

FROM THE EDITORIAL TEAM

Welcome to the Q4 2025 edition of the NLPC Pension Newsletter, covering October to December 2025. This issue was prepared with one goal in mind: to make pension information clear, useful, and relevant—whether you're actively contributing, planning ahead, or already enjoying retirement. Inside, you'll find a straightforward view of key economic signals, the industry updates that matter most to RSA holders,

The Editorial Team, NLPC Pension

and practical guidance on topics like PPP, foreign-currency contributions (where eligible), and retirement payout options. We've also included simple wellbeing tips and digital self-service reminders to help you stay in control of your pension experience. As always, we welcome your feedback and the topics you would like us to cover in the next edition. Thank you for reading—and for staying engaged with your retirement journey.



CEO'S QUARTERLY BRIEF

Dear Valued Client,

Thank you for the confidence you placed in NLPC Pension throughout 2025. As we put 2025 behind us and begin 2026, our focus remains clear: growing your retirement savings, improving customer experience, and keeping you informed—plainly and promptly.

In the last quarter of 2025, the pension industry saw important regulatory updates and a stronger push toward modern, flexible pension participation. We welcomed these changes and continued strengthening our service infrastructure, so your savings remain secure, accessible, and well managed.

On behalf of the Board, Management and Staff, thank you for allowing NLPC Pension to partner with you in building a brighter, more secure future.

Samuel B. Abolarin

Market & Economy: Impact on your pension funds (Oct-Dec 2025)

Global context (why it matters)

Global markets stayed cautious through Q4, with trade tensions and policy uncertainty influencing investment flows. For long-term savers, the key takeaway is simple: diversification remains a strength, especially when markets are uneven.

Nigeria's key signals going into year-end

- **Inflation moderated strongly:** Nigeria's headline inflation eased to 14.45% in November 2025, down from 16.05% in October, according to the National Bureau of Statistics (NBS).
- Growth outlook stayed positive: Private-sector analysts projected a firmer Q4 growth print (e.g., CardinalStone's projection of 4.22% GDP growth for Q4 2025).
- **Rates remained tight:** The high interest-rate environment continued to support fixed income yields, which is relevant for pension funds with allocations to government securities.

What this means for your RSA

- When inflation eases, it helps protect the real value of savings over time.
- When yields remain elevated, fixed income can provide stability and income—particularly relevant for conservative funds and retiree funds.
- When growth improves, it can support corporate earnings and (by extension) equities—though equities may still be volatile.

3) Industry & Regulatory Highlights (PenCom)

Q4 continued the shift toward a more modern pension environment. Key PenCom updates referenced in the attached newsletter include:

- Foreign Currency Pension Guidelines: enabling eligible contributors to contribute and access benefits in US dollars (useful for diasporans and people paid in foreign currency).
- Revised Investment Guidelines: expanding opportunities beyond government debt, with clearer risk controls and allocation limits (including a stated cap on public equities).



- **Pension Agent Framework:** accredited agents with defined roles and fee structures to help contributors with onboarding and service access.
- **Minimum Capital Requirement for PFAs:** increased to NGN 20 billion to strengthen resilience and professionalism across the industry.

4) Personal Pension Plan (PPP): What's new and why it matters
PenCom rebranded and expanded the Micro Pension Plan (MPP) into the Personal Pension Plan (PPP) to deepen inclusion for informal workers, entrepreneurs, and a younger generation building wealth differently.

Highlights.

- PPP grew nearly nine-fold over four years, from **NGN 168.63 million (2021)** to **NGN 1.46 billion (2025)**.
- Existing MPP contributors are migrated to PPP, with simplified onboarding for new entrants.
- The scheme supports more flexible participation, including mobile-led contributions and self-service tools.

Who PPP is ideal for

- Self-employed professionals and freelancers
- Business owners and informal sector workers
- Anyone who wants a disciplined, structured retirement plan outside payroll

5) Fund Performance & Unit Price Updates (how to stay informed)

In our last edition, the detailed unit-price performance figures provided were for Q3 2025 (July–September), presented as evidence of steady growth across fund categories. Because this edition reports Q4 (Oct–Dec 2025), we recommend members use official channels for the most current unit prices and fund facts.

Where to check official fund updates

- Unit Price History: Unit Price History (NLPC PFA)
- Fund Manager's Report: Fund Manager's Report (NLPC PFA)

A practical tip for RSA holders.

