NIGERIA'S PENSION INDUSTRY Q1 2026 REPORT

SOURCE: **PENCOM**

AUDIENCE:

Board, Executive Committee, National Assembly, Pension Operators, Public

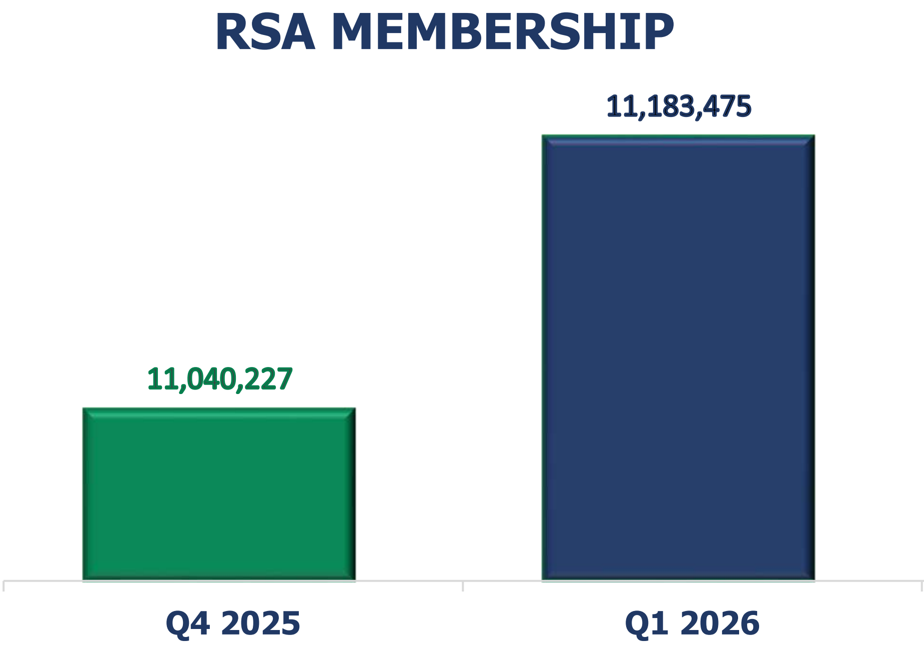
Executive Summary

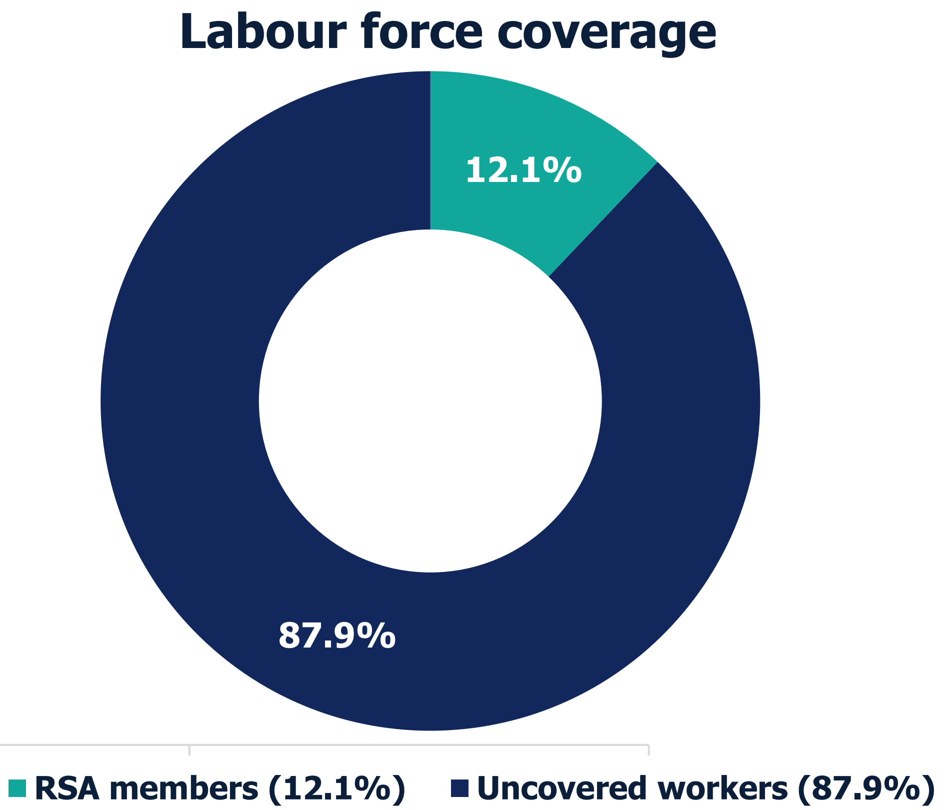
The PenCom Q1 2026 Industry Report shows Nigeria's pension industry opening the year on a stronger footing. Assets under regulation crossed ₦29 trillion for the first time, rising 7.53% to ₦29.52 trillion, while CPS membership reached 11.18 million on 143,248 new accounts. Benefit administration remained on schedule, with about 21,600 retirees and beneficiaries served and ₦11.19 billion in accrued rights settled. Compliance enforcement widened: 12,185 e-PCCs were issued and ₦1.18 billion recovered from 15 defaulting employers, with ICPC collaboration now activated.

