a mortgage market and maintain a secondary mortgage market in Trinidad and Tobago, contribute to the mobilisation of long-term savings for investment in housing, support the development of a system of real property and housing finance, provide leadership in the housing and home finance industry and promote growth of the capital market.



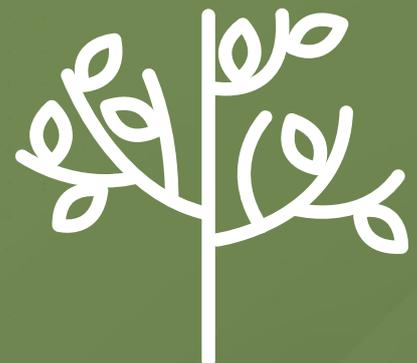
### Trinidad & Tobago Mortgage Finance Company Limited (TTMF)

TTMF is a subsidiary of the NIBTT. Its mission is to provide mortgage financing for the purchase of residential properties.

## Related Bodies

### The National Insurance Appeals Tribunal

The National Insurance Appeals Tribunal (NIAT) is an independent body comprising 11 members appointed by the President of the Republic of Trinidad and Tobago in accordance with Section 60 of the National Insurance Act. This body functions as a tribunal of fact for persons aggrieved by decisions of the Board with respect to their claims.



# EXECUTIVE DIRECTOR and EXECUTIVE MANAGEMENT TEAM

The Executive Director is the Chief Executive Officer of the NIBTT and is responsible for carrying out the decisions of the Board of Directors. The Executive Director leads a team of executive managers who oversee the operations of the NIBTT.

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## Operational Structure

The operations of the NIBTT are divided into eight (8) Business Units as follows:





**Feyaad Khan**  
Chief Operating Officer – Business Services



**Niala Persad-Poliah**  
Executive Director



**Brendon Nelson**  
Chief Operating Officer – Corporate Services

# EXECUTIVE MANAGEMENT TEAM



**Debra Thomas**  
Executive Manager – Human Resources  
(up to 10/03/21)



**Navin Rajkumar**  
Executive Manager – Investments



**Sarah Baboolal**  
Executive Manager – Legal Services



**Adrian Clarke**  
Executive Manager – Risk



**Greta Stephen**  
Executive Manager – Insurance Operations

# EXECUTIVE MANAGEMENT TEAM



**Amanda Fulchan-Lakhan**  
Executive Manager – Technology



**Andy Edwards**  
Executive Manager – Policy,  
Planning & Actuarial Services

**Bianca Attong**  
Executive Manager Human Resources (Ag.)  
11/3/21 - 26/3/21 & 1/6/21 - 30/6/21

**Isha Khan**  
Executive Manager Human Resources (Ag.)  
29/3/21 - 12/4/21 & 1/5/21 - 31/5/21

**Michael Gopaul**  
Executive Manager Human Resources (Ag.)  
13/4/21 - 30/4/21



**Anika Gordon-Bedeau**  
Manager Investigations and Controls



**Clint Connelly**  
Manager Corporate Projects



**Tricia Clarke**  
Manager Corporate Communications

## — SENIOR — MANAGEMENT TEAM

There are also five (5) independent departments that report to the Executive Director.

- Corporate Projects
- Corporate Communications
- Investigations and Controls
- Corporate Secretary (Administrative)
- Internal Audit (Administrative)



**Renée Camillo-Castillo**  
Internal Auditor



**Madhavi Teeluckchan-Maraj**  
Corporate Secretary

# SENIOR MANAGEMENT Team (continued)

## OFFICE OF THE EXECUTIVE DIRECTOR

Madhavi Teeluckchan-Maraj	Corporate Secretary
Candice George	Assistant Corporate Secretary
Debra Modeste	Executive Assistant
Clint Connelly	Manager Corporate Projects
Renée Camillo-Castillo	Internal Auditor
Tricia Clarke	Manager Corporate Communications
Anika Gordon-Bedeau	Manager Investigations and Controls

## OFFICE OF THE CHIEF OPERATING OFFICER – CORPORATE SERVICES

Theresa Taitt	Manager Facilities, Services and Security
Ryan Singh	Manager Facilities, Services and Security (Ag.) w.e.f. 19/4/21

## INVESTMENTS BUSINESS UNIT

Viveka Goolcharan	Manager Investments (Fixed Income)
Amrit Seunarine	Manager Investments (Equities)
Schinelle Dyer	Senior Investment Analyst
Travis Gangaya	Senior Investment Analyst
Debra Gross	Manager Mortgages (Ag.)

## FINANCE & ACCOUNTING BUSINESS UNIT

Karen Davis-Holder	Financial Accountant
Jennifer Creese	Manager Budgets and Controls
Annabelle Holder	Manager Settlements

## RISK BUSINESS UNIT

Candice Ward	Manager Enterprise Risk (up to 14/12/2020)
Donna Lawrence	Manager Compliance
Moses Mohammed	Manager Business Continuity Planning

## POLICY, PLANNING & ACTUARIAL SERVICES BUSINESS UNIT

Karlene Noreiga	Manager Actuarial Services (w.e.f. 14/06/2021)
Denise Nicholas	Manager Research and Development (up to 25/04/2021)
Donnel Cuffie	Manager Research and Development (w.e.f. 24/05/2021 to 30/06/2021)
Julien Prescod	Manager Research and Development (w.e.f. 26/04/2021 to 21/05/2021)

## HUMAN RESOURCES BUSINESS UNIT

Isha Khan	Manager Employee and Industrial Relations
Bianca Attong	Manager Human Resource Services
Michael Gopaul	Manager Organisation Development
Darcell Lovell-Peters	Industrial Relations Officer

## INSURANCE OPERATIONS BUSINESS UNIT

Darien Peters	Manager Insurance Operations (Ag.) w.e.f. 01/07/2020 to 31/07/2020
Esther Brooks	Manager Insurance Operations (Ag.) w.e.f. 17/8/2020 to 31/10/2020
Sherwin Williams	Manager Insurance Operations (Ag.) w.e.f. 1/2/2021 to 31/3/2021
Sherwin Williams	Area Operations Manager – Area I
Esther Brooks	Area Operations Manager – Area II (up to 02/04/2021)
Patricia George - Lezama	Area Operations Manager – Area III (up to 13/6/2021)
Sharon Mc Neil	Area Operations Manager – Area III (w.e.f. 14/6/2021)
Nichole Abraham	Area Operations Manager (Ag.) – Area III (w.e.f. 06/4/21-30/6/21)
Tracey Du Bois - Ottley	Area Operations Manager – Area II (w.e.f. 14/6/2021)
Ryan Isava	Manager Customer Relations
Patricia Charles	Manager Contribution Collection and Compliance (up to 01/02/2021)
Raymond James	Manager Contribution Collection and Compliance (w.e.f. 01/02/2021)

## LEGAL SERVICES BUSINESS UNIT

Ashook Balroop	Manager Legal Services
Rishi Ramrattan	Manager Procurement
Kimber Guy-Renwick	Legal Officer
Tamara Crichlow-Sandy	Legal Officer (up to 13/02/2021)
Shazard Mohammed	Legal Officer (up to 01/02/2021)
Lindsay Webb	Legal Officer

## TECHNOLOGY BUSINESS UNIT

Mikhail Noel	Manager IT Development
Adrian Fortune	Manager IT Security
Darien Peters	Manager IT Infrastructure
Roy Jack	Manager Database Administration and Support
Kareem Belcon	ICT Team Lead (Ag.)





# EXECUTIVE DIRECTOR'S REPORT

**Niala Persad-Poliah**  
Executive Director

Aside from the disruptions caused by necessary adjustments to work arrangements, *challenges also continued in the local economy, as the economic shock of the ongoing pandemic affected the country's largest trading partners resulting in depressed demand for exports that constitute a significant share of Trinidad and Tobago's foreign exchange earnings*<sup>1</sup>. Trade with our CARICOM neighbours also declined as pandemic-related travel restrictions adversely affected the tourism economies in the Caribbean. As a result, regional economic growth declined significantly, resulting in a decline in imports from Trinidad and Tobago to our CARICOM neighbours. The result was that employers of all types—Government and private—experienced unavoidable declines in earning opportunities with many non-governmental businesses struggling to stave off closure and maintain staffing levels at pre-pandemic levels.

The financial year July 1, 2020 through June 30, 2021 was in some respects, a difficult one as public health measures on a local and international level continued to combat the ongoing COVID-19 pandemic. Like many employers, the NIBTT maintained measures to ensure social distancing, implemented frequent sanitisation and limited the number of persons coming in and out of various locations. As the situation evolved, so did the approaches to maintaining customer engagement and employee productivity. There was deliberate and continuous effort to implement more structured yet responsive policy initiatives in respect of staff welfare. These included the continuation of measures such as *Time off with Permission* for staff, the introduction of *Remote Work/Work from Home* options, as well as the adjustment of business hours at our fourteen (14) Service Centres throughout Trinidad and Tobago. During this period, the NIBTT also played a significant role in the administration of the Salary Relief Grant, one of the important social relief measures implemented to ease the financial impact of the pandemic on citizens.

At the end of December 2020, the world received much needed good news, as emergency-use vaccines received approval by the World Health Organisation raising the prospects of a return to some form of normalcy with associated implications for productivity, trade, tourism and social interactions. Although promising, the roll-out of these vaccines, particularly to the developing world, was slow in coming and rising cases within Trinidad and Tobago led to another round of lockdowns and public restrictions in mid-May 2021, just as the NIBTT's financial year was coming to an end. In response to the renewed limitations, the NIBTT further deepened its usage of Information & Communication Technology (ICT) to leverage its operations and provide services to the public.

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<sup>1</sup> Government of the Republic of Trinidad and Tobago: Review of the Economy 2020

Throughout the Service Centre network, customer traffic measures became a driving force for the introduction of an appointment system for most benefits. Funeral Grants were accessible to the public as a walk-in service, whilst the use of the drop-box was encouraged for the submission of other claims. Drop-boxes were also utilised for cheque payments by employers and cash payments remained an over-the-counter facility. While an online payment platform was already in existence, there was greater promotion of this channel for receiving contribution payments. This resulted in an almost 200% increase in utilisation of our online payment platform since the onset of the pandemic.

As the NIBTT continued to respond and adapt to the “new normal”, the public confirmation by the Minister of Finance that the Government was actively considering some of the proposals put forward in the 10th Actuarial Review of the NIS was positive news. Additionally, due to some measure of rebounding in international capital markets as the more advanced economies adapted to the realities of trade with the pandemic restrictions in place, investment returns were quite good over the period with an overall investment portfolio return of 14.18%. This resulted in an increase in the National Insurance Fund by 7.43% or \$2.13 Bn to \$30.78 Bn.

