

*Financial Statements, Required Supplementary Information,  
and Report on Internal Control and Compliance*

**Republic of Palau Civil Service Pension  
Plan and Trust**

(A Component Unit of the Republic of Palau)

*Years ended September 30, 2023 and 2022  
with Report of Independent Auditors*



**Shape the future  
with confidence**

Republic of Palau Civil Service Pension Plan and Trust  
(A Component Unit of the Republic of Palau)

Financial Statements, Required Supplementary Information, and  
Report on Internal Control and Compliance

Years ended September 30, 2023 and 2022

**Table of Contents**

|   |    |
|---|----|
| Report of Independent Auditors.....   | 1  |
| Management’s Discussion and Analysis .....  | 4  |
| Audited Basic Financial Statements  |    |
| Statements of Fiduciary Net Position .....  | 9  |
| Statements of Changes in Fiduciary Net Position.....  | 10 |
| Notes to Financial Statements.....  | 11 |
| Required Supplementary Information  |    |
| Schedule of Changes in Net Pension Liability and<br>Related Ratios.....   | 33 |
| Schedule of Contributions.....  | 34 |
| Notes to Required Supplementary Information .....   | 35 |
| Report on Internal Control and Compliance   |    |
| Report of Independent Auditors on Internal Control Over Financial Reporting<br>and on Compliance and Other Matters Based on an Audit of Financial Statements<br>Performed in Accordance with <i>Government Auditing Standards</i> ..... | 37 |
| Schedule of Findings and Responses.....   | 39 |

## Report of Independent Auditors

The Board of Trustees  
Republic of Palau Civil Service Pension Plan and Trust

### **Report on the Audit of the Financial Statements**

#### ***Opinion***

We have audited the financial statements of the fiduciary activities of Republic of Palau Civil Service Pension Plan and Trust (the Fund), a component unit of the Republic of Palau, as of and for the years ended September 30, 2023 and 2022, and the related notes to the financial statements, which collectively comprise the Fund's basic financial statements as listed in the table of contents.

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the financial position of the fiduciary activities of the Fund as of September 30, 2023 and 2022, and the changes in fiduciary net position for the years then ended in accordance with accounting principles generally accepted in the United States of America.

#### ***Basis for Opinion***

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States (*Government Auditing Standards*). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Fund and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

#### ***Responsibilities of Management for the Financial Statements***

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Fund's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

## *Auditor's Responsibilities for the Audit of the Financial Statements*

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS and *Government Auditing Standards* will always detect a material misstatement when it exists. 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. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS and *Government Auditing Standards*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- 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 Fund's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Fund's ability to continue as a going concern for a reasonable period of time.

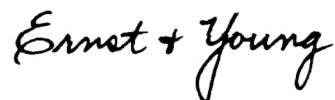
We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

### ***Required Supplementary Information***

Accounting principles generally accepted in the United States of America require that the Management's Discussion and Analysis on pages 4 through 8 as well as Schedule of Changes in Net Pension Liability and Related Ratios on page 33, Schedule of Contributions on page 34 and the Notes to Required Supplementary Information on pages 35 and 36 be presented to supplement the basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with GAAS, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audits of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

### ***Other Reporting Required by Government Auditing Standards***

In accordance with *Government Auditing Standards*, we have also issued our report dated March 23, 2026 on our consideration of the Fund's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Fund's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Fund's internal control over financial reporting and compliance.

The logo for Ernst + Young, featuring the company name in a stylized, cursive script font.

March 23, 2026



Republic of Palau Civil Service Pension Plan and Trust  
(A Component Unit of the Republic of Palau)

Management's Discussion and Analysis

REPUBLIC OF PALAU  
CIVIL SERVICE PENSION PLAN

Board of Trustees

William Ngiraikelau  
Chairperson

Jubilee K. Kuartei  
Vice Chairman

Members

Felix Okabe

Elicita Morei

Presley Etibek

Yositaka Adachi

This report presents a management's discussion and analysis of the Republic of Palau Civil Service Pension Trust Fund's (the Fund) financial performance during the fiscal year ended September 30, 2023, with selected comparative information for the fiscal years ended September 30, 2022 and 2021.

### Introductory Section

The Fund is a defined benefit, cost sharing multi-employer plan, which is a component unit of the Republic of Palau (ROP) National Government providing retirement and other benefits to employees, their spouses and dependents, of the National and State Governments, quasi-governmental organizations, ROP public corporations and other public entities of the National and State Governments.

### Accounting Methods and Policies

The accounting policies of the Fund conform to accounting principles generally accepted in the United States of America as applicable to governmental agencies, specifically state and local governmental pension plans. The Fund accounts for fiduciary net position and reporting fiduciary net position in accordance with the provisions of Governmental Accounting Standards Board (GASB) Statement No. 67, *Financial Reporting for Pension Plans*, and GASB Statement No. 68, *Accounting and Financial Reporting for Pensions* and GASB Statement No. 71, *Pension Transition for Contributions Made Subsequent to the Measurement Date - an amendment of GASB Statement No. 68*, which were adopted during fiscal years ended September 30, 2014 and 2015, respectively. Financial statements are prepared on the accrual basis of accounting. This method records revenues when earned and expenses when liabilities are incurred.

### Financial Highlights

- The *net pension liability* decreased from \$344,384,167 as of September 30, 2021 to \$304,866,042 as of September 30, 2022, a decrease of \$39,518,125 or 11.5% and decreased to \$263,365,274 as of September 30, 2023, a decrease of \$41,500,768 or 13.6%. The Board of Trustees and management of the Fund are working in collaboration with the Olbiil Era Kelulau and the Ministry of Finance to determine, based on the recommendations from the actuarial study commissioned by law in fiscal year 2018, the best solution to correct the current funding deficiency. The recommendations include the possibility of increasing the retirement age, the enrollment of the private sector or an increase in current government funding to at least \$5 million annually if there will be no changes to the current plan. House Bill No. 10-126-13 is currently under deliberation.

Republic of Palau Civil Service Pension Plan and Trust  
(A Component Unit of the Republic of Palau)

Management's Discussion and Analysis, continued

**Financial Highlights, continued**

- The Fund has time certificates of deposit of \$1,854,801 in Pacific Savings Bank (PSB) at September 30, 2023, 2022 and 2021. The Estate of Johnny Reklai and the Board of Trustees have signed a Settlement Agreement where the Estate will transfer possession, custody and control of the 1,500 shares of common stock of Western Caroline Trading Company to the Fund that were pledged as collateral in the event PSB defaults on the payment. Dividends collected were \$24,000 in fiscal years 2023 and 2022. The Fund recorded a recovery of \$2,000,000 for the year ended September 30, 2016 and continues to pursue legal action against the PSB Receiver, Trustee of the PSB creditors.
- The Fund's investment portfolio decreased in value from \$32,767,850 in fiscal year 2021 to \$23,479,413 in fiscal year 2022 and increased to \$23,635,636 in fiscal year 2023. Fiduciary net position decreased from \$35,668,671 in fiscal year 2021 to \$25,051,423 in fiscal year 2022, a decrease of \$10,617,248 and increased to \$25,447,323 in fiscal year 2023, an increase of \$395,900.
- The Fund withdrew \$2,360,000, \$2,920,000 and \$1,600,000 from investments during fiscal years 2023, 2022 and 2021, respectively, to pay for benefits and administrative expenses during the same periods.
- The Fund received \$165,262, \$344,260 and \$435,515 in fiscal years 2023, 2022 and 2021, respectively, as additional revenue from remittance and money transfer tax through RPPL No. 9-2. The Fund received \$1,654,886 from the National Government through RPPL 10-25 and 11-24 for fiscal year 2023, \$-0- for fiscal year 2022 and \$2,611,288 through RPPL 10-25 and RPPL 11-3 for fiscal year 2021.

**Overview of the Financial Statements**

During the year ended September 30, 2015, the Fund adopted GASB Statement Nos. 68 and 71, which established contribution pensions provided to employees of state and local governments. The implementation resulted in the recognition of pension expense as well as the reporting of deferred outflows and inflows of resources and a net pension liability based on the Fund's proportionate share of those of the overall Plan. Refer to note 3 for details of GASB Statement Nos. 68 and 71.

The following summarizes the financial condition and operations of the Fund as of and for the years ended September 30, 2023, 2022 and 2021.

The Statements of Fiduciary Net Position includes the Fund's assets and liabilities that provide a picture of the financial position of the Fund as of September 30, 2023, 2022 and 2021. These statements reflect resources of net position available for pension benefits to members, retirees and beneficiaries at the end of the fiscal year reported.

Republic of Palau Civil Service Pension Plan and Trust  
(A Component Unit of the Republic of Palau)

Management's Discussion and Analysis, continued

**Overview of the Financial Statements, continued**

**STATEMENTS OF FIDUCIARY NET POSITION**

|  | <u>2023</u>         | <u>2022</u>         | <u>2021</u>         |
|--|---------------------|---------------------|---------------------|
| Assets and deferred outflows of resources:                             |                     |                     |                     |
| Cash and cash equivalents  | \$ 502,180          | \$ 331,747          | \$ 1,765,934        |
| Investments  | 23,635,636          | 23,479,413          | 32,767,850          |
| Other assets   | <u>2,338,984</u>    | <u>2,263,482</u>    | <u>2,262,887</u>    |
|  | 26,476,800          | 26,074,642          | 36,796,671          |
| Deferred outflows of resources   | <u>174,802</u>      | <u>227,396</u>      | <u>298,580</u>      |
|  | <u>\$26,651,602</u> | <u>\$26,302,038</u> | <u>\$37,095,251</u> |
| Liabilities, deferred inflows of resources and fiduciary net position: |                     |                     |                     |
| Liabilities  | \$ 775,360          | \$ 933,702          | \$ 1,193,380        |
| Deferred inflows of resources  | 428,919             | 316,913             | 233,200             |
| Fiduciary net position   | <u>25,447,323</u>   | <u>25,051,423</u>   | <u>35,668,671</u>   |
|  | <u>\$26,651,602</u> | <u>\$26,302,038</u> | <u>\$37,095,251</u> |

- At September 30, 2023, 2022 and 2021, the Fund had \$4,269, \$12,068 and \$19,083, respectively, in capital assets, net of accumulated depreciation, which represents a net decrease of \$7,799 in 2023 over 2022 and \$7,015 in 2022 over 2021.
- At September 30, 2023, the Fund had no long-term debt outstanding.

