



NEWSLETTER

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WELCOME ADDRESS

Welcome to our Q4 2025 edition-a refreshing and transformative year for the organization.

We are using this platform to say thank you for trusting NLPC Pension to safeguard and grow your retirement savings. In this edition, you will find the latest industry developments,

performance highlights, and practical insights-from the new PenCom guidelines and the transition from MPP to PPP. As we round off the year, we remain committed to rendering clarity, convenience, and consistent value. Thank you for allowing NLPC Pension to partner with you in building a brighter, more secure future.

The Editorial Team

CEO'S QUARTERLY BRIEF



Dear valued Client,

Thank you for your trust throughout 2025.

As we conclude this remarkable year, NLPC is proud to have delivered strong, stable returns and industry-leading

service, guided by our commitment to transparency and your financial well being. The new PenCom guidelines and our enhanced digital infrastructure ensure your savings are safer and more accessible than ever. Together, we are building a brighter, more secure retirement for you.

NAVIGATING MARKET OPPORTUNITIES: YOUR PENSION IN FOCUS

As we navigate the evolving investment landscape of Q4 2025, we are excited to share insights that continue to define and enhance our pension fund management strategy.

Global Context: Global markets remain cautious amidst persistent trade tensions and a shifting U.S. tariff regime. However, emerging markets, including Nigeria, remain attractive opportunities for strategic investments. At NLPC Pension, we continue to safeguard your investments by leveraging diversification across geographical regions and asset classes, ensuring pension funds stay resilient.

Nigeria's Brightening Economic Indicators: The local economy continues to gain traction heading into year-end 2025, driven by numerous positive developments:

- **Inflation Cooling:** Inflation has steadily eased, falling to 20.12% in August 2025, compared to 23.18% earlier in the year, setting the stage for enhanced purchasing power and better investment returns.

- **Reduction in the MPR.** The Central Bank of Nigeria's (CBN) Monetary Policy Committee (MPC) has reduced the Monetary Policy Rate (MPR) by 50 basis points, lowering it from 27.5% to 27%. This reduction is intended to strengthen liquidity management and give clearer signals to the financial market.

- **GDP Growth Accelerating:** Nigeria's GDP recorded impressive growth of 3.95% in Q3 2025, with full-year projections for 2025 trending toward 4.0%. This growth was fuelled by expanded government spending on infrastructure and improved foreign direct investments.

- **Policy Reforms:** The successful implementation of the Personal Pension Plan (PPP) highlights the government's commitment to financial inclusion and modernization of the pension sector. Similarly, the Investment and Securities Act 2024 continues to boost transparency, investor protection, and corporate governance across Nigeria's financial landscape.

Our Strategic Investment Actions: With these economic dynamics in mind, NLPC Pension's Fund Management team remains committed to proactive and strategic responses for sustained portfolio growth:

- **Longer-Term Fixed Income Investments:** As interest rates stabilize at lower levels, we are actively reallocating funds into long-term bonds to lock in attractive yields.



- **Increased Equity Allocation:** Selectively diversified equity investments enable us to capture growth from high-performing sectors like technology, agriculture, and fintech.
- **Infrastructure Expansion:** Infrastructure funds received additional allocations this quarter, in recognition of Nigeria’s booming real estate and urban development needs.
- **Foreign Asset Diversification:** With geopolitical risks persisting globally, your funds are prudently diversified into foreign instruments, including dollar-denominated assets where appropriate. Looking Ahead: With GDP projections expected to

Industry & Regulatory Highlights:

This quarter ushers in transformative regulatory changes. In September, PenCom rolled out a suite of reforms:

- Guidelines for Foreign Currency Pensions now allow contributions and withdrawals in US dollars-ideal for diasporans and those paid in foreign currency.
- New Investment Rules diversify pension assets out of government debt and increase allocations to infrastructure, agriculture, and private equity, while capping public equities at 25% aiming for greater returns but with added risk management attention.
- Pension Agent Framework gives accredited agents defined fee structures and roles, helping contributors get support across Nigeria.
- Minimum Capital Requirements for PFAs have been raised to ₦20 billion, driving industry resilience and professionalism. These reforms reflect PenCom's drive for global best practices and robust governance.

reach 4.2% in early 2026 and corporate earnings set for robust growth in key industries, we are cautiously optimistic about the investment environment for the coming year. Our fund managers remain dedicated to building a future-focused, risk-adjusted portfolio that prioritizes stability, growth, and wealth preservation for your retirement needs.

Rest assured, your pension funds are in capable hands as we adapt swiftly to global and local changes while maximizing emerging opportunities.



