

This Pension 1-2-3 sets out what you will and will not receive in our pension plan. Pension 1-2-3 does not contain any personal information about your pension. You can find personal information at www.mijnpensioenoverzicht.nl, your annual uniform pension statement and on your personal portal at www.flexsecuritypensioen.nl. Personal information is added to your portal over time.

What can be found in Levels 1, 2 and 3?

Pension 1-2-3 consists of three levels. Level 2 contains more information about all the topics in Level 1. Level 3 contains legal and policy-related information about Flexsecurity. Levels 1 and 3 can be viewed at www.flexsecuritypensioen.nl. Alternatively, you can request a copy of the pension rules.

What will you receive in our pension plan?



Retirement pension

You are a member of a pension scheme via your employer and will receive retirement pension when you retire. Retirement pension and state pension jointly make up your monthly income when you stop working and retire. You will continue to receive this pension as long as you live. We do not know what the amount of your retirement pension will be. This depends on the amount of your pension capital on your retirement date and how much pension you can purchase for this amount. An indication is given on www.mijnpensioenoverzicht.nl. The pension scheme of which you are a member is called a defined contribution agreement. The contribution that is used for your pension accrual is fixed, but the amount of pension capital on your retirement date is uncertain.



Partner's and orphan's pension

As long as you work for your employer, a partner's pension is arranged for your partner and an orphan's pension is arranged for your children. Your partner will receive a partner's pension after you die for as long as your partner is alive. The orphan's pension is paid when you die until each child turns 25. It is important to note that the partner's pension and orphan's pension are insured until no later than three months after you leave your current employer. After these three months, you can convert capital into a partner's pension and an orphan's pension. You can find out how much your partner and your children will receive on your death at www.mijnpensioenoverzicht.nl. Level 3 of Pension 1-2-3 explains which elements determine the amount of the partner's and orphan's pension.



Premium waiver during occupational disability

If you become work disabled in your current job and comply with the conditions, you may continue to accrue pension in full or in part. You do not need to pay any contributions for this. Flexsecurity pays your pension contributions in that case. The precise amount depends on your incapacity percentage. Our website states the incapacity percentage we apply. The portion of the contribution that we then pay is set out in the pension regulations in Level 3 of Pension 1-2-3.



Pension rules

If you would like to know exactly what our pension scheme offers you, visit www.flexsecuritypensioen.nl or ask us for the pension regulations.

What will you not receive in our pension plan?



Disability pension

If you become incapacitated for work, you will not receive any supplementary disability pension from us. You will then not receive any additional income from us if you become incapacitated for work. You may receive a benefit from the government. This is organised in the Work and Income (Capacity for Work) Act and is called a WGA or IVA benefit. Your eligibility for this depends on the extent to which you are incapacitated for work. Read more about this at www.uwv.nl.

How do you accrue pension?



A. State pension: this is the pension you receive from the government

This is the statutory state pension. You accrue state pension over 50 years. You only accrue state pension if you reside and/or work in the Netherlands. The age at which you receive state pension depends on your date of birth – the state pension age is set to rise over the next few years. The amount is also not the same for everyone.

The AOW amounts are adjusted each year. For the amounts and other information about the AOW, please see www.svb.nl.

B. The pension you accrue through your employment

The pension that you accrue via your employer's scheme is shown in your Uniform Pension Overview (UPO), which you receive from us each year. If you would like an overview of the pension that you have accrued at other employers, please visit www.mijnpensioenoverzicht.nl.

C. Supplementing your pension yourself

There are different ways to supplement your pension. Whether you think this is necessary depends on your financial and personal situation. A financial adviser can help you make decisions. You can also look at the 'five-a-day' rule for pensions on Nibud's website www.nibud.nl.

PREMIE

Defined contribution

Your contribution is paid into an investment account each month. The contributions are invested on your behalf and form pension capital on your retirement date. You use this capital to purchase a retirement and/or partner's pension. We call this a defined contribution scheme.

We invest the money accrued in your investment account. Are you almost reaching AOW retirement age? Then you cannot afford to take risks with your pension. We therefore pursue a less risky investment strategy as your retirement date approaches. This is called lifecycle-based investment.



We calculate the contribution on this portion of your salary

Your defined contribution is determined on a portion of your gross salary. Part of the salary is sometimes not taken into account for pension accrual. For more information, refer to Section 2 of the Talent Pension Rules. The salary that counts towards pension accrual is called the pensionable salary. The defined contribution is 20% your pensionable salary minus the deductible (the portion of the salary on which you do not accrue pension because you are getting a state pension).