**Revenue and Expense Analysis**

The Statements of Changes in Fiduciary Net Position summarize the Fund's financial activities that occurred during the fiscal year as compared to amounts for the previous fiscal years. The financial statements measure the change in resources available to defray pension benefits to members, retirees and beneficiaries for fiscal years 2023, 2022 and 2021.

**STATEMENTS OF CHANGES IN FIDUCIARY NET POSITION**

|                          | <u>2023</u>       | <u>2022</u>      | <u>2021</u>       |
|--------------------------|-------------------|------------------|-------------------|
| Additions:               |                   |                  |                   |
| Contributions            | \$ 7,615,899      | \$ 7,024,865     | \$ 7,287,166      |
| Investment income (loss) | 3,126,222         | (6,368,435)      | 4,416,244         |
| Other income             | <u>1,853,746</u>  | <u>376,624</u>   | <u>3,323,195</u>  |
|                          | <u>12,595,867</u> | <u>1,033,054</u> | <u>15,026,605</u> |

Republic of Palau Civil Service Pension Plan and Trust  
(A Component Unit of the Republic of Palau)

Management's Discussion and Analysis, continued

**Overview of the Financial Statements, continued**

**STATEMENTS OF CHANGES IN FIDUCIARY NET POSITION, CONTINUED**

|   | <u>2023</u>         | <u>2022</u>         | <u>2021</u>         |
|---|---------------------|---------------------|---------------------|
| Deductions:                               |                     |                     |                     |
| Benefit and refund payments               | 11,897,847          | 11,281,816          | 10,681,257          |
| Administrative expenses                   | <u>302,120</u>      | <u>368,486</u>      | <u>343,321</u>      |
|   | <u>12,199,967</u>   | <u>11,650,302</u>   | <u>11,024,578</u>   |
| Net increase (decrease)                   | 395,900             | (10,617,248)        | 4,002,027           |
| Fiduciary net position, beginning of year | <u>25,051,423</u>   | <u>35,668,671</u>   | <u>31,666,644</u>   |
| Fiduciary net position, end of year       | <u>\$25,447,323</u> | <u>\$25,051,423</u> | <u>\$35,668,671</u> |

- Contribution revenue increased from \$7,024,865 in 2022 to \$7,615,899 in 2023, an increase of \$591,034 and decreased from \$7,287,166 in 2021 to \$7,024,865 in 2022, a decrease of \$262,301.
- Investment portfolios yielded net earnings of \$3,126,222 in 2023, net loss of \$6,368,435 in 2022 and net earnings of \$4,416,244 in 2021.
- Benefit and refund payments increased from \$11,281,816 in 2022 to \$11,897,847 in 2023, an increase of \$616,031 and from \$10,681,257 in 2021 to \$11,281,816 in 2022, an increase of \$600,559. The number of retirees and beneficiaries are expected to stabilize and will slowly decline over the next several years.
- Administrative expenses decreased from \$368,486 in 2022 to \$302,120 in 2023, a decrease of \$66,366 and increased from \$343,321 in 2021 to \$368,486 in 2022, an increase of \$25,165.

**Economic Outlook**

The Board of Trustees and management of the Fund recently added Master Limited Partnerships and Real Estate Investment Trusts to the portfolio. We believe these will further provide a well-diversified portfolio to minimize losses and add value.

The U.S. and Global Markets proved to be volatile in 2020 and 2019. Sociopolitical events around the world continue to influence market performance. Our strategic asset allocation, asset diversification and portfolio construction are well positioned to capture opportunities in both the up and down markets. We remain fully invested. We continue to look for opportunities where money could be made in the short-term, but we stay focused on our long-term objectives. Our portfolios appreciated in fair market value in 2023.

RPPL No. 10-25 appropriated \$150,000 to the Plan to work in collaboration with the Olbiil Era Kelulau and the Ministry of Finance to commission an actuarial study that shall determine viable options toward a comprehensive reform. In the latter half of fiscal year 2018, Milliman Private Limited based in Singapore was tasked to conduct such study. The final report from the actuarial firm offered three recommendations: 1) No change to vested leavers as well as current beneficiaries and active employees currently at age 55 and over. For active employees under age 55 - The normal

Republic of Palau Civil Service Pension Plan and Trust  
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Management's Discussion and Analysis, continued

**Economic Outlook, continued**

retirement age would increase by 1 year every 5 years until it reaches 65. The current benefit formula would be 1% instead of 2% to be funded by 3% employee and employer contributions instead of 6%. All other features of the defined benefit rules would remain the same; 2) Enrollment of the Private Sector employees to a separate section of the Plan; however, the Private Sector would not accrue the 1% defined benefit pension. The new defined contribution section would be extended to the private sector with the same employee/employer contribution rate of 6% similar with public sector employees; and 3) Government subvention where the current subvention is to be increased to at least \$2 million annually with the above initiatives or be at least \$5 million annually without the above initiatives.

Also through RPPL No. 10-25, the Plan was appropriated \$1,000,000 for the purpose of satisfying the National Government's debt owed to the Fund. The entire amount shall come from fifty percent of the \$25 allocation of the "Pristine Paradise Environmental Fee" (PPEF) for fiscal year 2018. On the same legislation, fifty percent of the \$25 PPEF paid by each passenger shall be transmitted by the Ministry of Finance and remitted to the Fund. For fiscal year ended September 30, 2022, the Fund was not allotted any portion of the PPEF. Accordingly, the Board is lobbying the lawmakers to amend the language of the legislation to revert to the original language of \$25. If the Board is successful in changing the law to a \$25 share of the PPEF to the Fund, it will result in additional new revenue to the Fund of an estimated \$1.5 to \$2.0 million a year.

The Management's Discussion and Analysis for the year ended September 30, 2022 is set forth in the Fund's report on the audit of financial statements, which is dated July 31, 2025. That Discussion and Analysis explains the major factors impacting the 2022 financial statements and can be viewed at the Office of the Public Auditor's website at [www.palauopa.org](http://www.palauopa.org).

**Contacting the Fund's Financial Management**

This financial report is designed to provide a general overview of the Fund's finances and to demonstrate the Fund's accountability for the money it receives. If you have questions about this report or need additional information, please contact the Administrator/Chief Executive Officer at the Republic of Palau Civil Service Pension Trust Fund, P.O. Box 1767, Koror, Republic of Palau 96940, or e-mail [cspp@palaunet.com](mailto:cspp@palaunet.com) or call 483-2523.

Republic of Palau Civil Service Pension Plan and Trust  
(A Component Unit of the Republic of Palau)

Statements of Fiduciary Net Position

|  | September 30,       |                     |
|--|---------------------|---------------------|
|  | <u>2023</u>         | <u>2022</u>         |
| <b>Assets and Deferred Outflows of Resources</b>                             |                     |                     |
| Cash   | \$ <u>502,180</u>   | \$ <u>331,747</u>   |
| Investments, at fair value:  |                     |                     |
| Corporate stock  | 13,753,956          | 12,822,648          |
| Corporate bonds and preferred securities                                     | 1,336,830           | 3,303,321           |
| Obligations of U.S. Government and agencies                                  | 8,001,708           | 6,689,046           |
| Money market funds   | <u>543,142</u>      | <u>664,398</u>      |
| Total investments  | <u>23,635,636</u>   | <u>23,479,413</u>   |
| Receivables:   |                     |                     |
| Members' contributions   | 206,394             | 181,206             |
| Employers' contributions   | 206,260             | 181,072             |
| Other receivables  | <u>1,922,061</u>    | <u>1,889,136</u>    |
| Total receivables  | <u>2,334,715</u>    | <u>2,251,414</u>    |
| Capital assets, net of accumulated depreciation                              | <u>4,269</u>        | <u>12,068</u>       |
| Total assets   | 26,476,800          | 26,074,642          |
| Deferred outflows of resources from pension                                  | <u>174,802</u>      | <u>227,396</u>      |
| Total assets and deferred outflows of resources                              | <u>\$26,651,602</u> | <u>\$26,302,038</u> |
| <b>Liabilities, Deferred Inflows of Resources and Fiduciary Net Position</b> |                     |                     |
| Accounts payable and accrued expenses  | \$ 44,966           | \$ 43,856           |
| Net pension liability  | <u>730,394</u>      | <u>889,846</u>      |
| Total liabilities  | 775,360             | 933,702             |
| Deferred inflows of resources from pension                                   | <u>428,919</u>      | <u>316,913</u>      |
| Total liabilities and deferred inflows of resources                          | <u>1,204,279</u>    | <u>1,250,615</u>    |
| Fiduciary net position - held in trust for pension benefits                  | <u>25,447,323</u>   | <u>25,051,423</u>   |
|  | <u>\$26,651,602</u> | <u>\$26,302,038</u> |

*See accompanying notes.*

Republic of Palau Civil Service Pension Plan and Trust  
(A Component Unit of the Republic of Palau)

Statements of Changes in Fiduciary Net Position

|  | Year ended<br>September 30, |                     |
|--|-----------------------------|---------------------|
|  | <u>2023</u>                 | <u>2022</u>         |
| Additions:   |                             |                     |
| Members' contributions                                     | \$ 3,798,458                | \$ 3,514,826        |
| Employers' contributions                                   | <u>3,817,441</u>            | <u>3,510,039</u>    |
|  | <u>7,615,899</u>            | <u>7,024,865</u>    |
| Investment income (expense):                               |                             |                     |
| Investment income  | 3,306,742                   | ( 6,096,909)        |
| Investment expenses  | ( 180,520)                  | ( 271,526)          |
| Net investment income (loss)                               | <u>3,126,222</u>            | <u>( 6,368,435)</u> |
| Other income:  |                             |                     |
| Appropriations   | 1,654,886                   | ---                 |
| Remittance tax   | 165,262                     | 344,260             |
| Other  | <u>33,598</u>               | <u>32,364</u>       |
| Total other income   | <u>1,853,746</u>            | <u>376,624</u>      |
| Total additions  | <u>12,595,867</u>           | <u>1,033,054</u>    |
| Deductions:  |                             |                     |
| Benefit and refund payments:                               |                             |                     |
| Normal and early retirement                                | 9,084,287                   | 8,592,141           |
| Survivors  | 1,917,653                   | 1,828,301           |
| Refunds to terminated employees                            | 645,742                     | 543,223             |
| Disability   | 212,227                     | 198,510             |
| Lump sum death disbursement                                | <u>37,938</u>               | <u>119,641</u>      |
| Total benefits   | 11,897,847                  | 11,281,816          |
| Administrative expenses                                    | <u>302,120</u>              | <u>368,486</u>      |
| Total deductions   | <u>12,199,967</u>           | <u>11,650,302</u>   |
| Change in fiduciary net position                           | 395,900                     | (10,617,248)        |
| Fiduciary net position held in trust for pension benefits: |                             |                     |
| Beginning of year  | <u>25,051,423</u>           | <u>35,668,671</u>   |
| End of year  | <u>\$25,447,323</u>         | <u>\$25,051,423</u> |

See accompanying notes.

