

## **Summary of the pension scheme**

As of 1 July 2026



The current solidarity-based premium scheme entered into force on 1 July 2026.  
The main features of the pension scheme are as follows:

<b>Type of scheme</b>	<b>Solidarity-based contribution plan</b>
Financing	Collective fixed contribution. The employer's gross contribution: 25.77% of the pensionable salary (2026). The net contribution is: 23.54% of the pensionable salary (2026).
Start of participation	The date on which the employee enters employment with the employer.
Retirement date	The day on which the (deferred) beneficiary reaches state pension age.
Pensionable annual salary	The full-time gross annual salary, including holiday allowance and any structural pensionable system allowances, such as a thirteenth-month payment.
Maximum pensionable annual salary	For 2026, the pensionable annual salary is capped at €137,800
Deductible	The deductible is equal to the statutory minimum deductible (as at 1 July 2026: €19,172). The deductible is adjusted annually in accordance with Section 18a of the Wages and Salaries Tax Act 1964.
Pension base	The pensionable annual salary, minus the deductible.
Unpaid leave	During unpaid leave, the participant continues to accrue personal pension capital, based on the pensionable annual salary and the part-time percentage applicable during the leave period.  During unpaid leave, the fund maintains cover for the partner's pension and orphan's pension for a maximum of 18 months.
Retirement pension	Net contributions are added to the participant's personal pension capital. On the pension commencement date, the personal pension capital of the (deferred) beneficiary will be used to purchase the retirement pension (default). The (deferred) beneficiary may opt to use the personal pension capital to purchase retirement pension combined with latent partner's pension.  The amount of the personal pension capital is primarily determined by the net contributions paid during the period of participation and the investment returns achieved.  The amount of the retirement pension depends, among other things, on the amount of the personal pension capital, the age of the (deferred) beneficiary, the interest rates (DNB RTS) and the fund's actuarial assumptions.



Partner's pension on death after the pension commencement date	The partner's pension is capped at a maximum of 70% of the retirement pension, if the (deferred) beneficiary opted at the pension commencement date for the partial conversion of retirement pension into partner's pension.
Orphan's pension on death after the pension commencement date	In the event of death after retirement, the orphan's pension for a child under the age of 25 is insured for 28.5% of the partner's pension, provided the pensioner converted their personal pension capital into retirement and partner's pension in a 100:70 ratio.
Spouse's pension on death before the pension commencement date	In the event of the participant's death, a partner's pension is insured on a risk basis amounting to 35% of the pensionable annual salary
Orphan's pension on death before the pension commencement date	In the event of the participant's death, the orphan's pension for a child under the age of 25 is insured on a risk basis amounting to 20% of the pensionable annual salary.
Assumption of contribution payments in the event of incapacity	If the participant becomes incapacitated for work by 35% or more (under the WIA), the fund will cover the payment of contributions. In the event of incapacity for work: <ul style="list-style-type: none"> <li>• of more than 80% → 100%</li> <li>• between 65% and 80% → 72.50%</li> <li>• between 55% and 65% → 60%</li> <li>• between 45% and 55% → 50%</li> <li>• between 35% and 45% → 40%</li> <li>• less than 35% → 0%.</li> </ul>
Options	Before the pension commencement date, the (deferred) beneficiary may choose to: Bring forward or defer the retirement pension (between 10 years before and 5 years after the retirement date) Partially commence the retirement pension (in up to 3 stages) Convert the retirement pension into a partner's pension (up to a maximum of 70% of the remaining retirement pension) Convert the partner's pension into a retirement pension (in full or in part) Temporarily increase or reduce the retirement pension (within the range of 100:75 for the highest to lowest benefit). State Pension compensation
Annual adjustment of the pension in payment (variable pension)	Each year on 1 January, the amount of pensions is recalculated based on the applicable parameters. The fund increases or decreases the pensions of all pensioners by the same percentage. No later than by 1 March, the pensioners are informed of the new amount of the benefit. The new pension amount will then apply from 1 April of that year.
Allocation of results	The investment returns achieved are allocated to the personal pension capitals and reserves. Financial gains or losses arising from developments in life expectancy and mortality rates are included in the personal pension capital and the solidarity reserve.
Solidarity reserve	The purpose of the solidarity reserve is to prevent a



	reduction in pension benefits and/or a negative personal pension capital in the event of financial setbacks. The fund also aims to protect pensions against adverse developments in the micro-longevity risk.
Pension accrued up to 1 July 2026	All accrued entitlements, such as the retirement pension, partner's pension and orphan's pension have, as of 1 July 2026, been converted into additional personal pension capital. The partner's and orphan's pension for the (former) partner and child will remain in place in accordance with the pension regulations in force until 1 July 2026.

The pension regulations contain the full details of the pension scheme and are decisive for the rights of (deferred) beneficiaries and pensioners.