When you check your RSA, focus on these three items:

1. Are contributions coming in consistently?
2. Is your personal data up to date? (phone, email, next-of-kin)
3. Are you in the right fund for your age and risk comfort?

Email us on – csu@nlpcpfa.com for more information.

6) Retirement Payout Choices: PW vs RLA (simple guide)

As you approach retirement, you can choose how you receive income from your Retirement Savings Account (RSA). The two main options are:

Options	What it is	Key advantage	Key point
Programmed Withdrawal (PW)	Managed by your PFA (your funds are invested to yield returns for you).	Payments are reviewed based on returns that accrue to your funds and PENCOM guidelines.	Remaining balance is paid to beneficiaries in the event of the retiree's demise.
Retiree Life Annuity (RLA)	Managed by a licensed Life Insurance Company	Fixed income for life (monthly payouts are not enhanced)	Typically fixed structure; return on investment belongs to the RLA provider.

Need help deciding?

Talk to us before you retire. For your enquires, requests, complaints, observations and comments, please feel free to call us through our Call Centre number: 07000-CALL-NLPCPFA (07000-2255-6572732).



Live Well, Retire Well (Anytime Wellness)

A comfortable retirement is built on three pillars: good health, good habits, and good information. Here are simple, everyday practices—easy to start, easy to maintain—whether you're 25 or 75.

A) The “3-2-1” Health Routine (simple, realistic)

- 3 days weekly: a 20 – 30-minute brisk walk (or any steady movement you can sustain)
- 2 days weekly: light strength work (keeps joints stable and helps with balance)
- 1 check-in monthly: track weight, blood pressure, and a quick “how am I feeling?”

B) Eat Smart Without Stress (Nigeria-friendly staples)

Try to build meals around fiber + protein + vegetables:

- Fiber: beans, unripe plantain, oats, brown rice/Ofada (where suitable)
- Protein: fish, eggs, lean meat, okpa/bambara nut, yoghurt
- Vegetables: ugu, ewedu, okra, spinach (great for micronutrients)
- **Hydration tip:** Keep a bottle of water close; people often confuse thirst with hunger

C) 10-Minute Mobility (no gym, no equipment)

Pick any two and rotate them through the week:

1. Chair sit-to-stand (legs + balance)
2. Wall push-ups (upper body, joint-friendly)
3. March-in-place (cardio boost without strain)
4. Heel-to-toe walk (balance and stability—great for retirees)

D) Financial Wellbeing (small steps with big impact)

- Automate consistency: steady contributions beat “big bursts” over time
- Keep your records current: update phone, email, next-of-kin to avoid delays later
- Ask early, not late: if you're within 12–18 months of retirement, start learning about PW vs RLA and required documentation

Digital Interaction: PenSmart + staying secure



Manage your RSA with more convenience using the PenSmart mobile experience. It's built to help you check your account, stay updated, and reach support faster.

Password safety reminder (simple but important)

Use a password with at least 8 characters and include:

- 1 uppercase letter
- 1 lowercase letter
- 1 number

- 1 symbol (e.g., ! @ # ?)

PENSMART on Playstore for Android or AppStore for IOS.

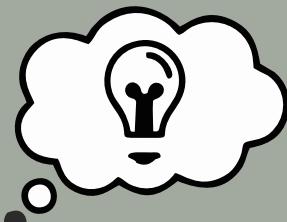
Below are the links for Android and iPhone users:



https://play.google.com/store/apps/details?id=com.nidcomsolutions.pfa.nlpc.Nlpc_Droid



<https://apps.apple.com/us/app/pensmart/id1448022895?ls=1>



DID YOU KNOW?

1. Personal Pension Plan (PPP) is for more people now

If you're self employed, in the gig economy, you can still save consistently for retirement through the PPP (formerly Micro Pension Plan). It supports easier enrolment and flexible contributions. The newsletter also notes that an active contributor may participate and onboard under aged children/wards (where applicable).

2. You can contribute in US dollars (for eligible contributors)

If you earn in foreign currency or live abroad, the Foreign Currency Pension Guidelines allow contributions and

withdrawals in US dollars—helpful for planning in a more stable currency.

3. Pension funds can now invest more widely—with stronger controls

Updated investment guidelines allow more exposure to areas like infrastructure and private equity, while keeping limits in place (e.g., a stated cap on public equities) to manage risk.

4. More support channels are available

The Pension Agent Framework introduces licensed agents who can help with account opening, data recapture and benefits processing—alongside digital self service on web/app.

Contacts & Resources

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