Republic of Palau Civil Service Pension Plan and Trust  
(A Component Unit of the Republic of Palau)

Notes to Financial Statements

Years Ended September 30, 2023 and 2022

**1. Organization and Summary of Significant Accounting Policies**

The accounting policies of the Republic of Palau Civil Service Pension Plan and Trust (the Fund) conform to accounting principles generally accepted in the United States of America (GAAP), as applicable to governmental entities, specifically fiduciary funds. The Governmental Accounting Standards Board (GASB) is the recognized standard-setting body for establishing governmental accounting and financial reporting principles.

The following brief description of the Fund is provided for general information purposes only.

**General**

The Fund is a defined benefit, cost-sharing multiple employer plan, which is a component unit of the Republic of Palau (ROP) National Government, providing retirement, security and other benefits to employees, their spouses and dependents of the ROP National Government, ROP State Governments and ROP agencies, funds and public corporations. The Fund was established pursuant to 33 PNC § 2001, enacted by RPPL No. 2-26, on April 3, 1987, and became operational on October 1, 1987. The Fund is administered under the authority of a seven-member Board of Trustees (the Board) appointed by the President with the advice and consent of the Senate of the ROP.

Under the provisions of RPPL No. 2-26, the Board adopted a Plan and Trust Operation Plan (the Plan) which has the force and effect of law and which sets forth the procedures for the administration and coverage of the Plan. Amendments to the Plan are subject to the requirements of Title 6 of the Palau National Code.

**Membership**

As of September 30, 2023 and 2022, the ROP National Government, ROP State Governments and ROP public corporations, quasi-governmental organizations and other public entities of the National and State Governments of ROP, are participating in the Fund. Membership consisted of the following as of October 1, 2021 (the valuation date):

|  |              |
|--|--------------|
| Inactive members or beneficiaries currently receiving benefits | 1,730        |
| Inactive members entitled to but not yet receiving benefits    | 404          |
| Inactive nonvested members                                     | 1,105        |
| Active members   | <u>3,423</u> |
| Total members  | <u>6,662</u> |

Republic of Palau Civil Service Pension Plan and Trust  
(A Component Unit of the Republic of Palau)

Notes to Financial Statements, continued

**1. Organization and Summary of Significant Accounting Policies, continued**

**Eligibility to Participate**

All persons becoming full-time employees of a participating agency before attaining the age of sixty shall become members as a condition of employment.

**Service**

Vesting Service: Includes membership service and prior service credit.

Membership Service: A year of membership service is earned for a year of service rendered a participating agency. Years of membership service shall be rounded to the nearest one year. Membership service includes accumulated sick leave and vacation leave.

Prior Service Credit: Persons becoming members of the Plan on October 1, 1987 are entitled to Prior Service Credit for services rendered as an employee of participating agencies, the Trust Territory of the Pacific Islands (TTPI), the United States Naval Government after World War II and before the establishment of the TTPI.

**Pension Benefits**

Retirement benefits are paid to members who are required, with certain exceptions, to retire no later than their sixtieth birthday or after thirty years of service. A member may retire after his or her fifty-fifth birthday at a reduced pension amount if the member has completed at least twenty years of government employment. A married member of a former member receiving a distribution of benefits under the Pension Fund receives reduced benefit amounts to provide survivors' benefits to his or her spouse. An unmarried member or former member may elect to receive a reduced benefit amount during his or her lifetime with an annuity payable to his or her designated beneficiary. Disability benefits are paid to qualified members for the duration of the disability. Effective May 17, 1996, through RPPL 4-49, members, who have twenty-five years or more of total service, are eligible for retirement regardless of their age and, upon such retirement, are eligible to receive pension benefits at a level established by the Board. Effective July 1, 1999, pursuant to RPPL 4-49 and RPPL 5-30, retirement is mandatory for all members who have thirty years or more of total service and all employees who are sixty years of age or older with certain exceptions. Beginning October 1, 2003, pursuant to RPPL 6-37, mandatory retirement may be delayed for up to five years, by specific exemption by the Board. In December 2008, RPPL 7-56 eliminated early retirement and thirty-year mandatory service provisions. These provisions were restored through RPPL 8-10 in October 2009. On April 30, 2013, RPPL 9-2 eliminated the mandatory service retirement after thirty years of service. After December 31, 2013, no employee shall be entitled to pension benefits until reaching the age of sixty.

Republic of Palau Civil Service Pension Plan and Trust  
(A Component Unit of the Republic of Palau)

Notes to Financial Statements, continued

**1. Organization and Summary of Significant Accounting Policies, continued**

**Pension Benefits, continued**

In accordance with the directives of RPPL 5-7, the Board adopted a resolution which provides that “no person who retires after October 1, 1997, may receive benefits under the Plan unless he or she has contributed to the Plan for at least five years or has made an actuarially equivalent lump sum contribution”. In accordance with RPPL 9-2, members who retire after April 30, 2013 must not receive benefits greater than thirty thousand dollars per year. Further, the amount of benefits that a member receives should not be recalculated if the member is re-employed after the member begins receiving benefits under the Fund. Additionally, a member should not receive benefits during the time the member is re-employed subsequent to retirement.

Currently, normal benefits are paid monthly and are two percent of each member’s average monthly salary for each year of credited total service up to a maximum of thirty years’ total service. The average annual salary is the average of the highest three consecutive fiscal years of compensation received by a member during his or her most recent ten full fiscal years of service. For members who have not completed three consecutive fiscal years of employment during his or her most recent ten full fiscal years of service, the average annual salary is the average monthly salary during the term of the member’s service multiplied by twelve.

The benefit amount that married members or unmarried members receive, who have elected to designate a beneficiary, is based on the normal benefit amount reduced by the following factors:

| <b><u>Factor</u></b> | <b><u>If the Spouse or Beneficiary is:</u></b>                             |
|----------------------|--|
| 1.00                 | 21 or more years older than the member                                     |
| 0.95                 | 16 to 20 years older than the member                                       |
| 0.90                 | 11 to 15 years older than the member                                       |
| 0.85                 | 6 to 10 years older than the member  |
| 0.80                 | 0 to 5 years younger than the member or 0 to 5 years older than the member |
| 0.75                 | 6 to 10 years younger than the member                                      |
| 0.70                 | 11 to 15 years younger than the member                                     |
| 0.65                 | 16 or more years younger than the member                                   |

Surviving beneficiaries of an employee may only receive benefits up to the total present value of the employee’s accrued benefit pursuant to RPPL 9-2.

Republic of Palau Civil Service Pension Plan and Trust  
(A Component Unit of the Republic of Palau)

Notes to Financial Statements, continued

**1. Organization and Summary of Significant Accounting Policies, continued**

**Pension Benefits, continued**

A member that meets the requirements for early retirement and elects to retire on an early retirement date is entitled to receive payment of an early retirement benefit equal to the member's normal retirement benefit reduced according to the following schedule based on the age at which early retirement benefit payments begin:

- 1/12<sup>th</sup> per year for the first 3 years before age 60;
- plus an additional 1/18<sup>th</sup> per year for the next 3 years;
- plus an additional 1/24<sup>th</sup> per year for the next 5 years; and
- plus an additional 1/50<sup>th</sup> per year for each year in excess of 11 years.

Upon the death of a member or former member with eligible survivors before commencement of the members' normal, early, or late retirement benefits or disability retirement benefits the following shall be payable:

- If the former member is not an employee at his date of death and a spouse or beneficiary survives, the total death benefits payable shall be the actuarial equivalent of the member's present value of accrued benefit.
- If the member is an employee at his date of death and a spouse or beneficiary survives, the total death benefit payable shall be the actuarial equivalent of the greater of 3 times the member's average annual salary or the member's present value of accrued benefits.

Upon the death of a member or former member before commencement of his normal, early, or late retirement benefit or disability retirement benefit leaving no persons eligible for survivor benefits, the following shall be payable:

- If the former member is not an employee at the date of death, a refund of the total amount of contributions made by the member.
- If the member was an employee at the date of death and had completed one year of total service, the estate of the member shall be entitled to a death benefit equal to the greater of 3 times the member's annual salary or the present value of the member's accrued benefit payable in the form of a single lump sum payment.

