



Check your partner's pension!

February is the month of love, with Valentine's Day as the highlight. So it's a great time to think about your partner's pension! Check what has been arranged for your partner through your pension fund by going to [MyIFFPension](https://www.iffpensionfonds.nl/en) at www.iffpensionfonds.nl/en.

What has been arranged for my partner?

We not only take care of a provision for your retirement, we also provide an income for your partner if you are no longer around. Once your partner is registered with us, you will accrue a partner's pension as well as a retirement pension. And if the worst happens and you die before your retirement date, your partner will receive a partner's pension. This will be 70% of the retirement pension you would have received if you had worked at IFF until your retirement date. If you die after you have retired, the amount of your partner's pension will depend on the choices you make when your

pension comes into payment. At that time, you have the option of converting part of your retirement pension into additional partner's pension, or vice versa. Further information is available at www.iffpensionfonds.nl/en/changes-your-situation

Arrange your partner's pension right away

- Check your partner's details in [My details](#) in MYIFFPension
- Your municipality automatically informs us of a marriage or registered partnership. If you are still employed by IFF and you have a cohabitation agreement, you should register this with HR IFF. You cannot register a partner after your pension comes into payment.
- If you have questions about partner's pension, call us on (020) 426 63 60.

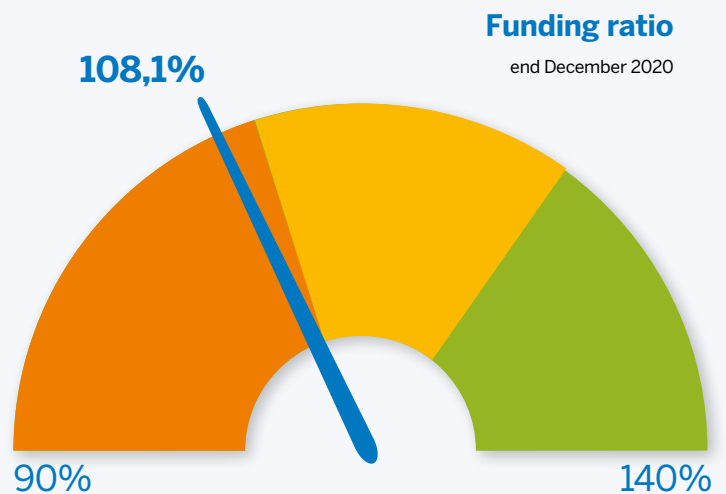
Win an Albelli photo book!

Tell your love story in pictures and record your special and best moments with your partner or another loved one in a photo book. On 28 February, we will raffle an Albelli photo book that will be awarded to one of our participants or pensioners with a registered e-mail address. If you would like to participate, scan the QR code or go to www.iffpensionfonds.nl and [register your e-mail address](#) in My details in MyIFFPension. We will notify the winner by email.



The fund's financial position

The funding ratio of the pension fund, which measures our financial position, was 108.1% at the end of December 2020. The financial markets continue to be volatile due to the corona virus, but most of the equity markets finished 2020 in positive territory. On the other hand, interest rates are still low and this puts downward pressure on our funding ratio. We are still assuming that we will be able to handle the long-term effects of the corona crisis, but the current funding ratio means that we are not able to increase the pensions. There is no need for our fund to reduce pensions this year.



No increase of your pension

We strive to increase your pension each year in line with the increase in prices and wages, with the aim of maintaining the value of your pension over the long term. Your pension has not been increased with effect from 1 January 2021 because the fund's financial position does not permit this. This applies to all the participants in the fund. We would only have been able to apply full or partial indexation of the pensions if our funding ratio had been 110% or higher in September 2020. The funding ratio at that time was 108.7%, so no increase of the pensions was possible. More information on this is available on our website: www.iffpensioenfonds.nl/en/pension-fund/financial-position-fund.

Your pension in 2021

On our new website you can click in the left-hand menu on [Receiving pension](#). This will show the information relevant to pensioners, such as the payment dates in 2021, information on tax and withholdings, and also on receiving pension outside the Netherlands. We have also recently sent you your statement for 2020 and your pension specification for 2021. Along with all the mail you receive from us, you will find these documents in [My documents](#) in [MyIFFPension](#).