It cannot be overstated that the demographic realities of an ageing population in Trinidad and Tobago are producing a declining pool of labour and hence contributors to the NIS, whilst simultaneously increasing the number of persons of pensionable age. This situation is fundamentally unsustainable for the NIS, and we look forward to more information and active engagement with our key stakeholders regarding reform of the NIS in the near future.

Given the uncertainties brought about by the pandemic and the threats to our medium-term objectives, it was recognised that review and changes to our approach, as encapsulated in the Strategic Plan: 2020-2024, would be required. As a result, the NIBTT engaged in a ‘strategy refresh’ exercise to address the known and anticipated elements of the changing environment, especially as it relates to the COVID-19 pandemic. The outcome of the exercise was the inclusion of new strategic initiatives and implementation timelines based on the risks facing the NIBTT at this time. A clear path to strengthen our organisational resilience, plan for possible turbulent periods in the short-to-medium term and build a bridge to organisational success over the commensurate period, has been developed and is detailed in the updated strategic plan.

At the NIBTT, the events of the past twelve months have reinforced that in every crisis there are also opportunities. For us, it has been an opportunity to take a closer look at what we do, how we do it and how it impacts our stakeholders. We were motivated to adopt technology at a faster rate which is in line with our plans for the implementation of an end-to-end ICT solution. Our resolve to innovate, while adapting to new circumstances with the agility needed for business, demonstrates NIBTT’s responsiveness to this changing environment, which has not only affected the organisation, but also many of us on a personal level. Through all of this, however, we recognise that—notwithstanding the presence of adversity—we must continue to learn and forge ahead with our goals.



## Financial and Performance Highlights:

	FY2019	FY2020	FY2021	% Increase/ Decrease 2019- 2020	% Increase/ Decrease 2020- 2021
<b>Claims</b>					
Benefit Recipients	202,800	204,613	206,569	0.89%	0.96%
Long-Term Beneficiaries	172,703	177,410	181,147	2.73%	2.11%
New Claims Paid	40,573	35,800	34,607	-11.76%	3.33%
<b>Compliance</b>					
Customer Base	599,768	588,401	633,782	-1.89%	7.71%
Insured Contributors	420,638	404,197	446,116**	-4%	10.37%
Employers	20,714	20,274	19,281	-2.12%	-4.90%
Employers Surveyed	4,742	2,792	3,371	-41.12%	20.74%
<b>Financial</b>					
Contribution Income (\$Mn)	4,706.49 Mn	4,685.85 Mn	4,510.37 Mn	-0.44%	-3.74%
Net Investment Income Realised (\$Mn)	1,254.21 Mn	830.50 Mn	1,087.57 Mn	-33.78%	30.95%
Miscellaneous Income (\$Mn)	2.26 Mn	4.14 Mn	3.24 Mn	83.18%	-21.74%
Benefit Expenditure (\$Mn)	5,139.19 Mn	5,350.81 Mn	5,534.51 Mn	4.12%	3.43%
Administrative Cost (\$Mn)	219.67 Mn	251.17 Mn	231.15 Mn	14.34%	-7.97%
Administrative Cost as a % of Contribution Income	4.66%	5.36%	5.12%	0.70*	-0.24*
Administrative Cost as a % of Total Income	3.38%	3.89%	2.95%	0.51*	-0.94*
Net Yield of Investment Portfolio (realised & unrealised) / Overall Investment Portfolio Return ***	8.08%	4.38%	14.18%	-3.70*	9.80*
Total Funds (\$Bn)	28.96 Bn	28.65 Bn	30.78 Bn	-1.00%	7.43%
Total Assets (\$Bn)	29.13 Bn	28.93 Bn	31.05 Bn	-0.69%	7.33%

\*Percentage Points

\*\* Approach to determining "Insured Contributors" enhanced to consider information from the NIBTT receiving system that includes the number of employees paid for each month. This approach also carries significant weight in the determination of active contributors in the conduct of the 11th Actuarial Review of the NIS.

\*\*\* 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

## Key operational statistics include:

- Contribution Income in FY2021 was \$4,510.37 Mn, a decrease of 3.74% compared to the figure recorded in FY2020.
- The number of Beneficiaries increased by 1,956 or 0.96%, to 206,569 in FY2021 compared with 204,613 in the previous year.
- Benefit Expenditure amounted to \$5,534.51 Mn and represented an increase of 3.43% over the previous year.
- Total Funds increased by 7.43% from \$28.66 Bn as at June 30, 2020 to \$30.78 Bn as at June 30, 2021.
- Total Assets increased by 7.33% from \$28.94 Bn as at June 30, 2020 to \$31.05 Bn as at June 30, 2021.
- Administrative Expenses as a percentage of Contribution Income decreased from 5.36% in FY2020 to 5.12% in FY2021.



## Employer and Employee Registration

During FY2021, the number of employers registering with the NIBTT was 1,726. This represented a decrease of 26 or 1.48% in comparison to the 1,752 employers that registered in the previous financial year 2020. The Active Employer Population has decreased slightly compared to the last financial year, falling from 20,274 in FY2020 to 19,281 as at the end of FY2021.

Regarding employee registration, of the 16,596 applications for processing in the financial year all or 100% were determined. Of these, 11,197 or 67% were new insured persons who were added to the database this year, a decrease of 2,503 or 18% when compared with 13,700 new registrants added to the database in 2020. The difference of 5,399 or 33% were previously registered and were already in our database.

## Benefit Administration

### Long-Term Benefits

The suite of Long-Term benefits include Retirement Pension, Retirement Grant, Survivors' Benefit, and Invalidation Benefit. Payment to Long-Term Beneficiaries totalled \$5,257.43 Mn or 94.99% of total Benefit Expenditure in FY2021, a marginal increase from the 94.7% relative share in total Benefit Expenditure recorded in FY2020. As pertained historically, the Retirement Pension accounted for single largest component of Long-term benefits, totalling \$4,548.58 Mn or 86.52% of Long-term Benefit Expenditure. There were 181,147 Long-term Beneficiaries in FY2021, an increase of 2.11% over the 177,410 recorded in the previous year FY2020. Long-term Beneficiaries constituted approximately 87.68% of the total Beneficiaries recorded in FY2021.

Benefit Type	Number of Beneficiaries	Benefit Expenditure	% of Total Long-Term Beneficiaries	% of Total Long-Term Expenditure
Retirement Pension	126,604	\$4,548.58 Mn	69.89%	86.52%
Retirement Grants	3,597	\$176.53 Mn	1.99%	3.36%
Survivors' Benefit	47,499	\$456.02 Mn	26.22%	8.67%
Invalidity Benefit	3,447	\$76.30 Mn	1.90%	1.45%
Total	181,147	\$5,257.43 Mn		
% of Total Beneficiaries	87.68%			
% of Total Benefit Expenditure		94.99%		

### Short-Term Benefits

The Short-Term Benefits include Sickness Benefit, Maternity Benefit, Special Maternity Benefit and Funeral Grant. Payment to Short-Term Beneficiaries totalled \$200.81Mn or 3.63% of Total Benefit Expenditure. This represents a decrease of 1.55% from the \$203.98 Mn in FY2020. A similar pattern of decrease was observed in the number of Short-term Beneficiaries falling around 7.08% from 22,444 in FY2020 to 20,961 in the current financial year. Short-term Beneficiaries accounted for 10.15% of the total number of Beneficiaries.

Benefit Type	Number of Beneficiaries	Benefit Expenditure	% of Total Short-Term Beneficiaries	% of Total Short-Term Expenditure
Sickness Benefit	6,224	\$38.16 Mn	29.69%	19.00%
Maternity Benefit	5,133	\$93.17 Mn	24.49%	46.40%
Special Maternity Grant	670	\$2.64 Mn	3.20%	1.31%
Funeral Grant	8,934	\$66.84 Mn	42.62%	33.29%
Total Short Term	20,961	\$200.81 Mn		
% of Total Beneficiaries	10.15%			
% of Total Benefit Expenditure		3.63%		

## Employment Injury Benefits

The Employment Injury Benefits include Disablement Pension, Disablement Grant, Death Benefit, Medical Expenses and Injury Allowance. Payment to Employment Injury Beneficiaries totalled \$76.25 Mn or %0.38 of Total Benefit Expenditure. This represents a decrease of \$3.43 Mn or 4.30% from the \$79.68 Mn recorded for Employment Injury Benefits in FY2020. The decline in expenditure was commensurate with the decline in the number of beneficiaries, falling around 6.26% from 4,750 in the previous year to 4,461 in FY 2021.

Benefit Type	Number of Beneficiaries	Benefit Expenditure	% of Total Short-Term Beneficiaries	% of Total Short-Term Expenditure
Disablement Pension	3,132	\$53.69 Mn	70.21%	70.41%
Disablement Grant	47	\$1.50 Mn	1.05%	1.97%
Death	430	\$9.96 Mn	9.64%	13.06%
Medical Expenses	41	\$0.08 Mn	0.92%	0.10%
Injury Allowance	811	\$11.02 Mn	18.18%	14.45%
Total Employment Injury	4,461	\$76.25 Mn		
% of Total Beneficiaries	2.16%			
% of Total Benefit Expenditure		1.38%		

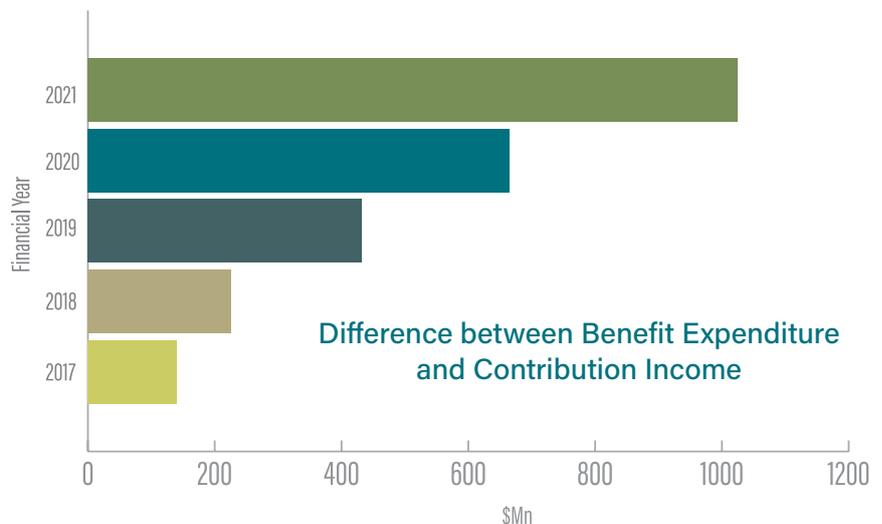
## REVENUE

Contribution Income collected for the year ending June 30, 2021, was \$4,510.37 Mn, a total of \$276.98 Mn or 6.5% above the projected estimate of \$4,233.39 Mn. Penalty and Interest payments received amounted to \$30.6 Mn, a decrease of \$3.97 Mn or 11.5% from the \$34.58M collected in FY2020. A comparison of Contribution Income for the years 2017 through 2021, giving a measure of the typical yearly fluctuation in Contribution Income, is provided below.