Republic of Palau Civil Service Pension Plan and Trust  
(A Component Unit of the Republic of Palau)

Notes to Financial Statements, continued

**1. Organization and Summary of Significant Accounting Policies, continued**

**Pension Benefits, continued**

Any member who is not otherwise eligible to receive normal, early or late retirement benefits, who shall become totally and permanently disabled for service regardless of how or where the disability occurred, shall be entitled to a disability retirement annuity, provided that he or she is not receiving disability payments from the United States Government or its agencies for substantially the same ailment, and further provided that to be eligible for a disability retirement annuity from a cause unrelated to service, the member shall have had at least ten (10) years of total service credited. The amount of disability retirement annuity shall be an amount equal to the actuarial equivalent at the attained age of the member's present value of accrued benefit and shall be paid in the same form as a normal retirement benefit. Any special compensation allowance received or payable to any member because of disability resulting from accidental causes while in the performance of a specific act or acts of duty shall be deducted from the disability annuity payable by the Plan on account of the same disability.

**Member Contributions**

Member contribution rates are established by RPPL No. 2-26 at six percent of total payroll and are deducted from the member's salary and remitted by participating employers. Upon complete separation from service, a member with less than fifteen years' membership service may elect to receive a refund of all of his or her contributions. Subsequent changes in the percentage contributed by members may be made through an amendment of the Plan and Trust Operation Plan subject to the requirements of Title 6 of the Palau National Code. RPPL 9-2 requires each employee of the National Government and all State Governments, without regard to whether the employee is employed part-time or on a temporary basis, seasonal or an impermanent basis, to contribute to the Fund through payroll deduction.

**Employer and Other Contributions**

Employers are required to contribute an amount equal to that contributed by employees. Pursuant to RPPL No. 2-26 and RPPL No. 3-21, the Government of the Republic of Palau must from time to time contribute additional sums to the Fund in order to keep the Fund on a sound actuarial basis. RPPL 9-2 requires the Government of ROP to make regular contributions to the Fund equal to the amount contributed by each and every employee of ROP. Additionally, an excise tax of 4% is levied against each non-citizen person transferring money out of ROP. The money transfer remittance tax must be paid to the Fund (see note 4).

**Plan Administration**

The cost of administering the Fund is paid out of the assets of the Fund.

Republic of Palau Civil Service Pension Plan and Trust  
(A Component Unit of the Republic of Palau)

Notes to Financial Statements, continued

**1. Organization and Summary of Significant Accounting Policies, continued**

**Recently Adopted Accounting Pronouncements**

During the year ended September 30, 2023, the Fund implemented the following pronouncements:

GASB Statement No. 91, *Conduit Debt Obligations*. The primary objectives of this Statement are to provide a single method of reporting conduit debt obligations by issuers and eliminate diversity in practice associated with (1) commitments extended by issuers, (2) arrangements associated with conduit debt obligations, and (3) related note disclosures. This Statement achieves those objectives by clarifying the existing definition of a conduit debt obligation; establishing that a conduit debt obligation is not a liability of the issuer; establishing standards for accounting and financial reporting of additional commitments and voluntary commitments extended by issuers and arrangements associated with conduit debt obligations; and improving required note disclosures.

GASB Statement No. 94, *Public-Private and Public-Public Partnerships and Availability Payment Arrangements*. The primary objective of this Statement is to improve financial reporting by addressing issues related to public-private and public-public partnership arrangements. This Statement also provides guidance for accounting and financial reporting for availability payment arrangements.

GASB Statement No. 96, *Subscription-Based Information Technology Arrangements*. This Statement provides guidance on the accounting and financial reporting for subscription-based information technology arrangements (SBITAs) for government end users (governments). This Statement (1) defines a SBITA; (2) establishes that a SBITA results in a right-to-use subscription asset - an intangible asset - and a corresponding subscription liability; (3) provides the capitalization criteria for outlays other than subscription payments, including implementation costs of a SBITA; and (4) requires note disclosures regarding a SBITA. To the extent relevant, the standards for SBITAs are based on the standards established in Statement No. 87, *Leases*, as amended.

GASB Statement No. 99, *Omnibus 2022*. The requirements of this Statement will enhance comparability in the application of accounting and financial reporting requirements and will improve the consistency of authoritative literature. Consistent authoritative literature enables governments and other stakeholders to locate and apply the correct accounting and financial reporting provisions, which improves the consistency with which such provisions are applied more easily. The comparability of financial statements also will improve as a result of this Statement. Better consistency and comparability improve the usefulness of information for users of local government financial statements.

The implementation of these statements did not have a material effect on the accompanying financial statements.

Republic of Palau Civil Service Pension Plan and Trust  
(A Component Unit of the Republic of Palau)

Notes to Financial Statements, continued

**1. Organization and Summary of Significant Accounting Policies, continued**

**Upcoming Accounting Pronouncements**

In June 2022, GASB issued Statement No. 100, *Accounting Changes and Error Corrections - An Amendment of GASB Statement No. 62*. This Statement enhances accounting and financial reporting requirements for accounting changes and error corrections and requires that (a) changes in accounting principles and error corrections be reported retroactively by restating prior periods, (b) changes to or within the financial reporting entity be reported by adjusting beginning balances of the current period, and (c) changes in accounting estimates be reported prospectively by recognizing the change in the current period. Requirements applicable to changes in accounting principles apply to the implementation of a new pronouncement if there is no specific transition guidance in the new pronouncement. The Statement also requires that aggregate amounts of adjustments to, and restatements of, beginning net position, fund balance, or fund net position, as applicable, be displayed by reporting unit in the financial statements. GASB Statement No. 100 will be effective for the fiscal year ending September 30, 2024.

In June 2022, GASB issued Statement No. 101, *Compensated Absences*. The objective of this Statement is to better meet the information needs of financial statement users by updating the recognition and measurement guidance for compensated absences. That objective is achieved by aligning the recognition and measurement guidance under a unified model and by amending certain previously required disclosures. The unified recognition and measurement model in this Statement will result in a liability for compensated absences that more appropriately reflects when a government incurs an obligation. In addition, the model can be applied consistently to any type of compensated absence and will eliminate potential comparability issues between governments that offer different types of leave. The model also will result in a more robust estimate of the amount of compensated absences that a government will pay or settle, which will enhance the relevance and reliability of information about the liability for compensated absences. GASB Statement No. 101 will be effective for fiscal year ending September 30, 2025.

In December 2023, GASB issued Statement No. 102, *Certain Risk Disclosures*. The objective of this Statement is to provide users of government financial statements with essential information about risks related to a government's vulnerabilities due to certain concentrations or constraints. This Statement requires a government to assess whether a concentration or constraint makes the primary government reporting unit or other reporting units that report a liability for revenue debt vulnerable to the risk of a substantial impact. Additionally, this Statement requires a government to assess whether an event or events associated with a concentration or constraint that could cause the substantial impact have occurred, have begun to occur, or are more likely than not to begin to occur within 12 months of the date the financial statements are issued. GASB Statement No. 102 will be effective for fiscal year ending September 30, 2025.

In April 2024, GASB issued Statement No. 103, *Financial Reporting Model Improvements*. The objective of this Statement is to improve key components of the financial reporting model to enhance the effectiveness of the financial reporting model in providing information that is essential for decision making and assessing a government's accountability and address certain application

Republic of Palau Civil Service Pension Plan and Trust  
(A Component Unit of the Republic of Palau)

Notes to Financial Statements, continued

**1. Organization and Summary of Significant Accounting Policies, continued**

**Upcoming Accounting Pronouncements, continued**

issues identified through pre-agenda research conducted by the GASB. This Statement establishes new accounting and financial reporting requirements or modifies existing requirements related to management's discussion and analysis (MD&A), unusual or infrequent items, presentation of the proprietary fund statement of revenues, expenses, and changes in fund net position, information about major component units in basic financial statements, budgetary comparison information and financial trends information in the statistical section. GASB Statement No. 103 will be effective for fiscal years ending September 30, 2026.

In September 2024, GASB issued Statement No. 104, *Disclosure of Certain Capital Assets*. The objective of this Statement is to provide users of government financial statements with essential information about certain types of capital assets. This Statement requires certain types of capital assets to be disclosed separately in the capital assets note disclosures required by Statement 34. Lease assets recognized in accordance with Statement No. 87, *Leases*, and intangible right-to-use assets recognized in accordance with Statement No. 94, *Public-Private and Public-Public Partnerships and Availability Payment Arrangements*, should be disclosed separately by major class of underlying asset in the capital assets note disclosures. Subscription assets recognized in accordance with Statement No. 96, *Subscription-Based Information Technology Arrangements*, also should be separately disclosed. In addition, this Statement requires intangible assets other than those three types to be disclosed separately by major class. This Statement also requires additional disclosures for capital assets held for sale. A capital asset is a capital asset held for sale if (a) the government has decided to pursue the sale of the capital asset and (b) it is probable that the sale will be finalized within one year of the financial statement date. Governments should consider relevant factors to evaluate the likelihood of the capital asset being sold within the established time frame. This Statement requires that capital assets held for sale be evaluated each reporting period.

Governments should disclose (1) the ending balance of capital assets held for sale, with separate disclosure for historical cost and accumulated depreciation by major class of asset, and (2) the carrying amount of debt for which the capital assets held for sale are pledged as collateral for each major class of asset. GASB Statement No. 104 will be effective for fiscal years ending September 30, 2026.

In December 2025, GASB issued Statement No. 105, *Subsequent Events*. The objective of this Statement is to improve the financial reporting requirements for subsequent events, thereby enhancing consistency in their application and better meeting the information needs of financial statement users. Management is evaluating the effect that this Statement, upon implementation, will have on the financial statements. GASB Statement No. 105 will be effective for the fiscal year ending September 30, 2027.

The Fund is currently evaluating the effects the above upcoming accounting pronouncements might have on its financial statements.

Republic of Palau Civil Service Pension Plan and Trust  
(A Component Unit of the Republic of Palau)

Notes to Financial Statements, continued

**1. Organization and Summary of Significant Accounting Policies, continued**

**Basis of Accounting and Disclosure**

The financial statements of the Fund have been prepared using the economic resources measurement focus and the accrual basis of accounting in accordance with GAAP, which requires the use of management estimates. Under this method, revenues are recorded when earned and expenses recorded at the time liabilities are incurred. Members' contributions are recognized in the period in which the contributions are due. Employer contributions are recognized when due and the employer has made a formal commitment to provide the contributions. Benefits and refunds are recognized when due and payable in accordance with the terms of the plan.

