



Pensions increased by 9.57% per 1 January 2023

Every year, the pension fund checks if the pensions are still in line with the prices and inflation. This to make sure that your pension retains its value. The board has decided to increase the accrued and current pensions as of 1 January 2023 by 9.57%.

The high energy costs, supermarket prices and inflation: it affects us all. Also our participants. Our pension regulations provide for a maximum regular supplement and an extra supplement for exceptional situations. The board of the pension fund sees the record inflation of 16.93% as an exceptional situation and has therefore decided to make use of this provision in the pension regulations.

This means that an additional increase of 5.57% is granted, in addition to the regular increase of a maximum of 4%.
Read more: www.iffpensioenfondsnl/en/increasement-2023.

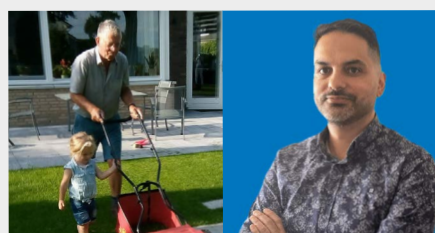
Always informed

Approximately 500 participants shared their e-mail addresses with us, much appreciated. This enables us to avoid sending paper letters, saving the environment and expenses and allows us to contact you faster.

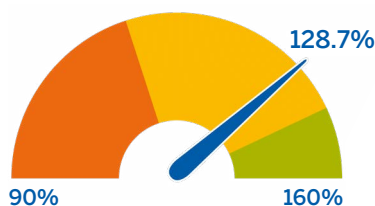
To make sure you do not miss any news, we will send you an e-mail with a link if we sent you a message. The quarterly

newsletter will also be send to your "My documents" inbox. The newsletter contains relevant information, tips and updates on the developments towards the new pension scheme. Via this tool, you are always informed on what is happening with your IFF pension. We would appreciate it if you also register your e-mail address in My details in MyIFFPension.

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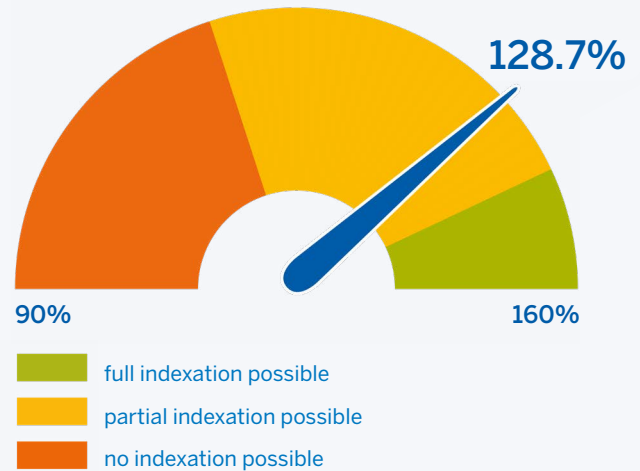


moving to a new pension scheme

A financially healthy pension fund

At the end of December, the funding ratio of the IFF pension fund stood at 126.4%. The funding ratio is the ratio of the pension fund's assets to its liabilities and shows to what extent the pension fund is financially sound. The policy funding ratio is the average funding ratio of the past 12 months, and stood at 128.7% at the end of December.

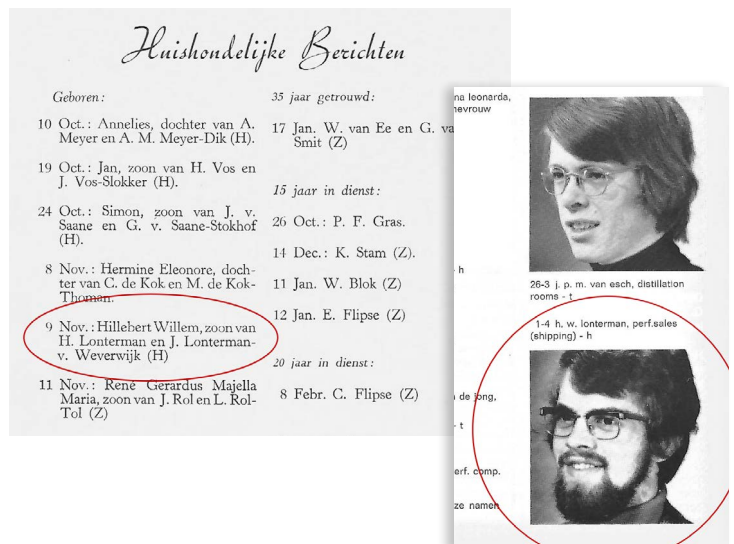
The funding ratio increased in 2022. This is mainly due to the rise in interest rates, which reduces the value of our liabilities. This means we do not have to hold as much in cash in order to pay the pensions today and in the future. This has also increased our monthly funding ratio. At the end of December, we had € 398.8 million in assets and € 315.5 million in liabilities, and we can say that our pension fund is in healthy financial shape.



A milestone: 80 years IFF Pension Fund

The IFF pension fund is 80 years old! In these years IFF employees have been building a provision for their retirement and the pension fund has been taking care of partners and children of participants who have passed away. It is a noteworthy milestone, that we want to celebrate by sharing the story of two employees on their careers and participation in the pension fund.

Hakan Karabag has been at IFF since 2001 as production planner liquid compounding. Bert Lonterman was born into an IFF family, and started his career at IFF in 1973. Now he is a trustee of the pension fund, at a time when big changes are coming to the pensions world. What does collective pension accrual mean to these two participants at different phases in their lives? Read the interview '80 years of collective pension accrual' at www.iffpensioen-fonds.nl/en/pension-fund-80-years.