Growth was driven predominantly by equity revaluation rather than new contribution flow. Two structural constraints carry into Q2: only 8.58% of Personal Pension Plan accounts are funded, and 58.07% of assets remain concentrated in Federal Government securities. Real returns turned positive for Funds I, II and VI Active on the 36-month window, and just 8 of 37 states are fully CPS-compliant.

SOURCE: PENCOM

RSA Membership





SOURCE: PENCOM

Age Demographics

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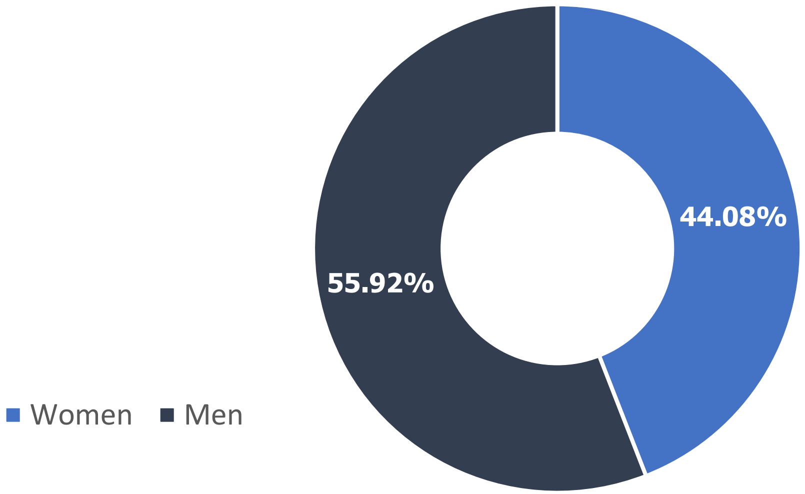
In Q1 2026, 75.31% of new RSAs were opened by Nigerians under 40. Those under 30 accounted for 39.97% of the quarterly cohort and the 30–39 band for a further 35.34%, while only 6.31% were aged 50 and above — a young, long-horizon contributor base whose retirement horizon extends beyond 2055. Gender participation improved again, with women accounting for 44.08% of new registrations against 55.92% for men, narrowing the enrolment gap from 40.30% in Q4 2025.

Gender Split of New Registrations



39.97%
Under 30 years
57,256 accounts

35.34%
30–39 years
50,622 accounts

18.38%
40–49 years
26,334 accounts

6.31%
50 years and above
9,036 accounts

SOURCE: PENCOM

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Fund Assets and Performance

₦20.97TRN

RSA Active Funds

+9.27% on Q4. Equity revaluation drove the bulk of the move; 71.03% of industry NAV.

₦2.37TRN

Retiree Funds

+4.43%. ₦1.09 trillion moved in from the Active Funds as new retirees transitioned.

₦2.74TRN

Closed Pension Fund

+1.70%, recovering from Q4's FX-related translation loss on Naira appreciation.