**Concentrations of Credit Risk**

Financial instruments which potentially subject the Fund to concentrations of credit risk consist principally of cash demand deposits and investments.

At September 30, 2023 and 2022, the Fund has cash deposits and investments in bank accounts that exceed federal depository insurance limits. The Fund has not experienced any losses on such accounts.

**Cash and Cash Equivalents**

For purposes of the statements of fiduciary net position, the Fund considers all cash on hand, cash held in demand accounts, and highly liquid investments with an original maturity of three months or less when purchased.

As of September 30, 2023 and 2022, total deposits were maintained in a Federal Deposit Insurance Corporation (FDIC) insured bank and amounted to \$502,180 and \$331,747, respectively, with corresponding bank balances of \$582,789 and \$411,145, respectively. Of those bank balances, \$332,789 and \$161,145, respectively, were uninsured and uncollateralized at September 31, 2023 and 2022. The Fund does not require collateralization of its cash deposits; therefore, deposits in excess of depository insurance are uncollateralized.

Republic of Palau Civil Service Pension Plan and Trust  
(A Component Unit of the Republic of Palau)

Notes to Financial Statements, continued

**1. Organization and Summary of Significant Accounting Policies, continued**

**Investments**

Marketable securities held for investment purposes are stated at fair value using quoted market prices. Fair value is the price that would be received to sell an asset or paid to transfer a liability (i.e., the exit price) in an orderly transaction between market participants at the date as of which the fair value of an asset or liability is determined. Fixed income securities are reported at amortized cost with discounts or premiums amortized using the effective interest method subject to adjustment for market declines judged to be other than temporary. The Fund's investments are held by a bank-administered Plan and Trust. The Fund has no investments in any commercial or industrial organization whose market value exceeds five percent or more of the net position available for benefits. Investments in common stock for which a readily determinable fair value is unavailable is measured at its net asset value (NAV).

The following investment policy governs the investment of assets of the Fund.

1. Any pertinent restrictions existing under the laws of the ROP with respect to the Fund, that may exist now or in the future, will be the governing restriction.
2. U.S. and non-U.S. equities, American Depository Receipts, convertible bonds, preferred stocks, fixed income securities, mutual funds and short-term securities are permissible investments.
3. No individual security or any issuer, other than that of the United States Government, and alternative investments, shall constitute more than 10% (at cost) of any investment manager's portfolio.
4. Holdings of any issuer shall constitute no more than 5% of the outstanding securities of such issuer.
5. Investments in a registered mutual fund managed by the investment manager are subject to the prior approval of the Board of Trustees.
6. The following securities and transactions are not authorized without prior written Board of Trustees approval: letter stock and other unregistered securities; non-negotiable securities; commodities or other commodity contracts; options; futures; short sales; and, margin transactions.
7. An investment manager's portfolio shall not be excessively over weighted in any one industry (as compared to respective benchmark index) without prior approval by timely reporting and advice to the Board of Trustees.

Republic of Palau Civil Service Pension Plan and Trust  
(A Component Unit of the Republic of Palau)

Notes to Financial Statements, continued

**1. Organization and Summary of Significant Accounting Policies, continued**

**Investments, continued**

Investments may be made in:

A. Fixed Income

1. All fixed income securities held in the portfolio shall have a Standard & Poor's credit quality rating of no less "BBB", or an equivalent credit quality rating from Moody's (Baa) or Fitch (BBB). U.S. Treasury and U.S. Government agencies, which are unrated securities, are qualified for inclusion in the portfolio and will be considered to be of the highest rating. These restrictions do not apply to fixed income securities held in other portfolios, most specifically convertible securities.
2. No more than 20% of the market value of the portfolio shall be rated less than single "A" quality, unless the investment manager has specific prior written authorization from the Board of Trustees.
3. Total portfolio quality (capitalization weighted) shall maintain a credit quality rating of no less than "A".
4. U.S. SEC registered mutual funds that invest in fixed income securities, either U.S. or non U.S., will not be subject to the above guidelines.
5. It is the policy of the Board to place assets in Local Certificates of Deposit (Local CDs) issued by local banking institutions, with the express purpose of making funds available to the local community in the form of loans. While these Local CDs are held, they will be included in the "strategic asset allocation" as fixed income investments. However, these Local CDs and the local banking institutions must meet the following criteria on an ongoing basis:
  - a. Local CDs must offer a competitive return relative to alternative issuers.
  - b. The local banking institutions must provide annual audited financial statements for Board of Trustee review. The Board of Trustees is charged with monitoring the financial health of the local banking institutions. Should concerns arise with respect to the financial condition of the local banking institutions, the Board of Trustees shall take appropriate action.
  - c. The local banking institution shall promptly inform the Board of Trustees, in writing, of any significant or material matters pertaining to the institution, including, but not limited to: ownership; organizational structure; financial condition; and, any material proceedings affecting the firm.

Republic of Palau Civil Service Pension Plan and Trust  
(A Component Unit of the Republic of Palau)

Notes to Financial Statements, continued

**1. Organization and Summary of Significant Accounting Policies, continued**

**Investments, continued**

A. Fixed Income, continued

- d. Provide collateral, acceptable to the Board, to secure the Local CDs.

B. Equities

1. Consistent with the desire to maintain broad diversification, allocations to any economic or industry sector should not be excessive.
2. Equity holdings shall be restricted to readily marketable securities of corporations that are traded on the major exchanges and over the counter.
3. The investment managers shall have the discretion to invest a portion of the assets in cash reserves when they deem appropriate. However, as per the Investment Policy Statement, they will be evaluated against their performance benchmarks and peers on the performance of the total funds under their direct management.
4. Common stock and preferred stock of any institution or entity created or existing under the laws of the United States or any other country are permissible investments.

C. Cash/Cash Equivalents

1. Cash equivalent reserves shall consist of cash instruments having a credit quality rating of Standard & Poor's A-1, Moody's P-1, or their equivalent. U.S. Treasury and Agency securities, Banker Acceptances, Certificate of Deposit, and Collateralized Repurchase Agreements are also acceptable investment vehicles. Custodial Sweep Accounts must be, in the judgment of the Investment Managers, of credit quality equal or superior to the standards described above.
2. In the case of Certificates of Deposit, except as discussed under Fixed Income with respect to the Local CDs, they must be issued by FDIC insured institutions. Deposits in institutions with less than \$10 million in assets may not be made in excess of \$100,000 (or prevailing FDIC insurance limit), unless the Deposit is fully collateralized by U.S. Treasury Securities.
3. No single issue shall have a maturity of greater than two years.
4. Custodial Sweep Account portfolios must have an average maturity of less than one year.

Republic of Palau Civil Service Pension Plan and Trust  
(A Component Unit of the Republic of Palau)

Notes to Financial Statements, continued

**1. Organization and Summary of Significant Accounting Policies, continued**

**Investments, continued**

D. Real Estate Investment Trusts (REITS)

1. These investments are expected to offer higher current yields than fixed income investments or the overall equity market, while reducing overall portfolio risk due to relative correlation.
2. Investments in publicly-traded vehicles can offer greater liquidity over private real estate market opportunities; however, they tend to be more correlated with equities than private real estate investments.
3. These investments offer tactical return opportunities with the potential to achieve higher nominal rates of return at a level of risk equal to or lower than private markets.

***Asset Allocation***

The Fund's policy in regard to the allocation of invested assets is established and may be amended by the Board. The Board, with assistance from the Fund's consultant, identified an optimal broad asset class mix based on the Fund's time horizon, risk tolerances, performance expectations and asset class preferences.

The following strategic asset allocation for the Fund was selected as of September 30, 2023:

|  | <u>Strategic Allocation</u> |
|--|-----------------------------|
| US Equities (Large Cap Value)                | 23%                         |
| US Equities (Large Cap Growth)               | 23%                         |
| Non-US Equities (Mature Markets)             | 10%                         |
| Fixed Income (US Core)                       | 40%                         |
| Alternatives (Real Estate Investment Trusts) | <u>4%</u>                   |
| Total  | <u>100%</u>                 |

**Receivables**

Contributions receivable from participants and employers, all of whom are situated in the Republic of Palau, are unsecured.

Republic of Palau Civil Service Pension Plan and Trust  
(A Component Unit of the Republic of Palau)

Notes to Financial Statements, continued

**1. Organization and Summary of Significant Accounting Policies, continued**

**Allowance for Doubtful Accounts**

The allowance for doubtful accounts is established through a provision charged against its corresponding revenue. Accounts are charged against the allowance when management believes that the collection of the balance is unlikely. The allowance is an amount that management believes will be adequate to absorb possible losses on existing balances that may be uncollectible, based on evaluations of collectability and prior loss experience. Bad debts are written-off against the allowance based on the specific identification method.

**Capital Assets**

Capital assets are recorded at cost. Depreciation and amortization are provided using the straight-line method over the estimated useful lives of the respective assets. Current policy is to capitalize items in excess of \$500.

**Deferred Outflows of Resources**

In addition to assets, the statements of fiduciary net position will sometimes report a separate section for deferred outflows of resources. This separate financial statement element represents a consumption of net position that applies to a future period and so will not be recognized as an outflow of resources (deduction of net position) until then. The Fund has determined the differences between expected and actual experience, changes in assumption, differences between projected and actual earnings on pension plan investments, changes in proportion and difference between the Fund's contributions and proportionate share of contributions, and pension contributions made subsequent to the measurement date qualify for reporting in this category.

**Accounts Payable and Accrued Expenses**

Accounts payable and accrued expenses include investment management fees, employees' accrued salaries and wages, and accrued annual leave at fiscal year-end.

**Deferred Inflows of Resources**

In addition to liabilities, the statements of fiduciary net position will sometimes report a separate section for deferred inflows of resources. This separate financial statement element represents an acquisition of net position that applies to a future period and so will not be recognized as an inflow of resources (additions to net position) until then. The Fund has determined the differences between expected and experience, changes in assumption, differences between projected and actual earnings on pension plan investments, and changes in proportion and difference between the Fund's contributions and proportionate share of contributions qualify for reporting in this category.

