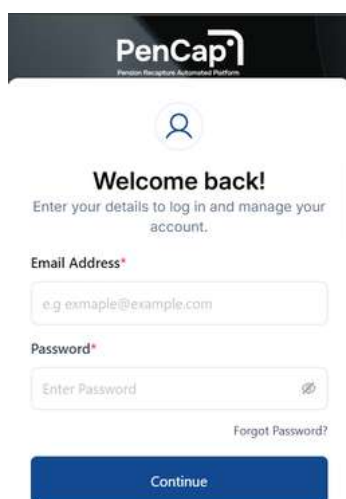


PENSION 411

News, Information and Facts on the Nigerian Pension Industry..Vol 12

Unclaimed Billions and the Hidden Power of Data Recapture in Nigeria's Pension System



Pension Fund Administrators (PFAs). In the early years, however, data collection processes were not as technologically robust as they are today.

Over time, inconsistencies began to surface. Some contributors had multiple RSAs. Others had incomplete biodata: incorrect dates of birth, inconsistent names, missing fingerprints, or outdated employer records. In many cases, contributors changed jobs without properly updating their records. Some did not link their accounts to national identity numbers.

These discrepancies may appear minor during active employment. But at retirement, when benefits are to be processed, even a small data mismatch can delay access to funds.

Data recapture initiatives were therefore introduced to clean, update, harmonise, and verify contributor records across the industry. The goal is simple: ensure that every RSA holder can access their pension seamlessly when the time comes.

The Cost of Inaccurate Records

One of the most overlooked issues in the pension system is the volume of unclaimed funds. In many cases, these funds remain unclaimed not because they do not belong to someone, but because the system cannot match them confidently to a verified individual. A missing next-of-kin detail. A mismatched name across identity documents. An unverified date of birth. A dormant account whose owner cannot be traced. Across the financial system, including pensions, such inconsistencies contribute to billions of naira in unclaimed balances.

Accurate data is therefore not just administrative housekeeping. It directly affects contribution reconciliation, benefit computation, and retirement access. Where records are incomplete or inaccurate, contribution histories may not align properly.

Nigeria's pension industry has grown remarkably over the past two decades. With assets now exceeding ₦27 trillion and more than 11 million Retirement Savings Account (RSA) holders, the Contributory Pension Scheme (CPS) has become one of the strongest pillars of long-term financial stability in the country.

Yet, behind this growth lies a quieter but equally important reform — data recapture. For many contributors, pension discussions often revolve around investment returns, inflation, annuity versus programmed withdrawal, and retirement projections. However, one of the most fundamental determinants of whether pension benefits are paid smoothly and paid at all is something far less discussed: the accuracy of contributor data.

Why Data Recapture Became Necessary

When the CPS was introduced in 2004, the industry experienced rapid expansion. Millions of workers opened Retirement Savings Accounts across various -

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Email us: info@penop.com.ng

Website: www.penop.com.ng

. Where employment data is outdated, remittance tracking becomes more difficult. In simple terms, if your data is not correct, your pension process may not be smooth.

Who Should Participate in Data Recapture?

Data recapture is not just for retirees. It is for every RSA holder, active workers, near-retirees, and even those who have changed employment multiple times.

It is especially critical for:

- Contributors who opened RSAs before June 2019.
- Individuals who have changed names due to marriage or other legal processes.
- Workers who have changed employers several times.
- RSA holders who have not updated their records in recent years.
- Contributors who have not linked their RSA to their National Identity Number (NIN).

NOTE: Proactive data verification during active employment prevents stress at retirement.

How Contributors Can Go About It

Data recapture is straightforward. Contributors are encouraged to:

- Contact their Pension Fund Administrator to confirm the status of their records.
- Verify that their biodata matches their official identification documents.
- Ensure that fingerprints and photographs are properly captured.
- Confirm that their NIN is linked.
- Review employer and contribution history for accuracy.
- Update next-of-kin information.

All PFAs now offer digital channels to facilitate updates, while physical visits remain available for biometric recapture where necessary. The process is preventive, not corrective. It is far easier to resolve discrepancies years before retirement than at the point of benefit withdrawal.

Data Accuracy and Retirement Options

Recent public commentary has reignited discussions around retirement choices particularly the differences between annuity and programmed withdrawal. It is important for contributors to understand that both options are legally recognised under the CPS and operate within regulatory frameworks. An annuity is purchased from a life insurance company and guarantees periodic payments for life. Programmed withdrawal, on the other hand, is managed by a PFA and is structured based on life expectancy calculations, investment returns, and remaining balances.