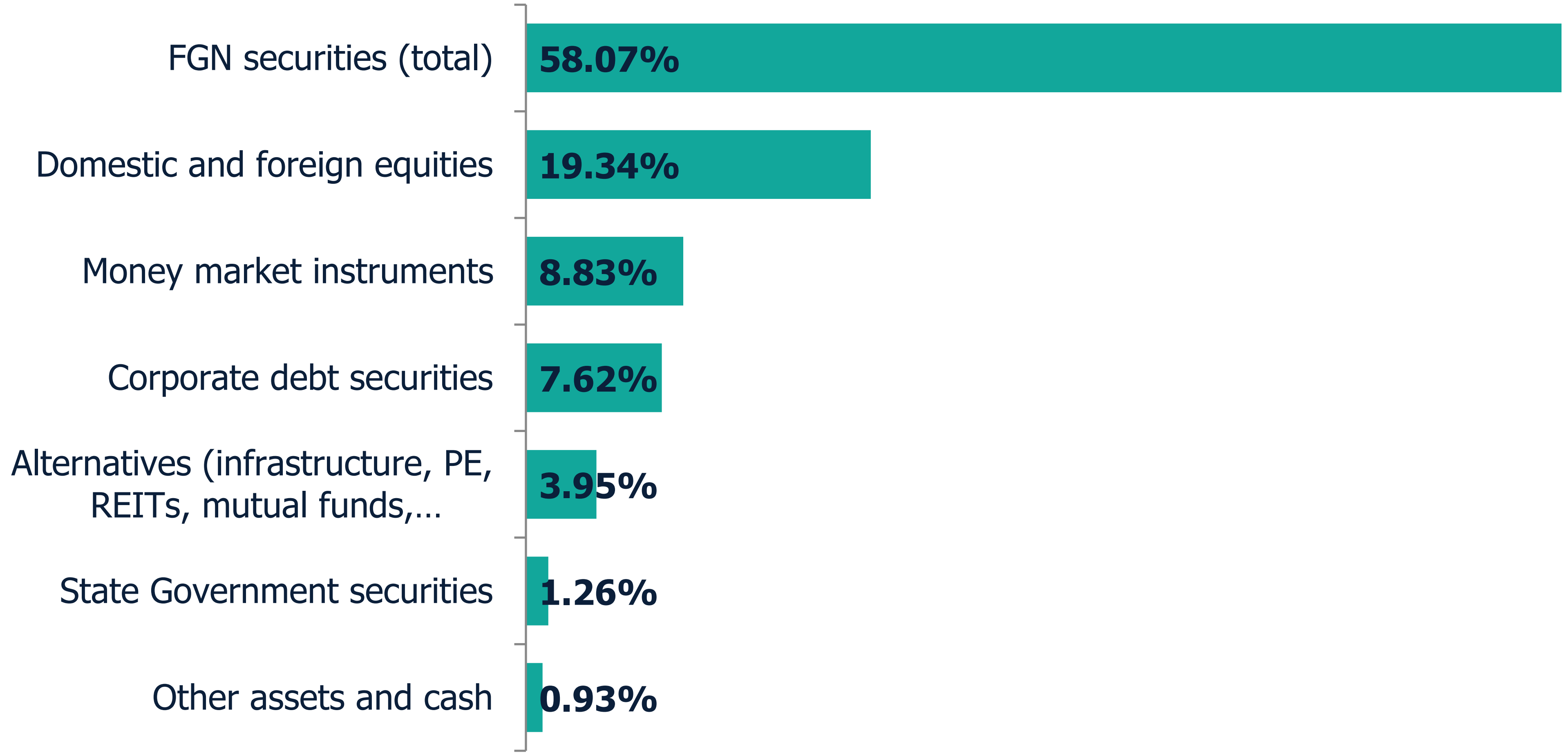
₦3.43TRN

Approved Existing Schemes

+4.49% on stronger bond prices; ₦146.72 billion in fresh sponsor injections.