Contribution Income for FY2016 to FY2020					
	FY2017*	FY2018	FY2019	FY2020	FY2021
Contribution Income (\$Mn)	\$4,608.24	\$4,669.61	\$4,706.49	\$4,685.85	\$4,510.37
% Increase/Decrease	8.39%	1.33%	0.79%	-0.44%	-3.74%

\*Contribution Rate Increase from 12% to 13.2% of insurable income in FY2017

Due to demographic imbalances in the population which have caused an ageing population and less contributions coming into the system, Benefit Expenditure has surpassed Contribution Income since financial year 2013. The difference has continued to grow, increasing to \$1,024.14 Mn during the last financial year. The general increase over the past five financial years is displayed in the chart.

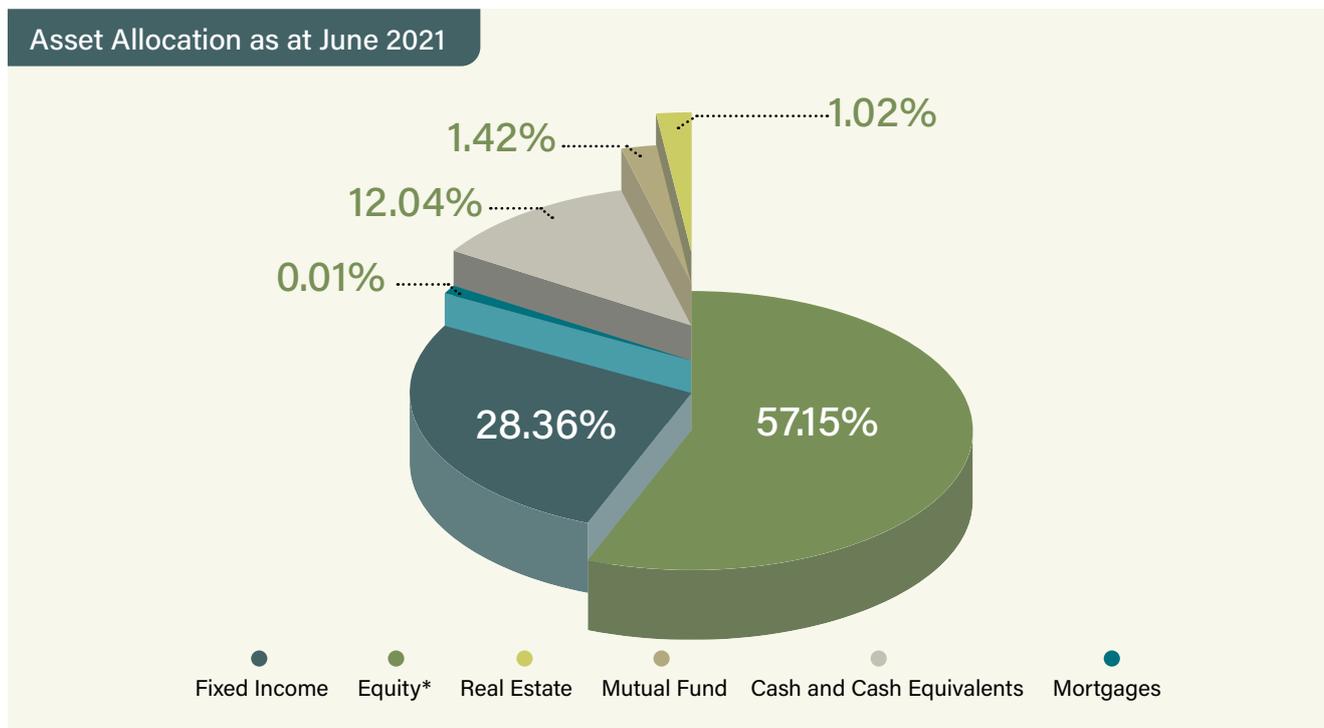


## INVESTMENTS

The NIBTT’s investment portfolio market value as at June 30, 2021 was \$29.83 billion, reflecting a 7.57% or \$2.1 billion increase over the fund size as at June 30, 2020. The increase in the portfolio’s market value was attributable to approximately \$2.1 billion in unrealised gains with equity and fixed income investments contributing gains of \$1.96 billion and \$133 million respectively. Despite the subdued domestic and international interest rate environments, increased global market uncertainties due to heightened geopolitical risks, and the most recent impact of the COVID-19 pandemic, the strong rally in US equities markets continued to be the key growth driver within the portfolio. The impressive performance of the US stock market in conjunction with NIBTT’s strategic rebalancing of investment positions, both locally and internationally,

contributed positively to the overall performance of the portfolio.

The recessive impact of COVID-19 on the local economy, as well as in the absence of recommended parametric changes, amplified the deficit between Benefit Expenditure and Contribution Income for FY2021. As such, the performance of the NIBTT’s investment portfolio was moderated by withdrawals of \$1.065 billion from the Investments Cash Account to finance the shortfalls. In response, the NIBTT focused on income maximisation and mitigating the liquidity realities of the organisation as the NIS continues to be increasingly dependent on the NIBTT’s investment portfolio.



Asset Class	Market Value as at June 30, 2021	Current Asset Allocation
Fixed Income	\$8,459,281,000	28.36%
Equity	\$17,047,685,000	57.15%
Real Estate	\$305,363,000	1.02%
Mutual Fund	\$422,391,000	1.42%
Cash and Cash Equivalents	\$3,590,553,000	12.04%
Mortgages	\$2,118,000	0.01%
Total	\$29,827,391,000	100.00%

\*Includes Investment in subsidiary companies

The Equity Portfolio which accounted for the largest asset class (57%) of the total fund and stood at \$17.05 billion at the end of FY2021, increased by approximately 16.70% or \$2.44 billion when compared to the prior year.

Over the financial year ending June 30, 2021, the Fund's locally listed equity portfolio reported a total return of 9.84% which underperformed its benchmark the ALL T&T Index return of 11.03% by 119 basis points. The underperformance was mainly attributable to the Fund's significant underweight position in Guardian Holdings Limited (less than 1% vs. 8% of the All T&T), which had a year-to-date return of approximately 72%. The Fund also has a significant overweight position in Republic Financial Holdings Limited (44% vs. 24% of the All T&T) which underperformed the market index by 8.50%.

The international equities segment of the portfolio, managed through a combination of foreign fund managers and an in-house exchange traded funds (ETFs) sub-portfolio, recorded a return of 40.72% over the financial year. The continuous monitoring of the foreign fund managers' performance along with prudent management of the internally managed ETF portfolio proved to be instrumental in the growth of the portfolio year-on-year.

As at June 30, 2021, the Fixed Income portfolio decreased by 9.69% or \$908.11 million to \$8.46 billion with a weighted average purchased yield to maturity of 5.21%. During the financial year, \$997 million in new securities were purchased while \$1.37 billion (face value) fixed income securities matured. The NIBTT's fixed income portfolio invests in high quality debt instruments as the portfolio is primarily invested in government and government guaranteed instruments which accounts for approximately 55% of the fixed income portfolio.

The top two countries in which the portfolio was invested were Trinidad and Tobago (78%) and North America (22%). The overall main sector exposures of NIBTT's investment portfolio were Financial (38%) and Sovereign (19%). On July 27, 2021, S&P Global Ratings revised its credit outlook on the Republic of Trinidad and Tobago to "Negative" from "Stable". S&P Global Ratings also re-affirmed the country's 'BBB-/A-3' long and short-term foreign and local currency sovereign credit ratings.

S&P anticipates that Trinidad and Tobago's expected fiscal consolidation and its sizable government assets will continue to support its investment-grade rating. However, the impact of the COVID-19 pandemic, as well as the downturn in the domestic energy sector further exacerbated by the pandemic, will continue to weigh on the economy. The negative credit outlook reflects the view that there may be a one in three chance of a rating downgrade over the next 12-to-24 months. Additionally, Moody's has maintained its credit profile of Trinidad and Tobago at a 'Ba1' rating which is supported by the country's 'b1' economic strength, to reflect the slow pace of economic growth in recent years, with nearly five consecutive economic contractions.

#### Realised and Unrealised Investment Income FY2019 - FY2020

Year on Year Total Realised Investment Income (\$'000)		
	2020/2021	2019/2020
Interest Income	\$408,460	\$416,372
Dividend Income	\$339,959	\$285,726
Gain on sale of foreign equities	\$201,304	\$32,650
Gain/(loss) from foreign exchange	\$8,918	\$(10,819)
Gain on sale of foreign bonds	\$6,838	\$-
Gain/(loss) on sale of mutual funds	\$33,896	\$20,288
Other Income	\$121,432	\$116,863
Total realised Investment Income	\$1,120,807	\$861,080

Year on Year Net Unrealised Investment Income (\$'000)		
Asset Class	2020/2021	2019/2020
Equity	1,958,719	-10,331
Bonds	133,192	-87,184
Other	9,578	-22,879
Total	2,101,489	-120,394

As highlighted in the tables above, the NIBTT's investment holdings in equity securities contributed mainly to the net unrealised investment gain over the period. The unrealised gains from this asset class of \$1.96 billion contributed to the total unrealised investment income of \$2.10 billion. Additionally, total realised investment income amounted to \$1.12 billion, with its key drivers being interest income from bonds (\$408.46 million), dividend income from equity holdings (\$339.96 million), and realised gain on the sale of foreign equities (\$201.30 million).

## Conclusion and Acknowledgements

Upon reflection on this past year, particularly in the navigation of the impacts on our operations resulting from the current global climate, I must acknowledge the steadfast and unrelenting support of the Board of Directors, Management team and the NIBTT staff. In such tumultuous and uncertain times, staff have displayed great tenacity and dedication to ensuring that our operations continued with minimal disruption, despite the COVID-19 regulations. Special commendation must be given to the hardworking staff of our Service Centres, who continued to serve the public as our proverbial vanguard throughout this pandemic. Their efforts and commitment to providing service to the public, at a time when the most vulnerable in society needed it, has not gone unnoticed.



**Niala Persad-Poliah**  
EXECUTIVE DIRECTOR



The background of the page is a light, textured image of a person climbing a mountain peak. The person is on the left side, reaching up towards the peak. The overall tone is light and airy, with a focus on nature and achievement.

# **FINANCIAL** STATEMENTS — 20-21 —

# 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 2021 and the statements of comprehensive income, cash flows and changes in funds for the year then ended, and a summary of significant accounting policies and other explanatory 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.

