



What does your financial future look like?

You have recently received your UPO (uniform pension overview) for 2017. A good opportunity to see how much pension you have accrued. And how you might be able to add to the provision for your retirement.

Have you already looked at your UPO? It shows not only how much pension you have accrued with the IFF Pension Fund, it also shows what your partner and children will receive when you pass away. And your factor A, which you will need if you have savings in addition to your pension, such as an annuity insurance.

Personal choices

How much pension you will receive when you retire depends partly on the personal choices you make. If you are married or divorced, if you have a child or you are going to live abroad: all these things will affect your pension.

Make a financial plan

Maybe you need to make some additional arrangements for your retirement. For instance, take an annuity or pay off your mortgage faster. If you plan your financial future, you can avoid surprises.

We're happy to offer you a few tips:

- Log in to mijnpensioenoverzicht.nl. Here you will also see all the pensions you have accrued at former employers in the Netherlands in one place. The AOW (Dutch state pension) is also shown in this list, with the age at which you will receive it.
- Make a financial plan that takes account of your lifestyle, choices and dreams. There are many websites that will help you with this, among others mijngeldzaken.nl.
- Will you retire soon? Take a look at Pensioen 123 on iffpensioenfond.nl and review the choices you have. For example, starting with a higher or lower pension or choose for partial retirement.

Pension Update

April 2018

Now also for retirees

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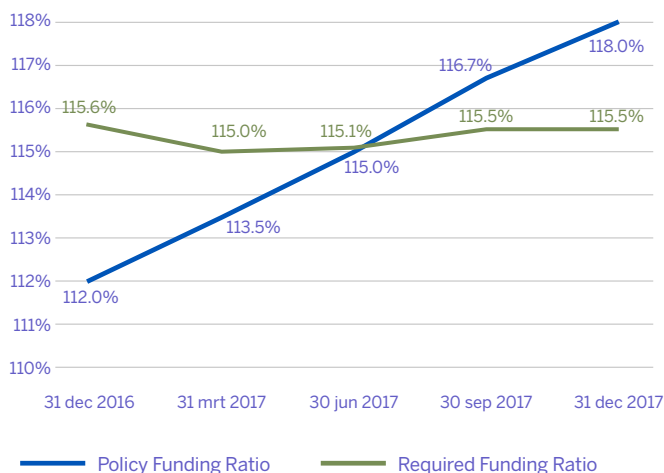
Further improvement in financial position

The policy funding ratio of IFF Pension Fund has risen further in recent months, closing February at 118.7%. The funding ratio is an important measure of the financial health of the pension fund.

Partial indexation

Since the financial position of the fund had already improved at the end of 2017, there was room for partial

indexation this year. This means that the pensions have increased to some extent along with prices. The pensions have been increased by 0.7%. The pension fund may only increase your pension if the fund is in good financial health and it must also take account of its financial position in the future. Our website www.iffpensioenfonds.nl offers more information on the financial position of the fund and the factors that affect indexation.



Enna van den Brand,
prospective trustee of
the IFF Pension Fund.

'I want people to be more aware of their pension.'



'I like figures and I am a real board creature.' Enna van den Brand laughs. She is the new, or relatively new (since May 2017) prospective trustee of the pension fund and she is looking forward to getting started.

Why prospective, why were you not appointed as a trustee immediately?

"The work of a pension fund board is very complicated and there are strict requirements applying to trustees. For a number of years now, we have had to cope with increasing and more complex regulation. Being a trustee is thus not something you do in your spare time. You need to have a broad base, learn about all the aspects with the specialists and follow the Pension Trustee level A training. You have to grow into the role, and this takes time."

Why do you want to do this work?

"I find pensions very fascinating. I really enjoy getting to understand the subject, it is so complicated but at the same time it deals with real issues in a person's life. Financial planning, for instance. The government wants to shift responsibility onto people individually. But many of us have no idea as to how to arrange for our retirement, and are not aware of the necessity of good financial planning. For them, pensions are like black holes. I want to make them more aware."

Nowadays, having a pension can no longer be taken for granted

"Exactly. This is why explanation is so important. The fact that people are not aware of their pensions is simply a threat. This is why I am excited about becoming a pension fund trustee."

Review committee positive on the IFF Pension Fund

The pension fund board is in control, is the verdict of the review committee. This is the message of the review report for 2016, which is available on our website. The report mentions a controlled and ethical business operation, adequate risk management and balanced consideration of interests. The committee also makes a few recommendations for the board to work on. The review committee is an independent external party that has no connection with the pension fund. Three members of this committee review the policy of the pension fund each year and investigate special items of attention as necessary. The review is conducted by the partnership VC Holland, a number of pension experts that provide internal supervision of many other pension funds. The composition of the committee changes each year so that a fresh approach is taken. The committee publishes a report of its findings which is included in the annual report of the pension fund.



‘I wanted to join the Accountability Body because of my special connection with IFF’



Guus van Es, member of the Accountability Body representing the pensioners.

I worked for a total of 40 years for IFF, starting in 1971, and this is why I have a special connection with the company and the people who work there. This is why I let myself be persuaded by colleagues to put myself forward as a candidate for the Accountability Body.

I didn't know whether this would be something for me, I don't have a financial background. And I have to say, now nearly a year later, it is difficult. I am finding the material complex and the pension training I have to follow is tough. The first time I went I came back home feeling overwhelmed. How will I ever understand this? It's not my world. But I don't give up. I want to do this for my former colleagues. Pensions are a very important issue and this is a very interesting time for the pension fund with all these new developments.

The Accountability Body supervises the board of trustees. You give advice and make sure that the trustees fulfil their responsibilities in an ethical way. We speak to them with a positive but critical attitude, so we keep each other on our toes.

Also after my retirement, I like to stay active. I am a member of several boards in Loon op Zand, my home, where I also have a vegetable garden and we have a lot of fun with our three grandchildren.'



Questions and answers regarding the retirement age

Since 1 January 2018, the official retirement age is 68 years. Does this mean that I have to retire then?

No, certainly not. The target retirement age for the IFF Pension Fund is still 67 years. You cease to accrue pension when you reach this age. But you can also retire earlier. With the IFF Pension Fund, you can retire as early as 55 years of age. Your benefit will in that case be lower than if you had continued working longer. You can also take partial retirement, subject to arrangement with your employer.

Will the AOW age also increase?

The age at which you receive AOW pension will indeed rise each year, and from 2022 this will be 67 years and 3 months. From that date you will receive benefit under the Dutch General Old Age Pensions Act (AOW).

It is not possible to delay or bring forward your AOW benefit.

What is the pension start date?

This is the date on which you actually retire. Many people decide to keep this date the same as the AOW date. The government sets the date on which the AOW pension begins, but you decide when you actually retire.

Why are these ages continually changing?

This is due to developments in life expectancy. We are all living longer. This means that pension funds have to pay pensions over a longer period and the same applies for the AOW paid by the government. This costs more. The government hopes to control the costs of pensions by encouraging people to retire later and paying AOW pension later.



Questions?

If you have any questions, please contact the Pension Service department on +31 (0)20 4266 360 or iffpensioenfondsb@blueskygroup.nl.

Colophon

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