SOURCE: PENCOM

Asset allocation



SOURCE: PENCOM

Pension Contributions

₦559.42bn

Q1 2026 total contributions

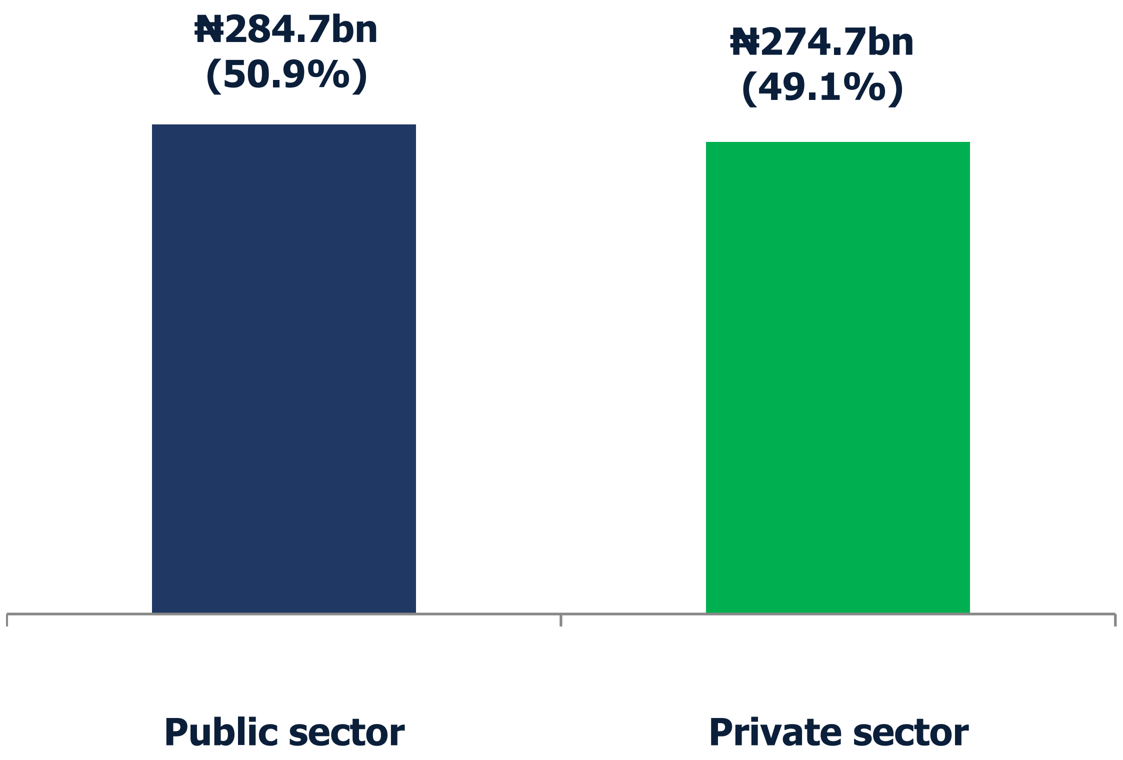
₦1.18tn

Monthly contributions into RSA Active Funds (+7.99%)

₦230.36bn

Monthly contributions into RSA Retiree Funds (−61.92%) Moderation from Q4 2025 performance, itself, elevated by Public Sector arrears

Q1 2026 contributions by sector



N.B: Retiree Fund monthly contributions fell 61.92% quarter on quarter, but this reflects reversion from an inflated Q4 2025 base (public-sector arrears catch-up) rather than a weakening contribution trend — Active Fund inflows and Retiree Fund NAV both continued to grow in Q1

SOURCE: PENCOM

Pay-outs to Retirees — Q1 2026

₦39.26bn

Programmed Withdrawal lump sums (6,368 retirees)

₦64.63bn

Life Annuity lump sums (4,064 retirees)

₦19.08bn

Death Benefits (2,162 approvals)

₦11.97bn

En-bloc payments
(8,609 payments)

₦92.70bn

Mortgage equity contributions (28,437 approvals)