What is often overlooked in this debate is that regardless of which option a retiree chooses, accurate data remains foundational. Before any retirement option is activated, the contributor's records must be verified. Total accumulated contributions must be reconciled. Age must be confirmed. Employment history must be validated. Benefit computation depends entirely on reliable data. Without accurate records, neither annuity nor programmed withdrawal can function properly.

It is also important to clarify that programmed withdrawal does not arbitrarily “run out” in the way it is sometimes portrayed. The structure is actuarially determined and periodically reviewed in line with regulatory standards and prevailing economic conditions. Likewise, annuity products are structured based on actuarial pricing and insurance principles.

The real determinant of retirement stability is not the label of the option chosen, but the adequacy of contributions, investment performance over time, and crucially the accuracy of contributor data.

A System That Is Evolving

The Nigerian pension industry has not remained static. Investment guidelines have been reviewed to improve portfolio diversification and return optimisation. Over 10 Pension Payment Solution Service Providers (PSSPs) have been licensed to enhance service accessibility. Digital platforms have expanded contributor engagement. Regulatory oversight has strengthened transparency and governance.

Retirement planning often focuses on “how much” — how much has been saved, how much will be paid monthly, how long it will last. Yet an equally important question is “how accurate.” Your pension is only as secure as the records that support it.

In a system serving over 11 million Nigerians, data recapture is not merely a technical exercise. It is a safeguard. It ensures that contributions made over decades are correctly tracked, accurately computed, and seamlessly accessed when needed.

As conversations continue about inflation, longevity, and retirement options, contributors should not overlook the simplest but most powerful action available to them today: verify your data. Because in the end, before retirement planning becomes about policy choices, it begins with something far more fundamental, getting your records right.

MYTHS	FACTS
• "The portal is too complicated."	• It's literally 4 steps. If you can order food online, you can do this.
• "I'll lose my pension if I update."	• You risk LOSING ACCESS if you DON'T update.
• "I can do this anytime."	• Not getting your Data Recaptured prevents access to the pension benefits you get from today, procrastination is how you end up with problems at retirement.

Stop believing myths. Do your Data Recapture.

Outdated details = Pension problems you don't need.

Imagine finally reaching retirement, only to discover your pension is inaccessible because your records don't match NIMC's database.

The Data Recapture Exercise exists to prevent exactly that nightmare.

- It's mandatory for ALL RSA holders
- Your NIN must match your pension records
- Any mismatch = complications

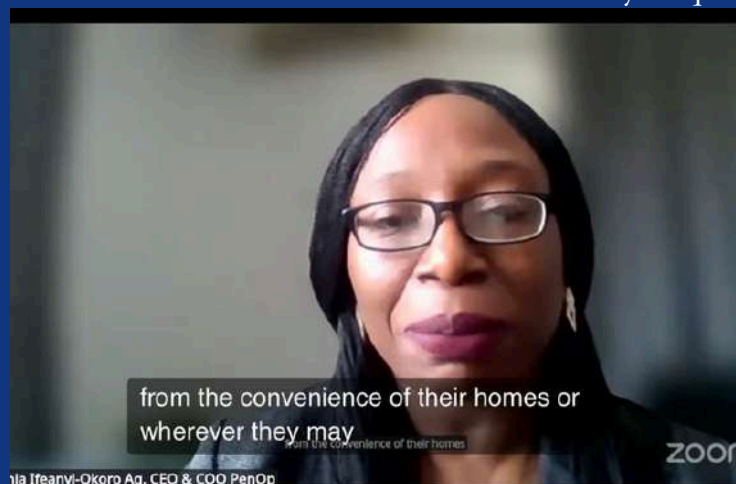
Take 10 minutes today. Update your details. Secure your access.

Don't let a simple update become a major headache tomorrow.

