

Welcome to IFF Pension Fund! As an employee of IFF (Nederland) B.V. you participate in the IFF Pension Fund pension scheme. Every employer has his own pension scheme. This Pension 1-2-3 provides you with information in short about your pension scheme. Important to know, for example if you change jobs. Pension 123 does not contain any personal information about your pension. For personal information please check [www.mijnpensioenoverzicht.nl](http://www.mijnpensioenoverzicht.nl) and [www.iffpensioenfond.nl](http://www.iffpensioenfond.nl).

How we deal with socially responsible investment can be found in our Investment policy at [www.iffpensioenfond.nl/en/investment-policy](http://www.iffpensioenfond.nl/en/investment-policy).

The Pension 1-2-3 consists of 3 layers. This first layer gives you a summary of the most important information about your pension scheme. Layer 2 gives you more information on all the subjects in layer 1. Lastly, layer 3 provides legal and policy-related information on our pension fund. You'll find layer 1,2 and 3 at [www.iffpensioenfond.nl](http://www.iffpensioenfond.nl).

## 1. WHAT WILL YOU RECEIVE IN THIS PENSION SCHEME?



When you retire you receive a retirement pension.



Are you incapacitated for work? Your pension will continue to accrue (partly), but without having to pay pension premiums.



In the event of your death your partner will receive a partner's pension and your children will receive an orphan's pension.



If you would like to know exactly what our pension scheme offers please see the pension regulations at [www.iffpensioenfond.nl](http://www.iffpensioenfond.nl).

## 2. WHAT WILL YOU NOT RECEIVE IN OUR PENSION SCHEME?



Are you incapacitated for work? You will not receive a supplementary disability pension. However, the employer has an additional WIA insurance policy taken out for you.

## 3. HOW DO YOU ACCRUE PENSION?



You accrue pension in three ways:

A. AOW: you receive this basic state pension from the Dutch government. You can read more about AOW at [www.svb.nl](http://www.svb.nl).

B. Pension at IFF Pension Fund. You accrue this pension through your employment at IFF. The Pension 123 is about this pension.

C. Individual pension. For example an annuity or bank savings.



Each year you accrue part of your pension through your salary. The pension that you accrue in this way is the sum of all these parts. The amount of pension is based on your average salary during your IFF career. This is called an average salary scheme. You will receive this pension from your retirement date, for the rest of your life.



You accrue part of your final pension each year. You do not do that about your entire salary. You will not accrue pension in 2020 for € 18,767. This 'threshold amount' is approximately the same as the AOW benefit that you receive from the government from your state pension age. You accrue 1.875% pension on the wage up to € 65,282 minus the threshold amount.



You pay a premium every month for your pension. Your employer does that too. With our pension fund you and your employer pay the premium together. You can find the premium you pay yourself on your payslip.

#### 4. WHAT OPTIONS ARE AVAILABLE TO YOU?



When you change your job you can usually transfer your accrued pension from the old pension fund to the new one. And any new IFF employee can have pension entitlements accrued elsewhere transferred into the IFF Pension Fund.



The retirement age at our pension fund is 67 years. Do you want to take early or later retirement or part-time retirement? Then you must apply for this half a year before the desired effective date. Discuss this with your employer.



Do you want to compare your pension scheme? You can use the pension comparison tool on our website.



You can exchange part of your retirement pension for a partner's pension.



You can exchange or partly exchange your partner's pension into your own retirement pension.



You can opt to receive a higher pension payment during the first few years after your retirement and a lower pension payment during the subsequent years. The opposite is also possible, namely a lower payment during the first few years and a higher payment thereafter. Your pension payment can be varied within certain limits.

#### 5. HOW SECURE IS YOUR PENSION?



The amount of your pension is not fixed. The main risks our pension fund has to deal with are listed below:

- People on average are living longer. This means we have to pay pensions for longer periods.
- Low interest rates make pension more expensive. Our pension fund therefore needs more money in order to be able to pay the same level of pension.
- The results of our investments may be disappointing.
- Check [www.iffpensioenfond.nl/en/financial-position](http://www.iffpensioenfond.nl/en/financial-position) for information about our financial position.



We strive to increase your pension and your accrued pension claims in line with the consumer price index. This is known as indexation. Indexation is funded by excess return.

Year	Indexation	Price increase*
2020	0.93%	1.73%
2019	1.24%	1.68%
2018	0.70%	1.34%

\* The figures on increasing prices are based on figures from CBS.



If the fund has a shortfall, we will take one or more of the following measures:

- Your pension will not increase in line with the increase in prices.
- Your contribution will increase.
- The pension scheme will be changed.
- Your pension will be reduced. We will only do this in the most extreme circumstances.

#### 6. WHAT COSTS DO WE INCUR?



IFF Pensioenfond.nl incurs the following costs

- Pension management costs
- Asset management costs

#### 7. WHEN DO YOU NEED TO TAKE ACTION?



If you change jobs, you can usually transfer your accrued pension to your new pensions administrator.



If you become incapacitated for work.



If you get married, start cohabiting or enter into a registered partnership.



If you get divorced, cease cohabiting or terminate a registered partnership.



If you move abroad.



If you become unemployed.



Check once per year how much pension you have accrued at [www.mijnpensioenoverzicht.nl](http://www.mijnpensioenoverzicht.nl).



If you have a question about your pension, get in touch with the Pension Service department. The contact information is listed below.