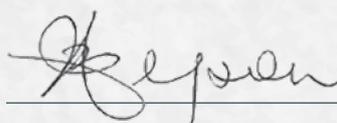
In preparing these audited special purpose financial statements, management utilised the financial reporting provisions of the National Insurance Act. Where the financial reporting provisions of the National Insurance Act is not clear reference is made to International Financial Reporting Standards, 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 International Financial Reporting Standards presented 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**  
22 December 2021



**Chief Operating Officer - Corporate Services**

# 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 2021, the statement of comprehensive income, 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 significant accounting policies.

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 2021 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' ("IESBA") 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 Finance Minister 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 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.

## Other information included in the Board's 2020 Annual Report

Other information consists of the information included in the Board's 2021 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 2021 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.

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

### 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.

### 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.

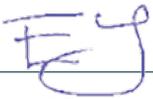
As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- 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.

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

- 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.

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.



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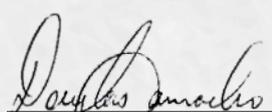
**Port of Spain**  
TRINIDAD:  
31 December 2021

**STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2021**  
**(Expressed in Trinidad and Tobago Dollars)**

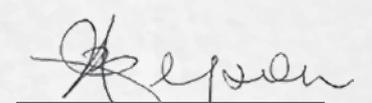
	<b>Notes</b>	<b>2021</b>	<b>2020</b>
		<b>\$'000</b>	<b>\$'000</b>
<b>Assets</b>			
Property, plant and equipment	5	225,810	234,182
Investment properties	6	305,363	324,602
Investment in subsidiary companies	7	1,875,333	1,765,890
Investment securities	8	24,054,024	22,779,215
Mortgage advances	9	2,118	2,407
Property being developed for sale	10	613	613
Right-of-use assets	11	7,599	13,818
Other assets	12	972,790	958,070
Cash and cash equivalents	14	<u>3,590,553</u>	<u>2,857,119</u>
<b>Total assets</b>		<u><b>31,034,203</b></u>	<u><b>28,935,916</b></u>
<b>Funds, reserves and liabilities</b>			
Long-term benefits fund	15	29,605,665	27,451,842
Short-term benefits fund	15	401,644	407,974
Employment injury benefits fund	15	<u>762,531</u>	<u>796,830</u>
<b>Total funds</b>		<u><b>30,769,840</b></u>	<u><b>28,656,646</b></u>
Revaluation reserve	16	<u>72,624</u>	<u>72,624</u>
<b>Total funds and reserves</b>		<u><b>30,842,464</b></u>	<u><b>28,729,270</b></u>
Lease liabilities	11	7,779	13,989
Employee benefits liability	13	43,749	99,231
Other liabilities	17	<u>140,211</u>	<u>93,426</u>
<b>Total liabilities</b>		<u><b>191,739</b></u>	<u><b>206,646</b></u>
<b>Total funds, reserves and liabilities</b>		<u><b>31,034,203</b></u>	<u><b>28,935,916</b></u>

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

These special purpose financial statements have been authorised for issue on 22 December 2021.

  
 Deputy Chairman

  
 Executive Director

  
 Chief Operating Officer - Corporate Services

## STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2021

(Expressed in Trinidad and Tobago Dollars)

	Notes	2021 \$'000	2020 \$'000
<b>Income</b>			
Contributions			
Employers in compliance		4,086,266	4,138,770
Employers in arrears		424,721	547,790
Voluntary		<u>219</u>	<u>141</u>
		4,511,206	4,686,701
Refunds		<u>(832)</u>	<u>(844)</u>
<b>Total net contributions</b>		<u>4,510,374</u>	<u>4,685,857</u>
Net realised investment income	18	1,087,569	830,496
Net unrealised investment income/(loss)	19	2,101,489	(120,394)
Revaluation of subsidiaries	7	109,443	2,280
Revaluation of property, plant and equipment	5	-	(16,858)
Revaluation of investment properties	6	(19,351)	(13,292)
Penalties and interest		30,604	34,580
Miscellaneous income		<u>3,241</u>	<u>4,137</u>
<b>Total income</b>		<u>7,823,369</u>	<u>5,406,806</u>
<b>Expenditure</b>			
Benefits expenditure			
Long-term		5,257,438	5,067,140
Short-term		200,822	203,987
Employment injury		<u>76,252</u>	<u>79,683</u>
<b>Total benefits expenditure</b>		<u>5,534,512</u>	<u>5,350,810</u>
<i>Administrative expenditure</i>			
Staff salaries, allowances and benefits	20	154,251	151,602
Board of Directors expenses		1,078	850
Depreciation	5	11,863	12,652
Depreciation – right-of-use assets	11	6,219	5,833
Expected credit loss	12	(6,505)	23,157
Other expenses	21	<u>64,239</u>	<u>57,076</u>
<b>Total administrative expenditure</b>		<u>231,145</u>	<u>251,170</u>
<i>Other</i>			
Pension expense		<u>22,439</u>	<u>16,024</u>
<b>Total other</b>		<u>22,439</u>	<u>16,024</u>
<b>Total expenditure</b>		<u>5,788,096</u>	<u>5,618,004</u>
<b>Surplus/(deficit) of income over expenditure</b>		2,035,273	(211,198)
Re-measurement of defined benefit liability	13	<u>77,921</u>	<u>(101,057)</u>
<b>Total comprehensive income/(loss)</b>		<u>2,113,194</u>	<u>(312,255)</u>

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

## STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2021

(Expressed in Trinidad and Tobago Dollars)

	<b>2021</b>	<b>2020</b>
	<b>\$'000</b>	<b>\$'000</b>
<b>Cash flows from operating activities</b>		
Surplus/(deficit) of income over expenditure	2,035,273	(211,198)
Adjustments:		
Unrealised investment (income)/loss	(2,101,489)	120,394
Net realised investment (gain)/loss	(50,320)	281,022
(Gain)/loss from foreign exchange	(8,918)	10,819
Depreciation	11,863	12,652
Depreciation – right-of-use assets	6,219	5,833
Pension expense	22,439	16,024
Revaluation of investment in subsidiary companies	(109,443)	(2,280)
Revaluation of property, plant and equipment	–	16,858
Revaluation of investment properties	19,351	13,292
Adjustments to property, plant and equipment	<u>504</u>	<u>(5,352)</u>
<b>Surplus before working capital changes</b>	(174,521)	258,064
Decrease/(increase) in mortgage advances	289	(269)
Decrease in property being developed for sale	–	12,036
Increase in other assets	(14,720)	(27,904)
Increase/(decrease) in other liabilities	<u>46,785</u>	<u>(3,054)</u>
Cash (used in)/generated by operations	(142,167)	238,873
Repayment of principal portion of lease liabilities	<u>(6,210)</u>	<u>(6,220)</u>
<b>Net cash (used in)/generated by operating activities</b>	(148,377)	232,653
<b>Cash flows from investing activities</b>		
Purchase of property, plant and equipment	(3,739)	(2,354)
Purchase of investments	(2,436,644)	(7,278,656)
Sale/maturity of investments	<u>3,322,194</u>	<u>7,487,038</u>
<b>Net cash generated by investing activities</b>	<u>881,811</u>	<u>206,028</u>
<b>Net increase in cash and cash equivalents</b>	733,434	438,681
<b>Cash and cash equivalents at beginning of the year</b>	<u>2,857,119</u>	<u>2,418,438</u>
<b>Cash and cash equivalents at the end of the year</b>	<u><u>3,590,553</u></u>	<u><u>2,857,119</u></u>

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

## STATEMENT OF CHANGES IN FUNDS FOR THE YEAR ENDED 30 JUNE 2021

(Expressed in Trinidad and Tobago Dollars)

	Long-term Benefits		Short-term Benefits		Employment Injury Benefits		Total Funds	
	2021 \$'000	2020 \$'000	2021 \$'000	2020 \$'000	2021 \$'000	2020 \$'000	2021 \$'000	2020 \$'000
<b>Fund balance as at 1 July</b>	27,451,842	27,717,681	407,974	460,830	796,830	790,390	28,656,646	28,968,901
<b>Income</b>								
Contribution	4,014,233	4,217,272	270,622	281,151	225,519	187,434	4,510,374	4,685,857
Penalties and interest	30,075	33,934	151	202	378	444	30,604	34,580
Revaluation of subsidiaries	109,443	2,280	-	-	-	-	109,443	2,280
Revaluation of property, plant and equipment	-	(16,858)	-	-	-	-	-	(16,858)
Revaluation of investment properties	(19,351)	(13,292)	-	-	-	-	(19,351)	(13,292)
Net realised investment income	1,068,645	814,966	5,438	4,860	13,486	10,670	1,087,569	830,496
Net unrealised investment (loss)/income	2,064,923	(118,142)	10,507	(705)	26,059	(1,547)	2,101,489	(120,394)
Miscellaneous Income	3,241	4,137	-	-	-	-	3,241	4,137
<b>Total income</b>	<u>7,271,209</u>	<u>4,924,297</u>	<u>286,718</u>	<u>285,508</u>	<u>265,442</u>	<u>197,001</u>	<u>7,823,369</u>	<u>5,406,806</u>
<b>Expenditure</b>								
<i>Benefits</i>								
Retirement Benefit	4,548,580	4,353,563	-	-	-	-	4,548,580	4,353,563
Survivors Benefit	456,022	435,567	-	-	-	-	456,022	435,567
Invalidity Benefit	76,302	76,581	-	-	-	-	76,302	76,581
Retirement Grant	176,534	201,429	-	-	-	-	176,534	201,429
Funeral Grant	-	-	66,860	61,635	-	-	66,860	61,635
Sickness benefit	-	-	38,155	42,747	-	-	38,155	42,747
Maternity benefit	-	-	93,167	96,748	-	-	93,167	96,748
Special maternity	-	-	2,640	2,857	-	-	2,640	2,857
Employment injury	-	-	-	-	76,252	79,683	76,252	79,683
	<u>5,257,438</u>	<u>5,067,140</u>	<u>200,822</u>	<u>203,987</u>	<u>76,252</u>	<u>79,683</u>	<u>5,534,512</u>	<u>5,350,810</u>
Administrative expenditure	205,719	226,053	13,869	15,070	11,557	10,047	231,145	251,170
Pension expense	22,017	15,724	135	94	287	206	22,439	16,024
<b>Total expenditure</b>	<u>5,485,174</u>	<u>5,308,917</u>	<u>214,826</u>	<u>219,151</u>	<u>88,096</u>	<u>89,936</u>	<u>5,788,096</u>	<u>5,618,004</u>
Surplus/(deficit)	1,786,035	(384,620)	71,892	66,357	177,346	107,065	2,035,273	(211,198)
Other comprehensive income	76,472	(99,167)	452	(591)	997	(1,299)	77,921	(101,057)
Transfers	291,316	217,948	(78,674)	(118,622)	(212,642)	(99,326)	-	-
<b>Fund at end of year</b>	<u>29,605,665</u>	<u>27,451,842</u>	<u>401,644</u>	<u>407,974</u>	<u>762,531</u>	<u>796,830</u>	<u>30,769,840</u>	<u>28,656,646</u>

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

(Expressed in Trinidad and Tobago Dollars)

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 10th Actuarial Review was conducted as at 30 June 2016 and was completed by the International Labour Organization (ILO) on 30 June 2018. The next actuarial valuation has become due, for the period as at 30 June 2021 and is currently in progress. The main objectives of this review were 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 funded by both contribution income and investment income. Presently the fund is meeting all of its obligations.