Republic of Palau Civil Service Pension Plan and Trust  
(A Component Unit of the Republic of Palau)

Notes to Financial Statements, continued

**1. Organization and Summary of Significant Accounting Policies, continued**

**Pensions**

The Fund recognizes a net pension liability for the defined benefit pension plan, which represents the Fund's proportional share of excess total pension liability over the pension plan assets - actuarially calculated - of a defined benefit cost-sharing multiple employer plan, measured one year prior to fiscal year-end and rolled forward. Changes in the net pension liability during the period are recorded as pension expense, or as deferred inflows of resources or deferred outflows of resources depending on the nature of the change, in the period incurred.

Those changes in net pension liability that are recorded as deferred inflows of resources or deferred outflows of resources that arise from changes in actuarial assumptions or other inputs and differences between expected or actual experience are amortized over the weighted average remaining service life of all participants in the qualified pension plan and recorded as a component of pension expense. Differences between projected and actual investment earnings are reported as deferred inflows of resources or deferred outflows of resources and amortized as a component of pension expense on a closed basis over a five-year period beginning with the period in which the difference occurred.

**Estimates**

The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of additions and deductions to net position available for benefits during the reporting period. Actual results could differ from those estimates.

**2. Investments**

Custodial credit risk for investments is the risk that in the event of the failure of the counterparty to the transaction, the Fund will not be able to recover the value of investment or collateral securities that are in the possession of an outside party. The Fund's investments are held and administered by trustees in accordance with negotiated trust and custody agreements. Based on these agreements, all of these investments were held in the Fund's name by the Fund's custodial financial institutions at September 30, 2023 and 2022.

Republic of Palau Civil Service Pension Plan and Trust  
(A Component Unit of the Republic of Palau)

Notes to Financial Statements, continued

**2. Investments, continued**

Interest rate risk is the risk that changes in interest rates will adversely affect the fair value of debt instruments. The following is a listing of the Fund's fixed income securities at September 30, 2023 and 2022:

| Investment Type                      | Fair Value          | 2023                             |                    |                    |                    | Moody's Rating |
|--------------------------------------|---------------------|----------------------------------|--------------------|--------------------|--------------------|----------------|
|                                      |                     | Investment Maturities (In Years) |                    |                    |                    |                |
|                                      |                     | Less Than 1                      | 1 - 5              | 6 - 10             | More Than 10       |                |
| Mortgage and asset backed securities | \$ 3,796,143        | \$ ---                           | \$ ---             | \$ ---             | \$3,796,143        | Not rated      |
| U.S. Treasury securities             | 4,205,565           | ---                              | ---                | 3,204,948          | 1,000,617          | Aaa            |
| Corporate bonds                      | <u>1,336,830</u>    | ---                              | ---                | <u>1,336,830</u>   | ---                | A              |
|                                      | <u>\$ 9,338,538</u> | <u>\$ ---</u>                    | <u>\$ ---</u>      | <u>\$4,541,778</u> | <u>\$4,796,760</u> |                |
| Investment Type                      | Fair Value          | 2022                             |                    |                    |                    | Moody's Rating |
|                                      |                     | Investment Maturities (In Years) |                    |                    |                    |                |
|                                      |                     | Less Than 1                      | 1 - 5              | 6 - 10             | More Than 10       |                |
| Mortgage and asset backed securities | \$ 782,397          | \$ ---                           | \$ ---             | \$ ---             | \$ 782,397         | Not rated      |
| U.S. Treasury securities             | 5,906,649           | ---                              | 83,419             | 4,466,602          | 1,356,628          | Aaa            |
| Preferred securities                 | 26,488              | 26,488                           | ---                | ---                | ---                | Baa            |
| Preferred securities                 | 127,250             | 127,250                          | ---                | ---                | ---                | Not rated      |
| Corporate bonds                      | 1,931,317           | ---                              | 125,943            | 1,805,374          | ---                | A              |
| Corporate bonds                      | 30,752              | ---                              | 30,752             | ---                | ---                | Baa            |
| Corporate bonds                      | <u>1,187,514</u>    | <u>67,335</u>                    | <u>911,052</u>     | <u>176,932</u>     | <u>32,195</u>      | Not rated      |
|                                      | <u>\$ 9,992,367</u> | <u>\$ 221,073</u>                | <u>\$1,151,166</u> | <u>\$6,448,908</u> | <u>\$2,171,220</u> |                |



Republic of Palau Civil Service Pension Plan and Trust  
(A Component Unit of the Republic of Palau)

Notes to Financial Statements, continued

**3. Defined Benefit Plan**

The components of the net pension liability of the Fund as of September 30, 2023 and 2022, measured as of September 30, 2022 and 2021, respectively are as follows:

|   | <u>2023</u>          | <u>2022</u>          |
|---|----------------------|----------------------|
| Total pension liability   | \$288,416,697        | \$340,534,713        |
| Fiduciary net position  | ( 25,051,423)        | ( 35,668,671)        |
| Net pension liability   | <u>\$263,365,274</u> | <u>\$304,866,042</u> |
| Fiduciary net position as a percentage of the total pension liability | 8.69%                | 10.47%               |

*Actuarial Assumptions*

The total pension liability measured as of September 30, 2022 was determined by an actuarial valuation using the following actuarial assumptions and other inputs:

|                                   |   |
|-----------------------------------|---|
| Actuarial Cost Method:            | Normal costs are calculated under the entry age normal method   |
| Amortization Method:              | Level dollar, open with remaining amortization period of 30 years   |
| Asset Valuation Method:           | Market Value of Assets  |
| Investment Income:                | 6.74% per year, net of investment expenses, including price inflation   |
| Inflation:                        | 2.5%  |
| Interest on Member Contributions: | 5.0% per year   |
| Salary Increase:                  | 3.0% per year   |
| Expenses:                         | \$300,000 added to normal cost  |
| Mortality:                        | RP-2000 Combined Healthy Mortality Table, set forward four years for all members except disability recipients, where the table is set forward ten years |

Termination of Employment: 5% for ages 20 to 39; none for all other ages

Republic of Palau Civil Service Pension Plan and Trust  
(A Component Unit of the Republic of Palau)

Notes to Financial Statements, continued

**3. Defined Benefit Plan, continued**

*Actuarial Assumptions. continued*

|                                      |   |                   |
|--------------------------------------|---|-------------------|
| Disability:                          | <u>Age</u>  | <u>Disability</u> |
|                                      | 25  | 0.21%             |
|                                      | 30  | 0.18%             |
|                                      | 35  | 0.25%             |
|                                      | 40  | 0.35%             |
|                                      | 45  | 0.50%             |
|                                      | 50  | 0.76%             |
|                                      | 55  | 1.43%             |
|                                      | 60  | 2.12%             |
| Retirement Age:                      | 100% at age 60  |                   |
| Form of Payment:                     | Single: Straight life annuity; Married: 100% joint and survivor   |                   |
| Marriage Assumption:                 | 80% of the workers are assumed to be married and males are assumed to be 3 years older than their spouses. Beneficiaries are assumed to be the opposite gender of the member. |                   |
| Duty vs Non-duty related disability: | 100% Duty related   |                   |
| Refund of Contributions:             | 80% of terminated vested members elect a refund of contributions  |                   |

**4. Net Pension Liability**

Net pension liability at the fiscal year presented for the aforementioned plan was measured on and was determined by the actuarial valuation as of the following dates:

|                   |                    |                    |
|-------------------|--------------------|--------------------|
| Reporting Date:   | September 30, 2023 | September 30, 2022 |
| Measurement Date: | September 30, 2022 | September 30, 2021 |
| Valuation Date:   | October 1, 2021    | October 1, 2021    |

Republic of Palau Civil Service Pension Plan and Trust  
(A Component Unit of the Republic of Palau)

Notes to Financial Statements, continued

**4. Net Pension Liability, continued**

*Investment Rate of Return*

The long-term expected rate of return on the Fund's investments of 6.74% was determined using log-normal distribution analysis, creating a best-estimate range for each asset class.

As of the September 30, 2023 actuarial valuation, the arithmetic real rates of return for each major investment class are as follows:

| <u>Asset Class</u>                           | <u>Target Allocation</u> | <u>Expected Rate of Return</u> |
|--|--------------------------|--------------------------------|
| US Equities                                  | 46%                      | 8.46%                          |
| Non-US Equities (Mature Markets)             | 10%                      | 8.20%                          |
| Fixed Income (US Core)                       | 40%                      | 3.72%                          |
| Alternatives (Real Estate Investment Trusts) | <u>4%</u>                | 8.72%                          |
|  | <u>100%</u>              |                                |

*Discount Rate*

The discount rate used to measure the total pension liability was 3.86% at the current measurement date and 2.23% at the prior measurement date. The discount rate was determined using the current assumed rate of return of 6.74% until the point where the plan fiduciary net position is negative. Using the current contribution rates, a negative position happens in 2026. For years on or after 2026, the Municipal Bond Index Rate of 3.82% was used. The Municipal Bond Index Rate from the prior measurement date was 2.17%.

*Sensitivity of Net Pension Liability to Changes in the Discount Rate*

The following presents the net pension liability of the Fund as of September 30, 2022, calculated using the discount rate of 3.86%, as well as what the net pension liability would be if it were calculated using a discount rate that is 1.00% lower (2.86%) or 1.00% higher (4.86%) from the current rate.

| <u>1% Decrease 2.86%</u> | Current Single Discount Rate<br><u>Assumption 3.86%</u> | <u>1% Increase 4.86%</u> |
|--------------------------|---|--------------------------|
| <u>\$838,090</u>         | <u>\$730,394</u>  | <u>\$640,938</u>         |

Republic of Palau Civil Service Pension Plan and Trust  
(A Component Unit of the Republic of Palau)

Notes to Financial Statements, continued

**4. Net Pension Liability, continued**

*Defined Benefit Plan*

*Pension Liability:* At September 30, 2023 and 2022, the Fund reported a liability of \$730,394 and \$889,846, respectively, for its proportionate share of the net pension liability. The Fund's proportion of the net pension liability was based on the projection of the Fund's long-term share of contributions to the Plan relative to the projected contributions of Republic of Palau, Republic of Palau's component units and other Government agencies, actuarially determined. At September 30, 2023 and 2022, the Fund's proportion was 0.2919% and 0.2984%, respectively.