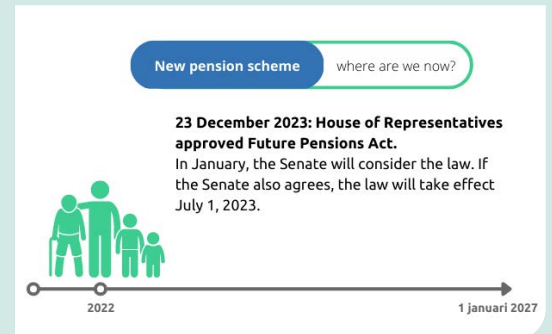


We are moving to a new pension scheme!

You will have heard about new pension legislation from the government through the media. What do these rules mean, and what will change for you? In practical terms, the new rules mean that IFF and the employee representative organisations have to agree on a new pension scheme. Negotiations are currently ongoing in consultations regarding terms and conditions of employment. As an employee, you are represented in these negotiations by the trade unions. You will also soon be asked to participate in a survey to establish the extent to which you are prepared to take on risk in the investments for your pension. You will be contacted personally about this.

The pension fund is not directly engaged in the negotiations, but we do offer advice and information to parties both in and outside of IFF (like the trade unions).

The new scheme are not yet available in full. Updates on developments regarding the new pension scheme are posted on our website at www.iffpensioenfonds.nl/en/new-pension-scheme. If you would like to be notified of new updates, register your e-mail address in My details in MyIFFPension if you have not already done so. You will then be sent our digital newsletter with the latest news on this issue.



Help when making pension decisions: we are here for you!

With all the changes that underway, you want to be well prepared for your pension. It is not always easy to understand all implications of the new pension guidelines, and you may be worried to take a wrong decision. Good news: you don't have to do this alone. We are ready to help. You can call us, send us an e-mail or arrange a personal pension consultation at our offices. Of course, you also need to know what choices you have. We have listed the choices you will need to make below.

What are these choices?



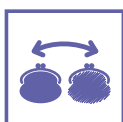
- **New to IFF?** Perhaps you already accrued a pension at a former employer, that likely can be transferred to the IFF pension fund. You can calculate out whether this would be favourable for you at www.waardeoverdracht.nl, or by going through the value transfer checklist on our website. You will find this at www.iffpensioenfonds.nl/en/value-transfer



- If you plan to retire before your AOW age, **varying the amount** of your pension benefit might be suitable for you. You could for instance choose a higher pension initially and then a lower pension later on if you need to compensate (to some extent) for the absence of an AOW pension. The reverse – with a lower pension initially and a higher pension later – is also possible!



- If you wish to retire **earlier or later** than age 67, you can, in consultation with your employer, take your pension at the earliest when you reach age 55, and at the latest 5 years after your AOW age. If you retire later, your retirement pension will be higher. If you retire early, it will be lower.



- When your pension will be paid out (but also if you separate, or leave IFF) you can choose to **exchange part of your retirement pension for extra partner's pension**. The right proportion for you and your (former) partner depends on your personal circumstances.

More information on these choices is available at: www.iffpensioenfonds.nl/en/pension-choices

We also expect there will be an **additional option** available with effect from 1 January 2024: the possibility to take up to 10% of your accrued retirement pension as a lump sum when your pension comes into payment. We will notify you of further developments regarding this new option as soon as we know more.



Payment dates in 2023:

In 2023 we will pay your pension between the 22nd and 26th of each month. You can view the 2023 payment dates at www.iffpensioenfonds.nl/en/receiving-pension.



Annual benefit statement 2022

If you received pension from us during 2022, this will be posted in My documents in MyIFFPension at the end of January.



Pension specification 2023

Your pension specification will also be available in My documents at the end of January. Showing your monthly pay out in 2023.

Pension Café 2022

In October 2022, we organised our annual Pension Café meeting*, specially for pensioners.

If you are retired and would like to have attended this meeting, all the relevant information is available at www.iffpensioenfonds.nl/en/receiving-pension. If you are interested in information on the new pension scheme and how this will affect you as a pensioner, questions and answers for pensioners are listed on the page www.iffpensioenfonds.nl/en/new-pension-scheme.

If you have questions about your pension or your pension fund, you can call us on (020) 426 63 60.

We will be organising another Pension Café on a specific pension issue in 2023. What do you think this issue should be? Let us know by voting in the poll www.iffpensioenfonds.nl/en/poll-pension-cafe-2023.

**30 participants registered for the meeting, but not all of them were able to participate in the online meeting. We're sorry. We will make sure that everyone can participate properly next time.*

The AOW age to be raised by three months in 2028

Since 2017, the government formalizes yearly every year what the AOW age (the age at which you receive your state pension) will be in five years' time. The AOW age increases along with life expectancy. The AOW age is now 66 years and 10 months and from 2024 to 2027 it will be 67 years. In 2028, the AOW age will rise to 67 years and 3 months as calculated by the National Statistics Office (CBS). Further information is available on the website of the Social Insurance Bank (SVB) www.svb.nl.

Do you have any questions about your pension?

If so, please contact the Pension Service department on +31 20 426 63 60 or send an email to iffpensioenfonds@blueskygroup.nl.

More information about your pension is also available at www.iffpensioenfonds.nl/en.

Colophon

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