Payment dates

In 2021 we will pay your pension between the 22nd and 26th of each month. The exact payment dates are available on our website on the page [Receiving pension](#).

New pension agreement

The new pension agreement is still under development. It is not clear at this time whether the agreement will affect your personal pension. We are following developments closely and will keep you informed regarding new developments that are relevant to you.





Update on responsible investing

When we invest for your pension, we strive to take account of the environment, human rights and responsible corporate governance as far as possible. We explained what the pension fund does with respect to responsible investing in the November 2020 edition of the Pension Update. We are pleased to give you an update on the current state of affairs.

Where are we now?

Responsible investing means adopting certain principles. We have to determine what is important to the fund, what the sustainable investments we see opportunities in, and also the investments that we consider to be unacceptable. Responsible investing for us is not only about contributing to a better world; we also believe that it is financially attractive. Companies that take account of sustainability usually also deliver a better performance.

Our principles form the basis of our policy with respect to responsible investing and the choices that we make. Our principles are based (among other things) on the following:

- The Sustainable Development Goals of the United Nations (also known as the SDGs).
- The ten principles of the UN Global Compact, also a UN organisation. These concern issues such as human rights, working conditions and the environment.
- The Paris Climate Agreement, which aims to reduce CO₂ emissions in order to slow global warming.

17 SDGs, 10 principles and the Climate Agreement. It's a lot. Therefore we had to set priorities. This concerns issues such as the responsible use of natural resources, equal opportunities for women and men, responsible production and consumption, and encouraging sustainable innovation.

We keep you informed of our activities with respect to responsible investing on our website. Further information on this is provided at www.iffpensioenfond.nl/en/pension-fund/investing-your-pension.

Your views on responsible investing

In the spring, we will carry out a survey of your satisfaction regarding our services and the information we provide. We will also ask you to give your opinions regarding responsible investing. We want to take account of what you consider to be important in the choices that we make in this respect. Ultimately, this affects the pension you accrue and we want to know what you think about how your pension contributions should be invested. If you are invited to participate in this survey, we would really appreciate your involvement



MyIFFPension: a simple and convenient way to arrange your pension affairs

We are delighted with our new website www.iffpensioenfond.nl, with access to your personal information on **MyIFFPension**. Of course we want to make things as easy as possible for you, which is why we have made our website even more straightforward and simple to use. So now it is even easier to take a look at your pension.

MyIFFPension provides you access to your personal pension information and mail, and you can also notify changes such as a new email address. If you are a pensioner, you can also change your account number or upload documents and share them with us. For instance, your life certificate, which you have to send us each year if you live outside the Netherlands. Now you can arrange all your IFF pension affairs easily and conveniently online.

Get started right away!

If you want to get started right away with your IFF pension, keep this check list handy:

- ✓ Check your details and the details of your partner (if applicable) in My details.
- ✓ Register your email address in My details in MyIFFPension.
- ✓ Don't want to log in with your DigiD every time? Download the DigiD app to your mobile phone or tablet. Now you can more quickly and easily access your pension file in MyIFFPension.
- ✓ Has your situation changed? Check what you need to do for your pension at www.iffpensioenfond.nl/en/changes-your-situation
- ✓ Get in touch with us if you have questions. Call us on (020) 426 63 60.



Register your e-mail address

Communicating digitally and online with each other fast and it is also cost effective and environmentally friendly. Enter your e-mail address in My details MyIFF Pension.



Pension accrual

Visit www.mijnpensioenoverzicht.nl to see the other pension you have accrued. This will give you an idea of the total pension you can expect to receive.



“Really a great tool that you have to try!”

Bert Lonterman has retired, and is one of the first users of the pension portal. Read about his experiences in his blog at www.iffpensioenfond.nl.

Questions about your pension?

Contact the Pension Service department on (020) 4266 360 or by e-mail to iffpensioenfond@blueskygroup.nl.

Pension Update online

More information on your pension is available at www.iffpensioenfond.nl.

Colophon

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