*Pension Expense:* For the years ended September 30, 2023 and 2022, the Fund recognized pension expense of \$15,657 and \$25,873, respectively.

*Deferred Outflows and Inflows of Resources:* At September 30, 2023 and 2022, the Fund reported total deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

|   | <u>2023</u>                                   |  | <u>2022</u>                                   |  |
|---|---|--|---|--|
|   | <u>Deferred<br/>Outflows of<br/>Resources</u> | <u>Deferred<br/>Inflows of<br/>Resources</u> | <u>Deferred<br/>Outflows of<br/>Resources</u> | <u>Deferred<br/>Inflows of<br/>Resources</u> |
| Difference between expected and actual experience   | \$ 9,428                                      | \$112,326                                    | \$ 21,878                                     | \$144,472                                    |
| Change of assumptions   | 117,159                                       | 182,196                                      | 170,369                                       | 44,285                                       |
| Net difference between projected and actual earnings<br>on pension plan investments                               | 19,745  | 3,916  | 1,252   | 5,699  |
| Contributions subsequent to measurement date  | 10,558  | ---  | 10,073  | ---  |
| Changes in proportion and difference between the Fund's<br>contributions and proportionate share of contributions | <u>17,912</u>                                 | <u>130,481</u>                               | <u>23,824</u>                                 | <u>122,457</u>                               |
|   | <u>\$174,802</u>                              | <u>\$428,919</u>                             | <u>\$227,396</u>                              | <u>\$316,913</u>                             |

Deferred outflows resulting from contributions subsequent to measurement date will be recognized as a reduction of the net pension liability in the following year. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions at September 30, 2023 will be recognized in pension expense as follows:

Year ending September 30,

|            |                    |
|------------|--------------------|
| 2023       | \$(47,661)         |
| 2024       | (47,178)           |
| 2025       | (39,375)           |
| 2026       | (59,818)           |
| 2027       | (54,163)           |
| Thereafter | <u>(16,480)</u>    |
|            | <u>\$(264,675)</u> |

Republic of Palau Civil Service Pension Plan and Trust  
(A Component Unit of the Republic of Palau)

Notes to Financial Statements, continued

**5. Republic of Palau**

*ROP Interest Receivable*

The Fund has determined interest due from the ROP National Government related to delinquent contributions in prior years. The Fund believes amounts due approximate \$2.8 million, including lost earnings of \$1.4 million. At September 30, 2023 and 2022, the Fund has recorded the following receivable from the ROP National Government as follows reflected as a component of other receivables:

|   | <u>2023</u>        | <u>2022</u>        |
|---|--------------------|--------------------|
| Due from ROP National Government        | \$4,342,047        | \$4,342,047        |
| Allowance for uncollectible receivables | <u>(4,342,047)</u> | <u>(4,342,047)</u> |
|   | \$ <u>---</u>      | \$ <u>---</u>      |

*ROP National Government Appropriations*

For the year ended September 30, 2023, the ROP National Government appropriated \$1,654,886 to the Fund to help maintain the Fund to a sound actuarial basis. No appropriation was received by the Fund during the year ended September 30, 2022.

**6. Subsequent Event**

On March 22, 2024, April 17, 2024, and June 20, 2025, the Fund received \$1,500,000, \$1,500,000, and \$350,000 respectively, from the ROP National Government for the purpose of maintaining the Fund to a sound actuarial basis.

## REQUIRED SUPPLEMENTARY INFORMATION

Republic of Palau Civil Service Pension Plan and Trust  
(A Component Unit of the Republic of Palau)

Schedule of Changes in Net Pension Liability and Related Ratios

September 30, 2023

|  | 2022<br><u>Valuation</u> | 2021<br><u>Valuation</u> | 2020<br><u>Valuation</u> | 2019<br><u>Valuation</u> | 2018<br><u>Valuation</u> | 2017<br><u>Valuation</u> | 2016<br><u>Valuation</u> | 2015<br><u>Valuation</u> | 2014<br><u>Valuation</u> | 2013<br><u>Valuation</u> |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| <b>Total Pension Liability</b>   |                          |                          |                          |                          |                          |                          |                          |                          |                          |                          |
| Service cost   | \$ 18,716,135            | \$ 14,542,609            | \$ 12,226,835            | \$ 8,418,805             | \$ 9,253,291             | \$ 8,610,570             | \$ 6,858,499             | \$ 6,086,938             | \$ 4,638,484             | \$ 5,913,261             |
| Interest cost  | 7,886,195                | 8,784,450                | 9,785,545                | 11,772,145               | 10,615,203               | 8,422,663                | 9,414,565                | 10,085,993               | 10,319,767               | 9,146,830                |
| Difference between expected and actual experience                      | ---                      | ( 50,480,229 )           | ---                      | ( 11,196,567 )           | ---                      | 27,975,168               | ---                      | ( 9,041,017 )            | ---                      | ---                      |
| Assumptions changes  | ( 67,438,530 )           | 2,318,329                | 28,098,779               | 57,697,033               | ( 19,464,397 )           | ( 25,315,236 )           | 28,447,659               | 8,361,854                | 15,568,918               | ( 17,639,038 )           |
| Benefit changes  | ---                      | ---                      | ---                      | ---                      | ---                      | ---                      | ---                      | ---                      | ---                      | ( 6,941,763 )            |
| Benefit payments   | ( 11,281,816 )           | ( 10,681,257 )           | ( 10,299,558 )           | ( 9,934,096 )            | ( 9,726,689 )            | ( 9,763,956 )            | ( 9,506,766 )            | ( 9,403,007 )            | ( 9,298,152 )            | ( 8,930,543 )            |
| Net change in total pension liability                                  | ( 52,118,016 )           | ( 35,516,098 )           | 39,811,601               | 56,757,320               | ( 9,322,592 )            | 9,929,209                | 35,213,957               | 6,090,761                | 21,229,017               | ( 18,451,253 )           |
| Total pension liability - beginning                                    | <u>340,534,713</u>       | <u>376,050,811</u>       | <u>336,239,210</u>       | <u>279,481,890</u>       | <u>288,804,482</u>       | <u>278,875,273</u>       | <u>243,661,316</u>       | <u>237,570,555</u>       | <u>216,341,538</u>       | <u>234,792,791</u>       |
| Total pension liability - ending                                       | <u>\$ 288,416,697</u>    | <u>\$ 340,534,713</u>    | <u>\$ 376,050,811</u>    | <u>\$ 336,239,210</u>    | <u>\$ 279,481,890</u>    | <u>\$ 288,804,482</u>    | <u>\$ 278,875,273</u>    | <u>\$ 243,661,316</u>    | <u>\$ 237,570,555</u>    | <u>\$ 216,341,538</u>    |
| <b>Fund Fiduciary Net Position</b>                                     |                          |                          |                          |                          |                          |                          |                          |                          |                          |                          |
| Employer contributions   | \$ 3,510,039             | \$ 3,653,872             | \$ 3,721,624             | \$ 3,596,124             | \$ 3,519,989             | \$ 3,412,047             | \$ 3,177,790             | \$ 2,909,824             | \$ 2,820,693             | \$ 2,506,605             |
| Employee contributions   | 3,514,826                | 3,633,294                | 3,705,241                | 3,598,146                | 3,507,075                | 3,410,992                | 3,149,619                | 2,920,101                | 2,797,512                | 2,515,177                |
| Pension plan net investment income (loss)                              | ( 6,368,435 )            | 4,416,244                | 2,020,402                | 1,005,113                | 2,406,323                | 3,303,967                | 2,337,406                | ( 1,219,199 )            | 3,077,767                | 2,628,027                |
| Benefit payments   | ( 11,281,816 )           | ( 10,681,257 )           | ( 10,299,558 )           | ( 9,934,096 )            | ( 9,726,689 )            | ( 9,763,956 )            | ( 9,506,766 )            | ( 9,403,007 )            | ( 9,298,152 )            | ( 8,930,543 )            |
| Pension plan administrative expense                                    | ( 368,486 )              | ( 343,321 )              | ( 412,892 )              | ( 504,391 )              | ( 503,069 )              | ( 374,886 )              | ( 426,021 )              | ( 381,902 )              | ( 369,703 )              | ( 1,905,747 )            |
| Recovery and other income  | 376,624                  | 3,323,195                | 5,173,080                | 1,384,745                | ---                      | ---                      | 2,574,145                | ---                      | ---                      | ---                      |
| Net change in plan fiduciary net position                              | ( 10,617,248 )           | 4,002,027                | 3,907,897                | ( 854,359 )              | ( 796,371 )              | ( 11,836 )               | 1,306,173                | ( 5,174,183 )            | ( 971,883 )              | ( 3,186,481 )            |
| Plan fiduciary net position - beginning                                | <u>35,668,671</u>        | <u>31,666,644</u>        | <u>27,758,747</u>        | <u>28,613,106</u>        | <u>29,409,477</u>        | <u>29,421,313</u>        | <u>28,115,140</u>        | <u>33,289,323</u>        | <u>34,261,206</u>        | <u>37,447,687</u>        |
| Plan fiduciary net position - ending                                   | <u>\$ 25,051,423</u>     | <u>\$ 35,668,671</u>     | <u>\$ 31,666,644</u>     | <u>\$ 27,758,747</u>     | <u>\$ 28,613,106</u>     | <u>\$ 29,409,477</u>     | <u>\$ 29,421,313</u>     | <u>\$ 28,115,140</u>     | <u>\$ 33,289,323</u>     | <u>\$ 34,261,206</u>     |
| Net pension liability - ending   | <u>\$ 263,365,274</u>    | <u>\$ 304,866,042</u>    | <u>\$ 344,384,167</u>    | <u>\$ 308,480,463</u>    | <u>\$ 250,868,784</u>    | <u>\$ 259,395,005</u>    | <u>\$ 249,453,960</u>    | <u>\$ 215,546,176</u>    | <u>\$ 204,281,232</u>    | <u>\$ 182,080,332</u>    |
| Plan fiduciary net position as a percentage of total pension liability | 8.69%                    | 10.47%                   | 8.42%                    | 8.26%                    | 10.24%                   | 10.18%                   | 10.55%                   | 11.54%                   | 14.01%                   | 15.84%                   |
| Covered payroll  | 58,500,650               | 60,897,867               | 62,027,067               | 59,760,383               | 58,666,483               | 57,893,300               | 52,963,167               | 48,497,067               | 47,011,550               | 41,776,750               |
| Net pension liability as a percentage of covered payroll               | 450.19%                  | 500.62%                  | 555.22%                  | 516.20%                  | 427.62%                  | 448.06%                  | 471.00%                  | 444.45%                  | 434.53%                  | 435.84%                  |