Welcoming the Personal Pension Plan (PPP)

This quarter, PenCom rebranded and expanded the Micro Pension Plan (MPP) into the dynamic Personal Pension Plan (PPP), in a move focused on deepening inclusion for informal workers, entrepreneurs, and the next generation.

- The PPP is already a success story, growing nearly nine-fold in four years, from just ₦168.63 million in 2021 to ₦1.46 billion in 2025.
- The new scheme offers greater flexibility, simplified branding, tech-driven mobile contributions, self-service dashboards, and expanded eligibility for workers regardless of employment type.
- All previous MPP contributors are automatically migrated to PPP, with robust communication and user-friendly onboarding for new entrants.
- PPP now forms a cornerstone of Nigeria’s pension inclusion, aiming to reach the millions still outside the formal safety net.

Unit Price History Trend & Performance for Q3 2025 (July–September)

Throughout Q3 2025, NLPC Pension funds exhibited steady unit price gains, reinforcing the strength of our diversified portfolio and disciplined investment strategy. These uninterrupted increase across our fund categories highlight our commitment to safeguarding contributors’ Retirement Savings Account (RSA) and driving sustainable growth over the long term.

Here’s a breakdown of fund performance:

Fund I Growth	Best-performing fund with an impressive +15.12% growth, driven by higher allocations to equities and strategic asset diversification.
Fund II Growth	Secured a solid return of +13.85%, maintaining its position as a balanced growth-focused category.
Fund III Growth	Recorded a steady performance of +12.45%, ensuring safe and consistent growth for contributors close to retirement.
Fund IV Retiree	The most conservative fund showed positive gains of +10.93%, reflecting secure investments in fixed-income securities.
Non-Interest Fund (Fund VI)	Yielded +11.87% growth, catering to participants seeking Sharia-compliant options.

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For more details on unit price history and fund allocations, visit the NLPC Pension Fund Manager’s Report and Unit Price History.

Market Performance: Resilience & Growth

NLPC Pension funds continued their upward trajectory in Q3, ranking among Nigeria’s top-performing PFAs.

- Steady gains were recorded across all Fund categories, with Fund I leading at 1.58% in March 2025, with Fund II and III maintaining double-digit annualized returns.
- Nigeria’s pension assets crossed ₦24.6 trillion as of mid-year, with robust growth despite economic headwinds.



Your Retirement Payout Choices: PW and RLA Explained

Did you know that Pension products, like the Personal Pension Plan (PPP) growing to ₦1.46 billion in 2025, give you more ways to handle your retirement savings? Under Nigeria's pension system, you have two main options for getting your money: Programmed Withdrawal (PW) and Retiree Life Annuity (RLA).

Both help provide steady income, and NLPC Pension shares information on both to help you decide. Let's break it down simply.

What Are the Options?

As you near retirement, you can choose how to get payments from your Retirement Savings Account (RSA):

- **Programmed Withdrawal (PW):** Your Pension Fund Administrator (like NLPC) handles this. You get regular payments based on your savings and how long you might live. Your money stays invested and can grow, like our funds that gained up to +15.12% in Q3 2025.

- **Retiree Life Annuity (RLA):** A life insurance company manages this. You give them your savings, and they promise fixed payments for life, no matter what. These fit with PenCom's goals for better savings, like easier mobile access via

apps.

Things to Think About Nigeria's economy is improving with lower inflation at 20.12% and GDP growth of 3.95% in Q3 2025. Here's a quick look at both options:

- **Ownership:** PW lets you keep control of your account with updates every quarter. RLA hands it over for guaranteed pay.

- **Growth and Income:** PW monthly pensions increase as investments do well, like our mixes in stocks and infrastructure. RLA pays the same amount with no possibility of increment.

- **For Your Family:** PW passes leftover money to your loved ones. RLA provides

protection within the first 10 years (guaranteed period).

- **Changes:** PW allows switching later. RLA is usually fixed. PenCom's updates, like foreign currency options and more investments in growth areas, make both stronger.

Next Steps: Pick What Works for You With good news like a lower key interest rate to 27% and GDP expected at 4.2% in 2026, explore these options now and choose wisely. Check www.nlpcpfa.com or email csu@nlpcpfa.com.

Use our PenSmart app or WhatsApp 0904-444-4040 for easy help.



As we embrace the “ember months”, it is essential to prioritize wellness. This corner offers actionable guidance to help you stay healthy, energized, and financially mindful—ensuring long-term well-being both during the upcoming holidays and in retirement.

