Pension Insight

Your Retirement. Your Choice. Your Future.

DPF
DEBSWANA · PENSION · FUND

BULLETIN 2

Understanding Additional Voluntary Contributions (AVC)

Your regular pension contributions are building your retirement savings. But did you know that you can choose to contribute more towards your retirement through Additional Voluntary Contributions (AVC)?

AVC gives you an opportunity to boost your retirement savings by making extra contributions during your working years.

Myth vs Fact

Myth
"AVC is only for members who earn a high salary."

Fact
AVC is an option for eligible members who want to voluntarily increase their retirement savings. Even a small additional contribution can add to your retirement savings over time.

Myth
"I can start contributing extra when I am close to retirement."

Fact
Starting earlier gives your additional contributions more time to potentially grow before retirement.

Myth
"AVC will not make much difference to my retirement."

Fact
Additional contributions can increase the amount you accumulate for retirement. The impact depends on factors such as how much you contribute, how long you contribute and investment performance.

MEET KELEBOGILE

Kelebogile is 35 and has been a member of the Debswana Pension Fund for several years. Four years ago, she decided to take a more proactive approach to her retirement and started making Additional Voluntary Contributions (AVCs). Today, she can see the value of that decision. Her retirement savings have had more time to grow, and she is glad she chose to start early.

By making additional contributions while she is still working, Kelebogile is giving her retirement savings more time to benefit from investment growth and helping her work towards a more financially secure retirement. Her lesson? You don't have to wait until retirement is close to start doing more. The earlier you start, the more time you give your retirement savings to grow.

Start today. Give your future more.

Her lesson: You don't have to wait until retirement is around the corner to start doing more.

WHY CONSIDER AVC?

Boost your retirement savings
AVC allows you to put additional money towards your retirement.

Start early
The earlier you start, the more time your additional contributions have to accumulate.

Take control of your retirement planning
AVC gives you an opportunity to actively strengthen your retirement savings.

Small amounts can add up
You can consider an additional contribution that fits within your financial circumstances.

SEE HOW AVC ADDS UP

P500 every month → **P6,000 in one year** → **Over many years**
Your additonal contributions have more time to potentially grow.

For illustration purposes only. Actual outcomes depend on investment performance and other factors

HOW DO I START AN AVC?

Decide
Choose an amount that fits your budget.

Speak to HR
Ask your HR team about starting an AVC.

Start contributing
Your additional contribution is deducted from your salary and goes towards your retirement savings.

BEFORE YOU START ASK YOURSELF

- ☐ What can I comfortably contribute each month?
- ☐ Can I commit to contributing consistently?
- ☐ What am I saving to in retirement?
- ☐ Have I spoken to HR about starting an AVC?

DID YOU KNOW?
Your AVC is separate from your normal pension contribution and can provide an additonal source of retirement savings.

Your Retirement. Your Choice.

Don't leave your retirement entirely to tomorrow. Explore AVC and see how an additional contribution could support your retirement goals.

Speak to your Human Resources department to start your AVC or visit the Debswana Pension Fund website to **learn more about AVC.**

Plan Today. Live Tomorrow.