



INPENCO

INTERNATIONAL PENSION CONSULTING

Global Pensionfund Governance Reducing Cost & Managing Risk

Effective steps to manage Global Pensions Governance

- Obtaining reliable data
- Assessing risks
- Managing different HR groups
- Managing asset management risks
- Funding policies
- Governance bodies rules

Obtaining Reliable Data

- Benefits audit
- Inventory – benefit keeper
- Regular monthly – quarterly annually reporting
- Accounting reporting FAS87/IAS19
- Local funding reporting

Assessing Risks

- Benefits promise decision
- Assets management risks
- Funding/contributions/cash flow
- Balance sheet corporate/pension expense

Managing different HR groups

- Remuneration committee
- Benefits policy locally driven
- Solutions have global nature
- Reco's to be supported by Benefits Manager/Centre
- Benefits keeper

Managing Asset Management Risks



- Central asset management group
- Support to Trustee/Investment Committee
- ALM per Plan, risk budget
- Global overview and risk assessment

Funding Policies

- Funding different by country
- Drives contribution/cash flow
- In Netherlands combined with indexation policy
- Agreement sponsor – Plan
- Centre of expertise input from Benefits & Assets side into this agreement

Governance Bodies

- Set of rules for employer representatives
- Trustee expertise/training
- Continuity
- Member representative election processes