Republic of Palau Civil Service Pension Plan and Trust  
(A Component Unit of the Republic of Palau)

Schedule of Contributions

September 30, 2023

| <u>Actuarial<br/>Valuation<br/>Ending 09/30</u> | <u>Actuarially<br/>Employer<br/>Determined<br/>Contribution</u> | <u>Actual<br/>Employer<br/>Contribution</u> | <u>Contribution<br/>Deficiency<br/>(Excess)</u> | <u>Covered Payroll</u> | <u>Actual<br/>Contribution<br/>as a % of<br/>Covered Payroll</u> |
|---|---|---|---|------------------------|--|
| 2013  | \$ 12,581,000   | \$ 2,506,605                                | \$ 10,074,395                                   | \$ 41,776,750          | 6.00%  |
| 2014  | \$ 13,421,000   | \$ 2,820,693                                | \$ 10,600,307                                   | \$ 47,011,550          | 6.00%  |
| 2015  | \$ 13,820,000   | \$ 2,909,824                                | \$ 10,910,176                                   | \$ 48,497,067          | 6.00%  |
| 2016  | \$ 14,417,419   | \$ 3,177,790                                | \$ 11,239,629                                   | \$ 52,963,167          | 6.00%  |
| 2017  | \$ 15,018,694   | \$ 3,412,047                                | \$ 11,606,647                                   | \$ 56,867,450          | 6.00%  |
| 2018  | \$ 13,792,490   | \$ 3,519,989                                | \$ 10,272,501                                   | \$ 58,666,483          | 6.00%  |
| 2019  | \$ 14,090,813   | \$ 3,596,124                                | \$ 10,494,689                                   | \$ 59,935,400          | 6.00%  |
| 2020  | \$ 15,754,875   | \$ 3,721,624                                | \$ 12,033,251                                   | \$ 62,027,067          | 6.00%  |
| 2021  | \$ 15,468,058   | \$ 3,653,872                                | \$ 11,814,186                                   | \$ 60,897,867          | 6.00%  |
| 2022  | \$ 17,047,089   | \$ 3,510,039                                | \$ 13,537,050                                   | \$ 58,500,650          | 6.00%  |

Republic of Palau Civil Service Pension Plan and Trust  
(A Component Unit of the Republic of Palau)

Notes to Required Supplementary Information

September 30, 2023

**1. Methods and Assumptions Used to Calculate Actuarially Determined Contributions**

|                                |   |
|--------------------------------|---|
| Valuation Date:                | September 30, 2022, which was based on the results of the October 1, 2021 actuarial valuation   |
| Actuarial Cost Method:         | Entry-age normal  |
| Amortization Method:           | Level dollar, open  |
| Remaining Amortization Period: | 30 years  |
| Asset Valuation Method:        | Market value of assets  |
| Price Inflation:               | 2.5%  |
| Salary Increases:              | 3.0%  |
| Wage Inflation:                | 3.0%  |
| Investment Rate of Return:     | 6.74%, net of investment expense, including price inflation   |
| Mortality:                     | RP 2000 Combined Mortality Table, set forward four years for all members except disability recipients, where the table is set forward 10 years. |

**2. Factors that Significantly Affect the Identification of Trends in the Amounts Reported**

The ROP Congress (Olbiil Era Kelulau) enacted two laws which have potentially material effects on the amounts reported in the schedule. RPPL 4-49 and RPPL 5-30 establish that effective May 17, 1996, members, who have twenty-five years or more of total service, are eligible for retirement regardless of their age and, upon such retirement, are eligible to receive pension benefits at a level established by the Board of Trustees. The laws further provide that effective July 1, 1999, retirement is mandatory for all members who have thirty years or more of total service with certain exceptions, and that the pension is not reduced for receipt of benefits prior to age 60. By RPPL 6-37, effective October 1, 2003, mandatory retirement may be delayed for an additional five years by specific exemption by the Board. In December 2008, RPPL 7-56 eliminated early retirement and thirty-year mandatory service provisions. These provisions were restored through RPPL 8-10 in October, 2009. On April 30, 2013, RPPL 9-2 eliminated the mandatory service retirement after thirty years of service. After December 31, 2013, no employee shall be entitled to pension benefits until reaching the age of sixty.

Republic of Palau Civil Service Pension Plan and Trust  
(A Component Unit of the Republic of Palau)

Notes to Required Supplementary Information, continued

**2. Factors that Significantly Affect the Identification of Trends in the Amounts Reported, continued**

RPPL 5-7 directed the Board of Trustees to adopt a resolution which provides that “no person who retires after October 1, 1997, may receive benefits under the Plan unless he or she has contributed to the Plan for at least five years or has made an actuarially equivalent lump sum contribution”. In accordance with RPPL 9-2, members who retire after April 30, 2013 must not receive benefits greater than thirty thousand dollars per year. Further, the amount of benefits that a member receives should not be recalculated if the member is re-employed after the member begins receiving benefits under the Fund. Additionally, a member should not receive benefits during the time the member is re-employed subsequent to retirement.

Republic of Palau Civil Service Pension Plan and Trust

Report of Independent Auditors  
on Internal Control and on Compliance

Year ended September 30, 2023



Shape the future  
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## Report of Independent Auditors on Internal Control Over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance with *Government Auditing Standards*

The Board of Trustees  
Republic of Palau Civil Service Pension Plan and Trust

We have audited, in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the Republic of Palau Civil Service Pension Plan and Trust (the Fund), which comprise the statement of fiduciary net position as of September 30, 2023, and the related statement of changes in fiduciary net position for the year then ended and the related notes to the financial statements, and have issued our report thereon dated March 23, 2026.

### **Report on Internal Control Over Financial Reporting**

In planning and performing our audit of the financial statements, we considered the Fund's internal control over financial reporting (internal control) to determine the audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Fund's internal control. Accordingly, we do not express an opinion on the effectiveness of the Fund's internal control.

*A deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented or detected and corrected on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies and therefore, material weaknesses or significant deficiencies may exist that were not identified. We did identify a deficiency in internal control, described in the accompanying Schedule of Findings and Responses as item 2023-001 that we consider to be a material weakness.

## **Report on Compliance and Other Matters**

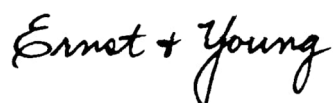
As part of obtaining reasonable assurance about whether the Fund's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the determination of financial statement amounts. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

## **The Fund's Response to Findings**

*Government Auditing Standards* requires the auditor to perform limited procedures on the Fund's response to the findings identified in our audit and described in the accompanying Schedule of Findings and Responses. The Fund's response was not subjected to the other auditing procedures applied in the audit of the financial statements and, accordingly, we express no opinion on the response.

## **Purpose of this Report**

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

The logo for Ernst + Young, featuring the company name in a stylized, handwritten-style script font.

March 23, 2026

Republic of Palau Civil Service Pension Plan and Trust  
(A Component Unit of the Republic of Palau)

Schedule of Findings and Responses

Year ended September 30, 2023

**Finding No. 2023-001**

Area: Investment in Common Stock

Criteria:

GASB Codification (Cod). N70.103 Nonmonetary Transactions states that in non-monetary transactions, the cost of a nonmonetary asset acquired in exchange for another nonmonetary asset is the fair value of the asset surrendered to obtain it.

GASB Cod. C55.101 Common Stock – Cost Method states equity interest in common stock that does not meet the definition of an investment should be accounted for using the cost method.

GASB Cod. I50.745 states that an investment is impaired when a decline in its fair value below the cost basis is other than temporary.

Condition: The Fund recorded the stocks held in Western Caroline Trading Co. (WCTC) as other receivables. The value of the asset is maintained at a value other than the fair value of the asset surrendered.

Cause: The cause of the above condition is due to a settlement reached in the Superior Court of Palau in July 2015 for amounts owned by Pacific Savings Bank (PSB) to the Fund for amounts invested in Time Certificate Deposit (TCD) by the Fund. PSB failed as a bank and entered into receivership in previous fiscal years. The Court ordered the transfer of 1,500 shares in WCTC to the Fund as a relief for TCD unfulfilled by PSB amounting to \$1,452,609.

Effect: The equity interest in common stock is improperly presented as other receivable and not valued in accordance with GASB Cod. C55.101.

Identification as a Repeat Finding: Finding 2022-001

Recommendation: We recommend that the Fund ensure the proper classification and valuation of stocks held in accordance with the aforementioned accounting standards.

Views of Responsible Officials: The Board of Trustees and Management of the Fund will continue to reach out to WCTC for further information on the actual value of these stocks as well as copies of their audited financial statements. The Fund is aware of the importance of complying with GASB but it is also in the interest of our fiduciary responsibilities to make sure that the valuation and classification of these stocks are realistic and not valued in any amount that would be misconstrued as more than their actual worth.