Start here pensionrecap.pencom.gov.ng

Pension Related Trainings in Quarter 1

A look into the Pension Industry 1st quarter, filled with KSSs, Trainings & Events



Anthonya Ifeanyi-Okoro Ag. CEO & COO PenOp

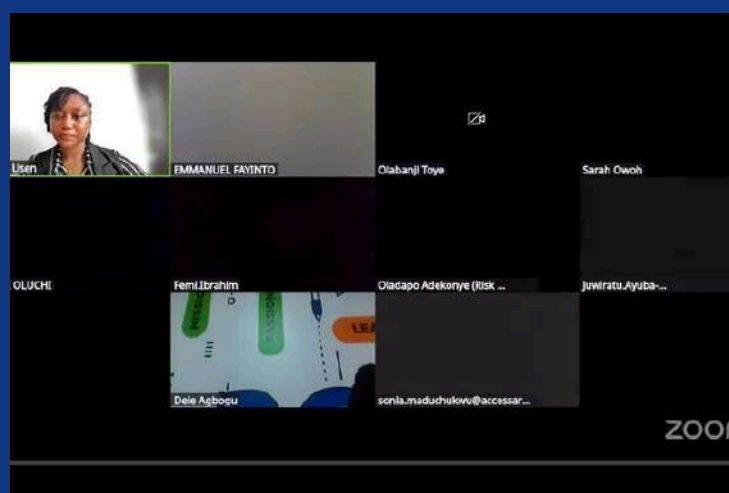


PenOp CEO, Anthonya Ifeanyi - Okoro, Isabella Usein, and Mr. Ayodele Samuel Olayemi, Head, National Data Management Department PenCom at the Implementing The Self-Service Portal for RSA holders KSS



AYODELE SAMUEL - PenCom

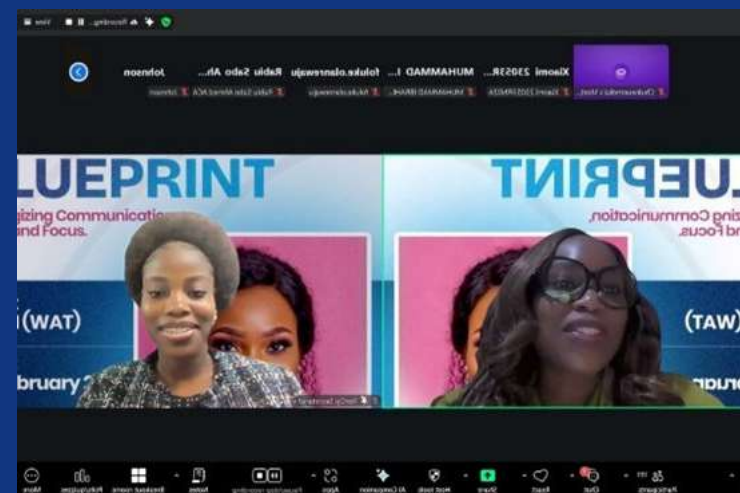
Mr. Ayodele Samuel Olayemi – Head, National Data Management Department (NDMA), PenCom at the Implementing The Self-Service Portal for RSA holders KSS



Participants at the Implementing The Self-Service Portal for RSA holders KSS in collaboration with NECA and PenCom



Cross session of participants at the first KSS of the year – The High Performance Blueprint (Synergizing Communication, Time and Focus)



Pension Related Events

Photo Gallery



L_R - Lexi Novitske, Preston Ideh, Chinyerugo Ugoji, and PenOp Research & Investment Associate, Aminah Fagbenro at Penop & Pevca Policy & Capital Summit 2026



L_R - Lexi Novitske, Preston Ideh, Chinyerugo Ugoji, and PenOp Research & Investment Associate, Aminah Fagbenro at Penop & Pevca Policy & Capital Summit 2026



Cross-section of participants at the HR retreat, Uyo (Jan 29 - Jan 30, 2026)



Cross-section of participants at the HR retreat, Uyo (Jan 29 - Jan 30, 2026)



Faces at the HR retreat for PFA professionals and PenCom representatives in Uyo, Nigeria.



Participants at the Awabah APA Launch (February 9, 2026)

Pension Related Events

Photo Gallery



L-R Mr. Immanuel Umukoro, Ms. Anthonia Ifeanyi - Okoro, Ms. Uche Uzeobo, Mr. Tunji Andrews, Dr. Nneka Okekearu, Dr. Babatunde Alayande at Awabah APA Launch (February 9, 2026)



KSS - The High Performance Blueprint (Synergizing Communication, Time and Focus)



The Data Recapture platform launched on the first of February, 2026



PenOp x Islamic Development Bank Group (ISDBG) at The Legend Hotel, Ikeja. Lagos



L- R Dr Julius Odede, Head of Lagos Operations - National Insurance Commission, (NAICOM), CEO, PenOP Anthonia Ifeanyi - Okoro, Mrs. Nkechi Naeche-Esezobor at the BusinessToday Annual Conference, 2026



Cross section of panelists at the BusinessToday Annual Conference, 2026