### 3. Legislative amendments

The following legislative amendments were proposed in line with recommendations of the 10th Actuarial Report:

- i. Increase the contribution rate to 16.2 percent;
- ii. the minimum pension should be frozen to give at most 80 per cent of the minimum wage;
- iii. increase retirement age to 65; and
- iv. reduce pension by 6 percent for each year retirement benefit claim before the age of 65.

These recommendations are currently being assessed before any legislative amendments are made.

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 4. Summary of significant 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 International Financial Reporting Standards (IFRS) 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.

These special purpose financial statements are the parent company 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, plant 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

IFRS 16 was issued in January 2016 and it replaces IAS 17 Leases, IFRIC 4 Determining whether an Arrangement contains a Lease, SIC-15 Operating Leases-Incentives and SIC-27 Evaluating the Substance of Transactions Involving the Legal Form of a Lease.

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 4. Summary of significant accounting policies (continued)

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

IFRS 16 sets out the principles for the recognition, measurement, presentation and disclosure of leases and requires lessees to account for all leases under a single on-balance sheet model similar to the accounting for finance leases under IAS 17. The standard removes the current requirement for lessees to classify leases as finance leases or operating leases by introducing a single lessee accounting model that requires the recognition of lease assets (right-of-use assets) and lease liabilities on the statement of financial position for most leases. Lessees will also now separately recognise interest expense on the lease liability and depreciation expense on the right-of-use asset in the statement of comprehensive income.

Lessor accounting is substantially unchanged from accounting under IAS 17. Lessors will continue to classify all leases using the same classification principle as in IAS 17 and distinguish between two types of leases: operating and finance leases.

The NIBTT adopted IFRS 16 on 1 July 2019 and elected the modified retrospective approach transition option and the practical expedients permitted under this approach. Under the modified retrospective approach, the NIBTT will elect the option to measure the right-of-use asset as the lease liability adjusted for prepaid or accrued payments and the NIBTT will not restate comparative amounts. The most significant impact on the NIBTT was recognising new assets and liabilities for its operating leases of commercial property.

At the date of adoption of IFRS 16, the value of both the right-of-use asset and the lease liability was \$19.651 million.

In addition, the nature of expenses related to these leases changed, as IFRS 16 replaced the straight-line operating lease expense with a depreciation charge for the right-of-use assets and interest expense on 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.

#### 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

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 4. Summary of significant accounting policies (continued)

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

##### i. Right-of-use assets (continued)

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.

##### 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 \$1.1 million for the year ended 30 June 2021.

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 4. Summary of significant accounting policies (continued)

#### 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	
	2021	2020
National Insurance Property Development Company Limited (NIPDEC)	100%	100%
Trinidad and Tobago Mortgage Finance Company Limited (TTMF)	51%	51%
Home Mortgage Bank (HMB)	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 income.

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. NIPDEC and HMB was valued using the asset approach and TTMF was valued using the price to book approach. The Board deems these approaches to be most applicable to the individual entities.

#### 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 income.

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.

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 4. Summary of significant accounting policies (continued)

#### 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 income.

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.

From 1 July 2018, 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 income. NIBTT did not classify any of its financial assets as FVOCI.

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 4. Summary of significant accounting policies (continued)

#### f. Financial assets (continued)

##### Classification and measurement (continued)

##### 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 income 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 income. NIBTT classified investment securities at FVPL.

##### **Debt instruments**

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.

##### **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 income.

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.

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 4. Summary of significant accounting policies (continued)

#### f. Financial assets (continued)

##### Classification and measurement (continued)

##### Equity instruments (continued)

##### 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.

##### 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.

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 4. Summary of significant accounting policies (continued)

#### f. Financial assets (continued)

##### 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. All "regular way" purchases and sales are recognised at settlement date.

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 income. 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 income.

##### 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 income 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 income. 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.

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 4. Summary of significant accounting policies (continued)

#### f. Financial assets (continued)

##### Impairment of financial assets (continued)

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.

#### 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.

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 4. Summary of significant accounting policies (continued)

#### g. Mortgage advances (continued)

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 income. 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.

#### 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, plant 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, plant 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. Gains and losses arising from the change in fair value are included in the statement of comprehensive income.

The valuers 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.

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 4. Summary of significant accounting policies (continued)

#### i. Property, plant 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, plant and equipment.

Property, plant 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 valuers every 3 years. Freehold properties were professionally valued in June 2021 using the market approach (Note 5). 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 income 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 income.

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 revalued 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, plant and equipment are determined by comparing proceeds with their carrying amount and are recognised in the statement of comprehensive income.

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 4. Summary of significant accounting policies (continued)

#### j. Property being developed 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 for environmental restoration, restructuring costs and legal claims 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. Restructuring provisions comprise lease termination penalties and employee termination payments. 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

	2021	2020
Contribution income is allocated as follows:	%	%
Long-term benefits fund	89	89
Short-term benefits fund	6	6
Employment injury benefit fund	<u>5</u>	<u>5</u>
	<u>100</u>	<u>100</u>

##### 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.

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 4. Summary of significant accounting policies (continued)

#### I. 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 2021.

#### 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% (2020: 5%) of their pensionable salaries to the plan, whilst NIBTT currently contributes 14% (2020: 14%). All permanent employees are eligible for membership and temporary employees under certain conditions.

The liability 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.

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 4. Summary of significant accounting policies (continued)

#### m. Employee benefits (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 income in the year in which it arise. 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 and liabilities. 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.

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 4. Summary of significant 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, plant and equipment 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, was used by NIBTT to value its investment property portfolio. 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.

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

(Expressed in Trinidad and Tobago Dollars)

(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.

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 4. Summary of significant 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 the respective notes:

- » Impairment losses on contributions receivable
- » Fair valuation of financial assets
- » Employee benefits

On 30 January 2020, the World Health Organization declared the outbreak, of a novel strain of coronavirus ("COVID-19"), to constitute a "Public Health Emergency of International Concern." This global outbreak has disrupted supply chains across a range of industries.

While the specific areas of estimate and judgement as noted above did not change, the impact of COVID-19 resulted in the application of further judgement within those identified areas. Given the dynamic and evolving nature of COVID-19, limited recent experience of the economic and financial impacts of such a pandemic, and the short duration between the declaration of the pandemic and the preparation of these special purpose financial statements, changes to the estimates and outcomes that have been applied in the measurement of the Board's assets and liabilities may arise in the future. Other than adjusting events that provide evidence of conditions that existed at the end of the reporting period, the impact of events that arise after the reporting period will be accounted for in future reporting periods.

**NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2021**

(Expressed in Trinidad and Tobago Dollars)

(Continued)

5. Property, plant and equipment

	<b>Land freehold/ leasehold buildings \$'000</b>	<b>Machinery equipment furniture and fittings \$'000</b>	<b>Motor vehicles \$'000</b>	<b>Art \$'000</b>	<b>Total \$'000</b>
<b>Year ended 30 June 2021</b>					
Cost/valuation at beginning of year	236,017	87,654	4,011	1,295	328,977
Purchases	199	3,040	500	–	3,739
Revaluation	–	–	–	–	–
Adjustments/transfers	<u>(249)</u>	<u>–</u>	<u>(255)</u>	<u>–</u>	<u>(504)</u>
At the end of year	<u>235,967</u>	<u>90,694</u>	<u>4,256</u>	<u>1,295</u>	<u>332,212</u>
Accumulated depreciation at beginning of year	24,435	67,401	2,678	281	94,795
Current year charge	5,612	5,549	607	95	11,863
Revaluation	–	–	–	–	–
Disposal/adjustments	<u>962</u>	<u>(962)</u>	<u>(256)</u>	<u>–</u>	<u>(256)</u>
At the end of year	<u>31,009</u>	<u>71,988</u>	<u>3,029</u>	<u>376</u>	<u>106,402</u>
Net book value	<u>204,958</u>	<u>18,706</u>	<u>1,227</u>	<u>919</u>	<u>225,810</u>
<b>Year ended 30 June 2020</b>					
Cost/valuation at beginning of year	254,956	85,686	5,272	1,295	347,209
Purchases	146	1,968	240	–	2,354
Revaluation	(16,858)	–	–	–	(16,858)
Adjustments/transfers	<u>(2,227)</u>	<u>–</u>	<u>(1,501)</u>	<u>–</u>	<u>(3,728)</u>
At the end of year	<u>236,017</u>	<u>87,654</u>	<u>4,011</u>	<u>1,295</u>	<u>328,977</u>
Accumulated depreciation at beginning of year	16,993	62,927	3,662	185	83,767
Current year charge	7,550	4,474	532	96	12,652
Revaluation	–	–	–	–	–
Disposal/adjustments	<u>(108)</u>	<u>–</u>	<u>(1,516)</u>	<u>–</u>	<u>(1,624)</u>
At the end of year	<u>24,435</u>	<u>67,401</u>	<u>2,678</u>	<u>281</u>	<u>94,795</u>
Net book value	<u>211,582</u>	<u>20,253</u>	<u>1,333</u>	<u>1,014</u>	<u>234,182</u>

*Note:*

Valuation of and and freehold and leasehold buildings has been expressed by way of open market values as determined by valuations conducted by independent professional valuers every 3 years.

**NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2021**

(Expressed in Trinidad and Tobago Dollars)

(Continued)

6. Investment properties

	<b>1 July 2020</b>	<b>Additions</b>	<b>Appreciation/ (depreciation)</b>	<b>Transfers</b>	<b>2021</b>
	<b>\$'000</b>	<b>\$'000</b>	<b>in fair value</b>	<b>\$'000</b>	<b>\$'000</b>
			<b>\$'000</b>		
Buildings	119,602	112	(1,651)	–	118,063
Land	<u>205,000</u>	<u>–</u>	<u>(17,700)</u>	<u>–</u>	<u>187,300</u>
	<u>324,602</u>	<u>112</u>	<u>(19,351)</u>	<u>–</u>	<u>305,363</u>
	<b>1 July 2019</b>	<b>Additions</b>	<b>Depreciation</b>	<b>Transfers</b>	<b>2020</b>
	<b>\$'000</b>	<b>\$'000</b>	<b>in fair value</b>	<b>\$'000</b>	<b>\$'000</b>
			<b>\$'000</b>		
Buildings	140,044	–	(20,442)	–	119,602
Land	<u>197,850</u>	<u>–</u>	<u>7150</u>	<u>–</u>	<u>205,000</u>
	<u>337,894</u>	<u>–</u>	<u>(13,292)</u>	<u>–</u>	<u>324,602</u>

Rental income from investment properties during the year amounted to \$7.8 million (2020: \$7.78 million). Direct operating expenses incurred on investment properties during the year amounted to \$5.4 million (2020: \$1.46 million).