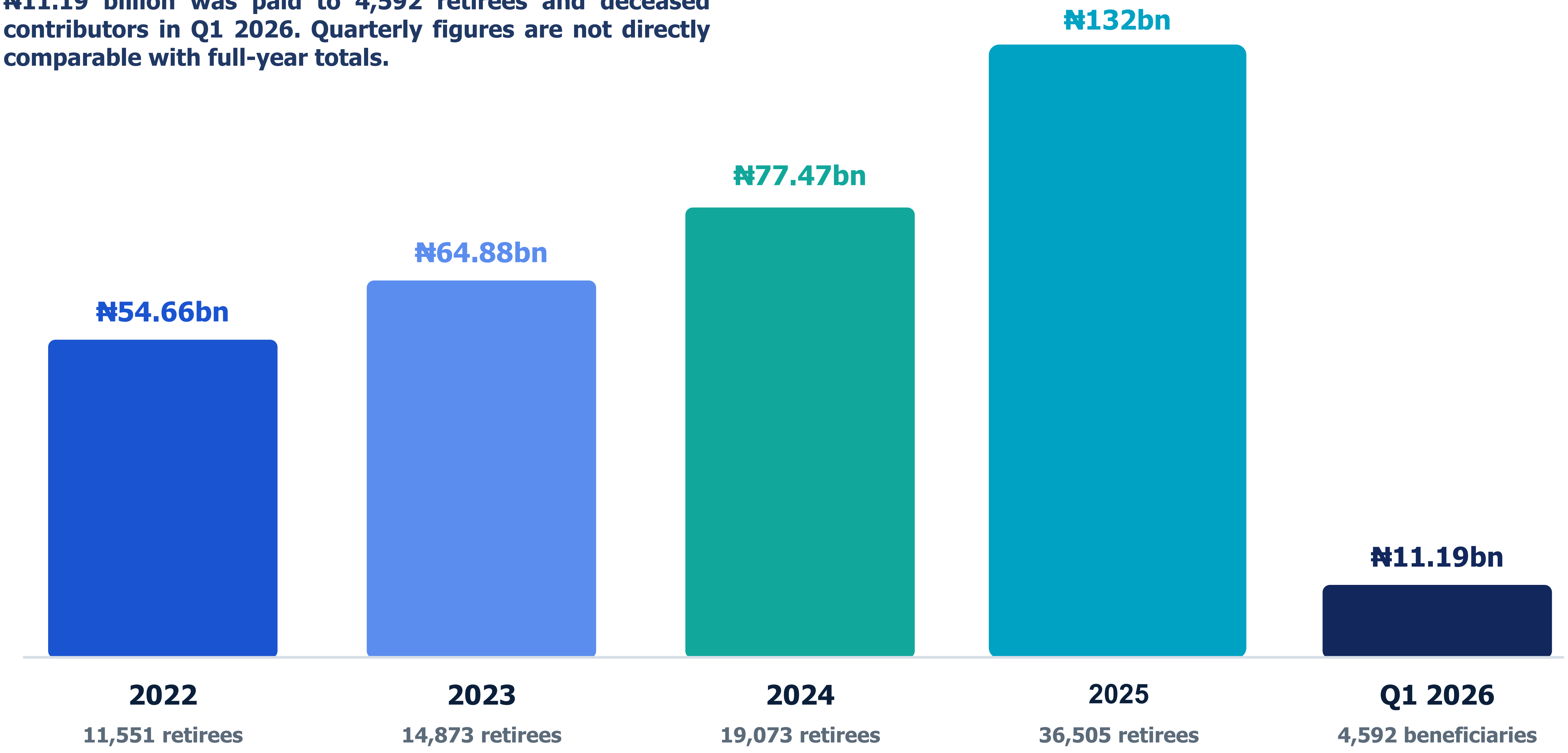
₦10.72bn

25% RSA withdrawal – unemployment
(7,812 cases; 96% private sector)

SOURCE: PENCOM

Accrued benefit payment trend

₦11.19 billion was paid to 4,592 retirees and deceased contributors in Q1 2026. Quarterly figures are not directly comparable with full-year totals.



SOURCE: PENCOM

RSA transfers and data recapture

RSA transfers

19,969

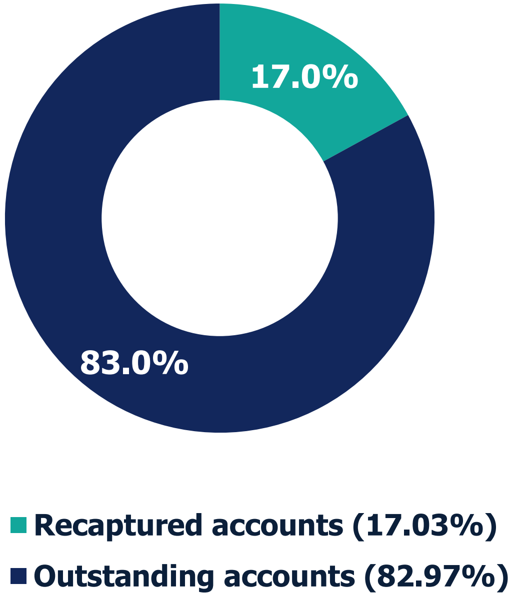
Transfer requests executed in the second week of January 2026

32,796

Requests received for the First Transfer Quarter of 2026

Includes 12,653 lodged in December 2025; execution in the first week of April 2026

Data recapture



58,220 RSAs were recaptured in Q1 2026, taking the cumulative total since inception to **1,485,052** — 17.03% of the industry's 8,722,609 legacy client base, up from 16.36% at end-Q4 2025.