Empower Your Health with Nigerian Superfoods

Your kitchen is likely home to nutritious powerhouses that enhance both physical and mental health. Here are some must-haves:

Wellness & Lifestyle

- **Ugu Leaves (Fluted Pumpkin):** Packed with iron, vitamins, and antioxidants that boost immunity and prevent chronic illnesses.

- **Ofada Rice:** A low-glycemic index grain, rich in fiber and perfect for regulating blood sugar.

- **Tigernuts (Aya):** Excellent for digestion, heart health, and packed with essential fatty acids.

- **Okpa (Bambara Nut Pudding):** High in protein, this super-food is ideal for maintaining muscle mass, especially in older adults.



Simple home workouts

Stay active even during the busiest periods with these equipment-free, 10-minute routines:

- **Chair Squats:** Minimal impact and great for toning legs and improving mobility.

- **Plank Holds:** Strengthen core muscles to support posture and prevent back issues.

- **Arm-Only Jumping Jacks:** Activate your arms and shoulders for improved blood circulation.

These can all be done with a yoga mat in your living room or office break area.

Mindful Living Tips



Mindfulness is a daily practice that helps reduce stress and improve focus. Steps to integrate mindfulness daily:

1. Start with a 5-minute morning meditation focusing on deep breathing and gratitude.
2. Create a digital-detox hour before bedtime to improve sleep quality.
3. Reflect on personal growth goals for the year—what worked well, what can change—while journaling once a week.

Holiday Budgeting for Retirement Savers

With increased spending during this season, stay

financially sound with these budgeting tips:

- Maintain your monthly pension contributions despite higher festive expenses.
- Use a “one-gift rule” per household family to control costs while spreading cheer.

Upcoming Features

- “Healthy Snacking Hacks for Office Hours”
- “Best Nigerian Spices for Disease Prevention”
- “Low-Priced Exercises That Work Wonders”

Did you know that a wave of pension reforms is reshaping your retirement future? PenCom's "Pension Revolution 2.0" introduced in September 2025 means improved financial security, greater flexibility, and entirely new options for contributors of all ages. Here are some highlights:

1. Personal Pension Plan (PPP) for All

Whether you are self-employed, part of the gig economy, or moving between jobs, the new PPP (formerly Micro Pension Plan) now offers you seamless enrolment, mobile contributions, and real-time access to your savings. This reform makes it easier for millions of Nigerians to join and grow their retirement safety net. An active contributor can also be part of the PPP and onboard under-aged children or wards.

2. Dollar Pension Contributions & Withdrawals

If you earn in foreign currency or are part of the diaspora, you can now contribute and withdraw in US dollars. This protects your

savings from Naira volatility and opens up new international opportunities for retirement planning.

3. Enhanced Investment Options and Protection

PenCom's revised investment guidelines now allocate more of your pension assets to high-growth areas like infrastructure and private equity, while strengthening risk controls for more secure and diverse returns.

4. Pension Agents & Digital Access

You can now interact with licensed Pension Agents who help you open accounts, recapture data, and process benefits, even in remote communities. NLPC Pension's digital self-service—via app and web—makes

managing your RSA easier than ever.

5. Extra Benefits for Nigerian Retirees

President Tinubu's 2025 directive mandates expedited pension payment increases along with new free basic healthcare for qualified low-income retirees—helping to protect the well being of our elderly members.

Ready to maximize these new opportunities?

Log into your PenSmart app, visit www.nlpcpfa.com, or reach out to us on csu@nlpcpfa.com to explore your upgraded benefits today. Stay tuned for more insights and guidance in our next edition.

"2026's new rules mean more control for you: transfer, track, invest, win. Secure your future, your way. [#MyPensionMyPower](#)"

Got dollar income? Protect your savings and invest globally with NLPC Pension. Start today! [#PensionWithoutBorders](#)

Retirement is a journey so pack your dreams (and some ugu) for the trip. [#WellnessWealth](#)

Contacts & Resources

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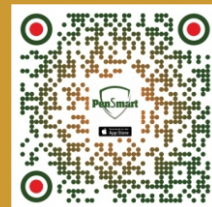


Digital Interaction

Digital Engagement Tools

Get (Scan) our PenSmart mobile app from the Google Play Store or Apple App Store now and manage your RSA!

APPLE



GOOGLE PLAYSTORE



When you choose a new password, make sure it's at least eight characters long and includes a mix of character types: at least one lowercase letter, one uppercase letter, one number, and one special symbol (like !, @, #, or ?). That simple blend of length and diversity keeps your account far more secure.