The valuation of the investment properties was conducted as at June 2021 by an independent professional valuator in accordance with the Royal Institute of Chartered Surveyors valuation – professional standards.

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.

**NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2021**

(Expressed in Trinidad and Tobago Dollars)

(Continued)

7. Investment in subsidiary companies

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

	<b>2021</b>	<b>2020</b>
	<b>\$'000</b>	<b>\$'000</b>
NIPDEC	163,333	174,280
TTMF	612,000	566,610
HMB	<u>1,100,000</u>	<u>1,025,000</u>
	<u>1,875,333</u>	<u>1,765,890</u>

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

<b>2021</b>	<b>NIPDEC</b>	<b>TTMF</b>	<b>HMB</b>	<b>Total</b>
	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>
Balance as at 30 June 2020	174,280	566,610	1,025,000	1,765,890
Market value adjustments	<u>(10,947)</u>	<u>45,390</u>	<u>75,000</u>	<u>109,443</u>
Balance as at 30 June 2021	<u>163,333</u>	<u>612,000</u>	<u>1,100,000</u>	<u>1,875,333</u>
<b>2020</b>	<b>NIPDEC</b>	<b>TTMF</b>	<b>HMB</b>	<b>Total</b>
	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>
Balance as at 30 June 2019	182,000	566,610	1,015,000	1,763,610
Market value adjustments	<u>(7,720)</u>	<u>–</u>	<u>10,000</u>	<u>2,280</u>
Balance as at 30 June 2020	<u>174,280</u>	<u>566,610</u>	<u>1,025,000</u>	<u>1,765,890</u>

The cost of investment in subsidiaries is as follows:

<b>2021</b>	<b>NIPDEC</b>	<b>TTMF</b>	<b>HMB</b>	<b>Total</b>
	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>
Balance as at 30 June 2020	25,000	7,200	496,404	528,604
Purchases	<u>–</u>	<u>–</u>	<u>–</u>	<u>–</u>
Balance as at 30 June 2021	<u>25,000</u>	<u>7,200</u>	<u>496,404</u>	<u>528,604</u>
<b>2020</b>	<b>NIPDEC</b>	<b>TTMF</b>	<b>HMB</b>	<b>Total</b>
	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>
Balance as at 30 June 2019	25,000	7,200	496,404	528,604
Purchases	<u>–</u>	<u>–</u>	<u>–</u>	<u>–</u>
Balance as at 30 June 2020	<u>25,000</u>	<u>7,200</u>	<u>496,404</u>	<u>528,604</u>

**NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2021**

(Expressed in Trinidad and Tobago Dollars)

(Continued)

8. Investment securities

	<b>2021</b>	<b>2020</b>
	<b>\$'000</b>	<b>\$'000</b>
Fair value through profit or loss:		
Bonds (8 i.)	8,459,281	8,818,362
Equities (8 ii.)	15,172,352	12,842,594
Mutual funds (8 iii)	422,391	569,233
Amortised cost:		
Treasury bills	–	250,000
Fixed deposits	–	299,026
	<u>24,054,024</u>	<u>22,779,215</u>

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

i. Bonds

Foreign	378,871	526,804
Government	4,934,786	5,008,831
Corporate	<u>3,145,624</u>	<u>3,282,727</u>
	<u>8,459,281</u>	<u>8,818,362</u>

Local and corporate bonds earn interest at rates varying between to 1.95% and 11.75% (2020: 1.95% and 12.25%).

	<b>2021</b>	<b>2020</b>
	<b>\$'000</b>	<b>\$'000</b>
ii. Equities		
Quoted		
Foreign	5,611,528	3,872,529
Local	9,322,665	8,710,545
Unquoted	<u>238,159</u>	<u>259,520</u>
	<u>15,172,352</u>	<u>12,842,594</u>
iii. Mutual funds		
Quoted		
Foreign	–	68,516
Local	367,191	446,337
Unquoted	<u>5,200</u>	<u>54,380</u>
	<u>422,391</u>	<u>569,233</u>

**NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2021**

(Expressed in Trinidad and Tobago Dollars)

(Continued)

8. Investment securities (continued)

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

	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Total</b>
<b>30 June 2021</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>
Bonds	2,005,333	6,453,948	–	8,459,281
Equities	14,934,193	236,509	1,650	15,172,352
Mutual funds	<u>367,191</u>	<u>–</u>	<u>55,200</u>	<u>422,391</u>
	<u>17,306,717</u>	<u>6,690,457</u>	<u>56,850</u>	<u>24,054,024</u>
<b>30 June 2020</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>
Bonds	1,756,403	7,061,959	–	8,818,362
Equities	12,583,238	257,706	1,650	12,842,594
Mutual funds	<u>514,853</u>	<u>–</u>	<u>54,380</u>	<u>569,233</u>
	<u>14,854,494</u>	<u>7,319,665</u>	<u>56,030</u>	<u>22,230,189</u>

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:

	<b>2021</b>	<b>2020</b>
	<b>\$'000</b>	<b>\$'000</b>
Balance at the beginning of the year	56,030	55,220
Transfers/Repayments	820	–
Net unrealised gain	<u>–</u>	<u>810</u>
Balance at the end of the year	<u>56,850</u>	<u>56,030</u>

**NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2021**

(Expressed in Trinidad and Tobago Dollars)

(Continued)

9. Mortgage advances

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

	<b>2021</b>	<b>2020</b>
	<b>\$'000</b>	<b>\$'000</b>
Gross mortgage advances	52,473	52,762
Specific allowance for non-performing advances (ECL stage 3)	<u>(50,355)</u>	<u>(50,355)</u>
	<u>2,118</u>	<u>2,407</u>

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

	<b>2021</b>	<b>2020</b>
	<b>\$'000</b>	<b>\$'000</b>
Balance as at beginning of the year	50,355	48,458
Movement for the year	<u>—</u>	<u>1,897</u>
Balance as at end of the year	<u>50,355</u>	<u>50,355</u>

Mortgage advances earn interest at an average effective rate of 8.00% (2020: 8.00%).

10. Property being developed 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 development was successfully completed in 2017.

	<b>2021</b>	<b>2020</b>
	<b>\$'000</b>	<b>\$'000</b>
The carrying value of properties being developed for sale was arrived at as follows:		
Cost as at 1 July	613	12,649
Units sold	<u>—</u>	<u>(12,036)</u>
	<u>613</u>	<u>613</u>

**NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2021**

(Expressed in Trinidad and Tobago Dollars)

(Continued)

11. Leases

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

<b>2021</b>	<b>Land and building \$'000</b>	<b>Office equipment \$'000</b>	<b>Total \$'000</b>
<b>Right-of-use assets</b>			
Balance – beginning of year	9,975	3,843	13,818
Additions	–	–	–
Depreciation expense	<u>(5,029)</u>	<u>(1,190)</u>	<u>(6,219)</u>
Balance – end of year	<u>4,946</u>	<u>2,653</u>	<u>7,599</u>
<b>Leased liabilities</b>			
Balance – beginning of year	10,146	3,843	13,989
Additions	–	–	–
Accretion of interest	277	171	448
Principal payments	<u>(5,297)</u>	<u>(1,361)</u>	<u>(6,658)</u>
Balance – end of year	<u>5,126</u>	<u>2,653</u>	<u>7,779</u>
Current			6,109
Non-current			1,670

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

	<b>2021 \$'000</b>	<b>2020 \$'000</b>
Depreciation expense of right-of-use assets	6,219	5,833
Interest expense on lease liabilities	<u>448</u>	<u>559</u>
	<u>6,667</u>	<u>6,392</u>

**NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2021**

(Expressed in Trinidad and Tobago Dollars)

(Continued)

11. Leases (continued)

<b>2020</b>	<b>Land and building \$'000</b>	<b>Office equipment \$'000</b>	<b>Total \$'000</b>
<b>Right-of-use assets</b>			
Balance – beginning of year	–	–	–
Additions	15,106	4,545	19,651
Depreciation expense	(5,131)	(702)	(5,833)
Balance – end of year	<u>9,975</u>	<u>3,843</u>	<u>13,818</u>
<b>Leased liabilities</b>			
Balance – beginning of year	–	–	–
Additions	15,106	4,545	19,651
Accretion of interest	440	119	559
Principal payments	<u>(5,400)</u>	<u>(821)</u>	<u>(6,221)</u>
Balance – end of year	<u>10,146</u>	<u>3,843</u>	<u>13,989</u>
Current			6,109
Non-current			7,880

The lease liabilities as at 1 July 2019 can be reconciled to the operating lease commitments as at 30 June 2019, as follows:

Operating lease commitments as at 30 June 2019	21,236
Weighted average incremental borrowing rate as at 1 July 2019	<u>3.71%</u>
Discounted operating lease commitments as at 1 July 2019	19,651
Less: Commitments relating to short-term leases and leases of low-value assets	–
Add: Commitments relating to leases previously classified as finance leases	<u>–</u>
Lease liabilities as at 1 July 2019	<u>19,651</u>

**NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2021**

(Expressed in Trinidad and Tobago Dollars)

(Continued)

12. Other assets

	<b>2021</b>	<b>2020</b>
	<b>\$'000</b>	<b>\$'000</b>
Investment income receivable	93,574	89,061
Sundry debtors	67,342	63,036
Prepayments	392,290	370,806
Contributions receivable	<u>419,584</u>	<u>435,167</u>
	<u>972,790</u>	<u>958,070</u>
Contributions receivable		
Gross contributions receivable	472,639	494,727
Less: Expected credit losses	<u>(53,055)</u>	<u>(59,560)</u>
	<u>419,584</u>	<u>435,167</u>
The movement in the expected credit losses is as follows:		
Balance – beginning of year	59,560	36,403
Movement during the year	<u>(6,505)</u>	<u>23,157</u>
Balance – end of year	<u>53,055</u>	<u>59,560</u>
Claims receivable: Clico Investment Bank Limited (CIB)		
Gross amount	313,630	313,306
Provision for impairment	<u>(313,630)</u>	<u>(313,306)</u>
Carrying amount	<u>–</u>	<u>–</u>

Over the period September 2008 to January 2009, the NIBTT deposited sums of money with Clico Investment Bank Limited (CIB) as Investment Note Certificates (INC). In November 2009, legal action was initiated by the NIBTT due to breach on the part of CIB claiming the sums of US\$102,506,129 and TT\$46,493,563. On 27 September 2011, judgement was awarded in favour of the NIBTT in the sums of both claims with interest at the rate of 6% per annum from the dates of maturity of each deposit to the date of judgement.