Norrenberger Pensions led the quarter with 17,157 recaptures (29.47%), followed by Stanbic IBTC 10,963 (18.83%), Veritas Glanvills 6,328 (10.87%), Guaranty Trust 3,918 (6.73%) and FCMB Pensions 3,888 (6.68%).

SOURCE: PENCOM

Personal Pension Plan (PPP)

Registrations continue to grow, but funding remains the binding constraint on informal-sector inclusion.

1

7,452

Q1 2026 New RSA registrations

2

₦147.16mn

Q1 2026 PPP contributions received

Across all participants

3

₦1.66bn

Cumulative PPP contributions

Since scheme inception

4

8.58%

Funding ratio

Only 18,811 of 219,316 RSAs have received any contribution

91.42% of registered PPP accounts hold no contribution — expansion of PPP is a key industry initiative. Fidelity Pension Managers leads the industry with an 87% funded ratio, evidence that a high conversion rate is possible within the current design. PenCom will publish funding-conversion targets at PFO level in Q2 and require the top-two operators by cumulative PPP volume to submit conversion strategies alongside quarterly returns.

SOURCE: PENCOM

Investment Performance — Q1 2026

For the first time in seven quarters, parts of the RSA Active Fund family turned positive in real terms on the rolling 36-month window.

₦5.46TRN

Domestic equity AUM

Up 38.09% in the quarter (₦3.96 trillion at end-Q4), adding ₦1.50 trillion of value.

₦17.14TRN

FGN securities AUM

Up 4.94% as yields responded to the softer policy stance; 58.07% of NAV.

2.54%

CPFA quarterly return

Average across the segment, with a range of −0.68% to +10.28%.

6.19%

AES quarterly return

Up from 4.21% in Q4 on the appreciation in bond prices.

15.38%

Headline inflation (March)

The real-return benchmark; MPR cut 50bps to 26.50% in February.

ABOVE CPI

36-month real return

Funds I, II and VI Active now above inflation; aggregate industry gap closing.

SOURCE: PENCOM

Compliance — Q1 2026

12,185
e-PCCs issued to compliant employers

₦33.80bn
Cumulative recoveries since June 2012 ((₦16.50 billion principal + ₦17.30 billion penalties)

₦1.18bn
Recovered from 15 defaulting employers (principal ₦450 million + ₦729 million penalities)

₦212.63bn
Contributions under e-PCC for 199,481 employee

SOURCE: PENCOM

Subnational CPS adoption — Q1 2026

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8
Fully compliant
CPS operating under licensed PFAs (incl. Lagos, Kaduna, Edo; Ogun advancing on RBBRFA and actuarial valuation).

17
Law passed; implementation not yet commenced
The principal focus of bilateral engagement — PCRS deployment, Bureau establishment and PFA appointment outstanding.

9
Early stage / transitioning
Katsina (3D Model), Ekiti, Ondo, Kebbi, Anambra, Bayelsa at various stages.

2
Active CDBS implementation
Jigawa and Kano; Zamfara has initiated CDBS-to-CPS transition discussions with the Commission.

1
Non-compliant arrangement
Kano State — pension funds still held with commercial banks rather than licensed PFAs.

Totals cover 36 states and the Federal Capital Territory. PenCom will convene a States Compliance Roundtable in Q2, anchored on the PCRS rollout and a planned Subnational CPS Adoption Index.

SOURCE: PENCOM

Status by outcome domain

A. Stability	Stable	Asset base past ₦29.52 trillion, driven by equity revaluation and disciplined contribution flow.
B. Coverage	Mixed	CPS membership expanding at pace; the Personal Pension Plan funding gap remains the binding constraint.
C. Welfare	Stable	Approximately 21,600 retirees served in the quarter; ₦11.19 billion in accrued rights settled.
D. Compliance	Improving	e-PCC issuance more than doubled; ICPC collaboration commenced for recalcitrant defaulters.
E. Investment	Watch	Real-return trajectory clearly positive; FGN concentration at 58.07% is now the diversification priority.

SOURCE: PENCOM

Strategic Priorities for the Pension Industry

PenOp
Pension Fund Operators Association of Nigeria

Pillar 1

Enhancing Pension adequacy and retiree welfare

Pillar 2

Expanding Pension coverage and financial inclusion

Pillar 3

Strengthening governance, compliance and digital regulation

Pillar 4

Investment optimization and pension-led economic development

Pillar 5

Advancing State pension reform and subnational compliance

SOURCE: PENCOM

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