On or about October 2011, CIB was placed in compulsory liquidation and Deposit Insurance Corporation (DIC) appointed Liquidator.

By letters dated 31 July 2017, the DIC acknowledged and admitted the NIBTT's claims up to date of appointment of the Liquidator (17 October 2011) as follows:

- » TT\$45,200,876 and TT\$6,577,051 principal and interest respectively; and
- » US\$99,652,121 and US\$14,943,218 principal and interest respectively.

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 12. Other Assets (continued)

DIC also advised that these amounts have been admitted by the Liquidator and are listed among the other unsecured creditors of Clico Investment Bank Limited – In Compulsory Liquidation for which settlement can take place only after the secured creditors have been settled. In light of this, the NIBTT has adopted a prudent approach and maintained the full provision on this debt established in 2013. The NIBTT remains committed to exhausting all efforts to recover this debt.

By letter dated 18 April 2018 the DIC advised that, pursuant to the Order of the High Court (CV2010-01442) dated 25 January 2018, the Liquidator has been ordered to pay liability instruments:

- i. Interest at a rate of 6% per annum to those creditors previously entitled to a contractual rate of more than 6% per annum, and to maintain the original rate where that rate of interest was less than 6% per annum, up to the date of the Winding Up Order namely, 17 October 2011.

The Liquidator has also been ordered to:

- ii. Convert to Trinidad and Tobago Dollars all foreign currency instruments as at the date of the Winding Up Order namely, 17 October 2011 and to make any and all dividend distribution in Trinidad and Tobago Dollars.

As a direct result of the above on 1 May 2018 an amount of TT\$358,177,860 was received and a second payment on 14 May 2018 to the value of TT\$46,367,839 was also recovered totalling \$404,545,699.

Also in the year ended 30 June 2019, on 4 December 2018 an amount of TT\$18,568,106 was received and a second payment on 10 December 2018 to the value of TT\$2,403,730 was also recovered totalling \$20,971,836. Foreign exchange loss of \$333,000 was recorded as at 30 June 2021 (2020: \$333,000) in relation to the balance receivable.

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 13. Post-employment benefit

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

	<b>2021</b>	<b>2020</b>
	<b>\$'000</b>	<b>\$'000</b>
Net asset in statement of financial position		
Present value of defined benefit obligation	1,148,026	1,098,789
Fair value of assets	<u>(1,104,277)</u>	<u>(999,558)</u>
<b>Net defined benefit (liability)/asset</b>	<u>43,749</u>	<u>99,231</u>
Movement in present value of defined benefit obligation		
Defined benefit obligation at start of year	1,098,789	979,692
Current service cost	29,895	29,581
Interest cost	59,369	52,758
Members' contributions	4,442	4,331
Re-measurements		
- Experience adjustments	(5,241)	50,488
- Actual losses from changes in demographic assumptions	-	23,393
Benefits paid	<u>(39,228)</u>	<u>(41,454)</u>
<b>Defined benefit obligation at end of year</b>	<u>1,148,026</u>	<u>1,098,789</u>

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

	<b>2021</b>	<b>2020</b>
Active	47%	47%
Deferred members	1%	1%
Pensioners	52%	52%

The weighted average duration of the defined benefit obligation 16.5 years.

94% of the value of the benefits for active members is vested.

30% of the defined benefit obligation for active members is conditional on future salary increases.

	<b>2021</b>	<b>2020</b>
	<b>\$'000</b>	<b>\$'000</b>
Movement in fair value of plan assets		
Fair value of plan assets at start of year	999,558	997,542
Interest income	54,370	54,187
Return on plan assets, excluding interest income	72,680	(27,176)
Board contributions	12,455	12,128
Members' contributions	4,442	4,331
Benefits paid	<u>(39,228)</u>	<u>(41,454)</u>
<b>Fair value of plan assets at end of year</b>	<u>1,104,277</u>	<u>999,558</u>
Actual return on plan assets	<u>127,050</u>	<u>27,011</u>

**NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2021**

(Expressed in Trinidad and Tobago Dollars)

(Continued)

13. Post-employment benefit (continued)

	<b>2021</b>	<b>2020</b>
	<b>\$'000</b>	<b>\$'000</b>
Asset allocation		
Regionally listed equities (prices quoted on regional exchanges)	297,180	262,608
Overseas equities (developed markets outside of CARICOM)	210,287	147,786
TT\$ Gov't and Gov't Guaranteed bonds (no quoted market prices)	472,368	478,166
TT\$ corporate bonds (no quoted market prices)	63,385	64,369
US\$ bonds (no quoted market prices)	13,303	22,154
Mortgages (no quoted market prices)	-	-
Local equity/income mutual fund	10,415	9,831
Cash and cash equivalents	<u>37,339</u>	<u>14,644</u>
<b>Fair value of plan assets at end of year</b>	<u><u>1,104,277</u></u>	<u><u>999,558</u></u>

All asset values as at 30 June 2021 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, which also guarantees many of the corporate bonds held by the Plan.

	<b>2021</b>	<b>2020</b>
	<b>\$'000</b>	<b>\$'000</b>
Expense recognised in profit or loss		
Current service cost	29,895	29,581
Board contributions	4,999	(1,429)
Net interest on net defined benefit liability	<u>(12,455)</u>	<u>(12,128)</u>
<b>Net pension cost</b>	<u><u>22,439</u></u>	<u><u>16,024</u></u>
Re-measurements recognised in comprehensive income		
Experience gains	(77,921)	101,057
Effect of asset ceiling	<u>-</u>	<u>-</u>
<b>Total amount recognised in comprehensive income</b>	<u><u>(77,921)</u></u>	<u><u>101,057</u></u>
Reconciliation of opening and closing statement of financial position entries		
Opening defined benefit (asset)/liability	99,231	(17,850)
Net pension cost	34,894	28,152
Re-measurements recognised in comprehensive income	(77,921)	101,057
Board contributions paid	<u>(12,455)</u>	<u>(12,128)</u>
<b>Closing defined benefit liability/(asset)</b>	<u><u>43,749</u></u>	<u><u>99,231</u></u>

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 13. Post-employment benefit (continued)

	<b>2021</b>	<b>2020</b>
Discount rate	5.5%	5.5%
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	21.8	21.8
-Female	26.1	26.0
Life expectancy at age 60 for current members age 40 in years		
-Male	22.7	22.7
-Female	27.0	27.0
Sensitivity analysis	<b>1%pa lower</b>	<b>1%pa higher</b>
	<b>\$'000</b>	<b>\$'000</b>
Discount rate	204,645	(157,818)
Future salary increases	(40,395)	46,853
Future pension increases	(118,822)	144,903

An increase of 1 year in the assumed life expectancies shown above would increase the defined benefit obligation at 30 June 2021 by \$25.8 million (2020: \$24.3 million).

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

#### *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. NIBTT expects to pay contributions of \$12.8 million to the pension plan during 2021/22. However, this amount could increase if outstanding pay negotiations are completed during the year.

**NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2021**

(Expressed in Trinidad and Tobago Dollars)

(Continued)

14. Cash and cash equivalents

	<b>2021</b>	<b>2020</b>
	<b>\$'000</b>	<b>\$'000</b>
Cash at bank (TT\$)	2,794,604	2,233,095
Cash at bank (US\$)	276,113	100,635
Money Market Fund (TT\$)	2,584	2,549
Money Market Fund (US\$)	<u>517,252</u>	<u>520,840</u>
	<u>3,590,553</u>	<u>2,857,119</u>

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.

	<b>2021</b>	<b>2020</b>
	<b>\$'000</b>	<b>\$'000</b>
Opening balance for the year	<u>72,624</u>	<u>72,624</u>
Closing balance for the year	<u>72,624</u>	<u>72,624</u>

17. Other liabilities

	<b>2021</b>	<b>2020</b>
	<b>\$'000</b>	<b>\$'000</b>
Sundry creditors and accruals	123,565	78,620
Provision for other payables	<u>16,646</u>	<u>14,806</u>
	<u>140,211</u>	<u>93,426</u>

**NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2021**

(Expressed in Trinidad and Tobago Dollars)

(Continued)

18. Net realised investment income

	<b>2021</b>	<b>2020</b>
	<b>\$'000</b>	<b>\$'000</b>
Interest income - local	408,460	416,372
Dividend income - local	339,959	285,726
Rental income	7,951	7,787
Miscellaneous income	5,242	6,351
Income – mutual funds	13,625	9,295
Income – foreign equity	80,400	72,490
Income – foreign bonds	14,214	20,940
Gain on sale of foreign equities	201,304	32,650
Loss from foreign exchange	8,918	(10,819)
Gain on sale of foreign bonds	6,838	–
Gain on sale of mutual funds	<u>33,896</u>	<u>20,288</u>
Total realised investment income	1,120,807	861,080
Investment expense	<u>(33,238)</u>	<u>(30,584)</u>
Net realised investment income	<u>1,087,569</u>	<u>830,496</u>

19. Net unrealised investment (loss)/income

	<b>2021</b>	<b>2020</b>
	<b>\$'000</b>	<b>\$'000</b>
Local equity	590,342	92,469
Foreign equity	1,368,377	(102,800)
Mutual funds	9,578	(22,879)
Foreign bonds	6,099	9,661
Local bonds	<u>127,093</u>	<u>(96,845)</u>
	<u>2,101,489</u>	<u>(120,394)</u>

20. Staff salaries, allowances and benefits

	<b>2021</b>	<b>2020</b>
	<b>\$'000</b>	<b>\$'000</b>
Pension contributions (Note 13)	12,455	12,128
Salaries and other related expenses	130,043	126,613
Group health plan	2,292	2,193
National insurance contributions	7,324	7,557
Training	871	1,605
Travelling and subsistence	911	1,135
Other	<u>355</u>	<u>371</u>
	<u>154,251</u>	<u>151,602</u>

**NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2021**

(Expressed in Trinidad and Tobago Dollars)

(Continued)

21. Other expenses

	<b>2021</b>	<b>2020</b>
	<b>\$'000</b>	<b>\$'000</b>
Janitorial	5,103	4,342
Advertising and publicity	2,115	1,780
Bank charges	1,829	1,827
Electricity	2,549	2,892
Insurance	2,421	1,988
Legal and professional	10,391	9,326
Printing stationery and office supplies	2,097	1,940
Rent	1,100	1,165
Repairs and maintenance – equipment	2,857	1,945
Repairs and maintenance – premises	5,335	4,737
Security	8,416	12,626
Pension administration	6,466	232
Telephone	8,646	5,140
Interest expense – leases (Note 11)	448	559
Other	<u>4,466</u>	<u>6,577</u>
	<u>64,239</u>	<u>57,076</u>

As at 30 June 2021, administrative expenses amounted to 5.36% (2020: 4.67%) 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 2021, 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 \$87.41 million (2020: \$60 million) has been made in the accounts for wage negotiations up to June 2021 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.

**NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2021**

(Expressed in Trinidad and Tobago Dollars)

(Continued)

23. Related party transactions and balances (continued)

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 2021 and 2020, NIBTT carried out the following significant transactions with related parties during the course of normal operations:

	<b>2021</b>	<b>2020</b>
	<b>\$'000</b>	<b>\$'000</b>
Net investments/(redemptions) in debt of subsidiary companies	(233,900)	(50,984)
Interest received	<u>131,236</u>	<u>36,196</u>
	<u>(102,664)</u>	<u>(14,788)</u>

ii. Balances due to/from related parties

The amounts due to/from related companies comprise of the following:

Balance due to	<u>3,143</u>	<u>3,143</u>
Balance due from	<u>2,896</u>	<u>2,896</u>

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:

Short-term employee benefits	5,386	4,870
Post-employment benefits	<u>1,728</u>	<u>2,352</u>
Balance due	<u>7,114</u>	<u>7,222</u>

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 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; management therefore carefully manages its exposure to credit risk. 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.

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.

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 25. Financial risk management (continued)

#### *Credit risk (continued)*

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:

	<b>2021</b>	<b>2020</b>
	<b>\$'000</b>	<b>\$'000</b>
Bonds	8,459,281	8,818,362
Mutual funds	422,391	569,233
Treasury bills	–	250,000
Fixed deposits	–	299,026
Mortgage advances	2,118	2,407
Contributions receivable	419,584	435,167
Other assets	553,206	522,903
Cash and cash equivalents	<u>3,590,553</u>	<u>2,857,119</u>
<b>Total credit risk exposure</b>	<u>13,447,133</u>	<u>13,754,217</u>

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.

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:

	<b>2021</b>	<b>2020</b>
	<b>\$'000</b>	<b>\$'000</b>
Trinidad and Tobago	11,967,806	12,081,047
North America	866,851	1,077,345
Europe	583,204	557,010
Other Caribbean	<u>29,272</u>	<u>38,815</u>
<b>Total geographic concentration</b>	<u>13,447,133</u>	<u>13,754,217</u>

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 2021 and the corresponding historical credit losses experienced within this year. The historical loss rates are adjusted to reflect current and forward-looking information on macroeconomic factors affecting the ability of registered employers to settle the receivables. The Board has identified the GDP and the unemployment

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 25. Financial risk management (continued)

#### *Credit risk (continued)*

rate to be the most relevant factors, and accordingly adjusts the historical loss rates based on expected changes in these factors. The impact of COVID-19 on these factors resulted in the application of further judgement within those identified areas.

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.

On that basis, the loss allowance as at 30 June 2021 and 30 June 2020 was determined as follows:

	<b>ECL rate</b>	<b>Gross contributions receivable</b>	<b>ECL allowance</b>	<b>Net contributions receivable</b>
<b>30 June 2021</b>	<b>%</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>
Current	0.99	346,202	3,418	342,784
More than 30 days	15.21	63,893	9,720	54,173
More than 60 days	37.07	12,588	4,667	7,921
More than 90 days	47.09	18,624	8,770	9,854
More than 180 days	71.44	16,988	12,136	4,852
More than 365 days	100.00	<u>14,344</u>	<u>14,344</u>	<u>—</u>
		<u>472,639</u>	<u>53,055</u>	<u>419,584</u>

	<b>ECL rate</b>	<b>Gross contributions receivable</b>	<b>ECL allowance</b>	<b>Net contributions receivable</b>
<b>30 June 2020</b>	<b>%</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>
Current	0.98	380,783	3,724	377,059
More than 30 days	15.56	31,292	4,872	26,420
More than 60 days	39.05	23,892	9,336	14,556
More than 90 days	54.28	26,238	14,251	11,987
More than 180 days	72.10	18,445	13,300	5,145
More than 365 days	100.00	<u>14,077</u>	<u>14,077</u>	<u>—</u>
		<u>494,727</u>	<u>59,560</u>	<u>435,167</u>

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

(Expressed in Trinidad and Tobago Dollars)

(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.

<b>30 June 2021</b>	<b>Up to one year \$'000</b>	<b>One to five years \$'000</b>	<b>Over five years \$'000</b>	<b>Total \$'000</b>
<b>Financial assets</b>				
Lease liabilities	6,109	1,670	–	7,779
Other liabilities	<u>140,211</u>	<u>–</u>	<u>–</u>	<u>140,211</u>
	<u>146,320</u>	<u>1,670</u>	<u>–</u>	<u>147,990</u>
<b>30 June 2020</b>	<b>Up to one year \$'000</b>	<b>One to five years \$'000</b>	<b>Over five years \$'000</b>	<b>Total \$'000</b>
<b>Financial assets</b>				
Lease liabilities	<u>6,109</u>	<u>7,880</u>	<u>–</u>	<u>13,989</u>
Other liabilities	<u>93,426</u>	<u>–</u>	<u>–</u>	<u>93,426</u>
	<u>99,535</u>	<u>7,880</u>	<u>–</u>	<u>107,415</u>

### 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.

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 25. Financial risk management (continued)

*Market risk – interest rate risk (continued)*

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

<b>Asset allocation - 2021</b>	<b>&lt;1 mth \$'000</b>	<b>1-3mths \$'000</b>	<b>3 mths-1 yr \$'000</b>	<b>1yr-5 yrs \$'000</b>	<b>Over 5 yrs \$'000</b>	<b>Non-interest bearing \$'000</b>	<b>Total \$'000</b>
Bonds	-	-	-	3,702,596	4,756,685	-	8,459,281
Equities	-	-	-	-	-	15,172,351	15,172,351
Mutual funds	-	-	-	-	-	422,391	422,391
Other assets	-	-	-	-	-	972,790	972,790
Cash and cash equivalents	<u>2,802,566</u>	<u>519,837</u>	-	-	-	<u>268,150</u>	<u>3,590,553</u>
<b>Total</b>	<u>2,802,566</u>	<u>519,837</u>	-	<u>3,702,596</u>	<u>4,756,685</u>	<u>16,835,682</u>	<u>28,617,366</u>
<b>Asset allocation - 2020</b>	<b>&lt;1 mth \$'000</b>	<b>1-3mths \$'000</b>	<b>3 mths-1 yr \$'000</b>	<b>1yr-5 yrs \$'000</b>	<b>Over 5 yrs \$'000</b>	<b>Non-interest bearing \$'000</b>	<b>Total \$'000</b>
Bonds	376	192,169	943,398	3,669,929	4,012,490	-	8,818,362
Treasury bills	-	70,000	180,000	-	-	-	250,000
Fixed deposits	-	75,000	224,026	-	-	-	299,026
Equities	-	-	-	-	-	12,842,594	12,842,594
Mutual funds	-	-	-	-	-	569,233	569,233
Other assets	-	-	-	-	-	958,070	958,070
Cash and cash equivalents	<u>2,030,846</u>	<u>523,389</u>	-	-	-	<u>302,884</u>	<u>2,857,119</u>
<b>Total</b>	<u>2,031,222</u>	<u>860,558</u>	<u>1,347,424</u>	<u>3,669,929</u>	<u>4,012,490</u>	<u>14,672,781</u>	<u>26,594,404</u>

### 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 2021 and 2020.

	<b>100bp increase \$'000</b>	<b>100bp decrease \$'000</b>
<b>June 2021</b>	(369,593)	369,593
<b>June 2020</b>	(383,280)	383,280

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 25. Financial risk management (continued)

#### *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:

<b>As at 30 June 2021</b>	<b>TT \$'000</b>	<b>US \$'000</b>	<b>Total \$'000</b>
<b>Assets</b>			
Cash and cash equivalents	2,797,188	793,365	3,590,553
Bonds	6,217,471	2,241,810	8,459,281
Equities	9,371,974	5,800,378	15,172,352
Mutual funds	422,391	–	422,391
Fixed deposits	–	–	–
Treasury bills	–	–	–
Right-of-use assets	7,599	–	7,599
Mortgage advances	2,118	–	2,118
Other assets	<u>972,790</u>	<u>–</u>	<u>972,790</u>
<b>Total financial assets</b>	<u>19,791,531</u>	<u>8,835,553</u>	<u>28,627,084</u>
<b>As at 30 June 2020</b>	<b>TT \$'000</b>	<b>US \$'000</b>	<b>Total \$'000</b>
Cash and cash equivalents	2,235,644	621,475	2,857,119
Bonds	6,553,109	2,265,253	8,818,362
Equities	8,788,896	4,053,698	12,842,594
Mutual funds	500,717	68,516	569,233
Fixed deposits	299,026	–	299,026
Treasury bills	250,000	–	250,000
Right-of-use assets	13,960	–	13,960
Mortgage advances	2,407	–	2,407
Other assets	<u>958,070</u>	<u>–</u>	<u>958,070</u>
<b>Total financial assets</b>	<u>19,601,829</u>	<u>7,008,942</u>	<u>26,610,771</u>

**NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2021**

(Expressed in Trinidad and Tobago Dollars)

(Continued)

25. Financial risk management (continued)

*Market risk – interest rate risk (continued)*

The following significant exchange rates were applied during the year:

	Average mid rate		Reporting date spot rate	
	30 June 2021	30 June 2020	30 June 2021	30 June 2020
USD	6.7474	6.7400	6.7474	6.7553

*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 2021 and 2020.

	2021 \$'000	2020 \$'000
TTD + / - 1%	88,356	70,089

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:

	2021 \$'000	2020 \$'000
Trinidad and Tobago	9,604,294	9,020,535
North America	<u>5,568,058</u>	<u>3,822,059</u>
Total geographic concentration	<u>15,172,352</u>	<u>12,842,594</u>

26. Staff complement

The staff complement as at 30 June 2021 was 635 (2020: 667).

## NOTES TO THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

(Expressed in Trinidad and Tobago Dollars)

(Continued)

### 27. Subsequent events

There were no subsequent events noted by management up to the date of authorisation of the special purpose financial statements that require adjustment to or disclosure in these special purpose financial statements.

The COVID-19 pandemic has created unprecedented uncertainty of the economic environment, in particular on employment and contribution income, and the continued lack of market transactions which are ordinarily a strong source of evidence for valuations of investments. Actual economic events and conditions in the future may be materially different from those estimated by the Board at the reporting date. In the event the COVID-19 pandemic impacts are more severe or prolonged than anticipated, this may have further adverse impacts to contribution income and the fair value of the Board's investment in subsidiaries and properties. At the date of these special purpose financial statements, an estimate of the future effects of the COVID-19 pandemic on the Board's portfolio cannot be made, as the impact will depend on the magnitude and duration of the economic downturn, with the full range of possible effects unknown.