Mr Smith earns €600.00 in a 40-hour working week. The deductible that week is 40 hours x €9.24 = €369.60 and the pension basis is then: €600.00 - €369.60 = €230.40.

The defined contribution for Mr Smith's pension plan in that week is: €230.40 x 20% = €46.08.



Distribution of contributions between employer and employee

Your employer pays the contribution for your pension accrual. You contribute towards this by paying an employee's contribution, which is deducted from your salary. The total premium amount is 23.4% of the pension base. In addition to the defined contribution to accrue capital, this pension plan includes insurance premiums for partner's and orphan's pension insurance and for continuing pension accrual in the event of occupational disability. The contributions for this insurance plus the operating costs are paid from the difference between the defined contribution and the contribution paid. Your contribution is shown in your payslip. You pay 7.5% of the pension base.



Value transfer

If you change jobs and move to a different pension plan for that reason, you can transfer your pension to your new pension fund or insurer. The balance of your pension capital determines what happens to your pension. If you have accrued more than €632,63 a year, it is up to you whether you take your pension with you to your new pension fund or insurer. This may be advantageous, for example, if your new employer has a better pension plan. Or perhaps you would like to have all your pensions with one administrator. If that is what you would prefer, please contact your new pension fund or insurer. If you do not wish to transfer your pension, no action is required on your part. Your pension will remain at Flexsecurity. If you would like help in making your decision, your financial adviser will be happy to assist and so will we.

If your accrued pension is less than €632,63 per year and more than €2 per year, and you left employment after 1 January 2019, Flexsecurity will automatically ensure that your pension assets are transferred to your new pension fund or insurer. For this purpose, Flexsecurity checks annually at www.mijnpensioenoverzicht.nl whether you are accruing your pension with a new pension fund or insurer. If you do not have a new pension fund or insurer, your pension capital remains with Flexsecurity. You then use this capital to buy a pension on your retirement date for you and your partner, if you have one.

If you changed jobs after 1 January 2019 and have accrued a pension of €2.00 or less a year, you will not receive that pension. This amount falls to the fund in accordance with the statutory regulations.



Early retirement

If you wish to retire early, discuss your plans with your employer and request this from us at least three months before your required commencement date. You can also choose to have your pension come into payment before your standard state pension retirement date. This means that your retirement pension will be lower. Retiring early thus has financial consequences. Pension accrual stops earlier and the retirement pension is reduced. Go to www.svb.nl to see when your AOW pension commences.



Purchasing a pension

Your pension capital is released on your retirement date. You must then purchase a pension from the pension capital at a pension insurer. This is required by law. A pension is a periodic payment that you receive as long as you live. You are free to choose the pension insurer from which to purchase a pension. Flexsecurity supports you in choosing the insurer.

You also determine how the pension payments are structured. You may opt to receive a monthly or quarterly amount. You may also choose whether to receive a higher amount during the first five years or the same amount for the rest of your life. You will receive a pension for yourself. In many cases, you can also arrange a partner's pension, which your partner receives if you die. Do you have capital from before 1 January 2026? Then you can use the capital for a pension for yourself and for a partner's pension for your partner. If you do not wish to purchase a partner's pension or if you do not have a partner, you can add the partner's pension to your own pension. Your pension will be higher, but if you have a partner, they will not receive anything after you die. Your partner's consent is required for this exchange.



Pension comparison tool

Pension plans differ from each other. In a few steps, the pension comparison tool gives you an overview of the points on which another random pension plan differs from this plan. Based on the differences, you can determine how important these are for you and, if necessary, take action. This may be useful, for example, if you are changing jobs. The pension comparison tool is available on our website.

How certain is your pension?



What risks are involved?

The accrual and payment of pension extend over a very long period. The period from the start of the accrual until the last pension payment may be as long as 80 years. The world changes over such a period, giving rise to risks that threaten your pension. The risks may lead to a deficit.

Insurers base their rates on a number of factors, including:

1. interest rates;
2. people's life expectancy;
3. reimbursement of the costs they incur.

For more information about the ultimate amount of your pension, refer to www.mijnpensioenoverzicht.nl or your personal section on the website. Personal information is added to this over time.

What costs do we incur?



Flexsecurity incurs various costs to administer the scheme. They include the costs of administration, the costs of paying out the pensions and collecting the contributions. We also incur communication costs, for example preparing and sending this Pension 1-2-3 and the uniform pension statement.

We also incur costs for managing your investments, which are deducted directly from the returns on your investments.

The costs that we incur are specified in the annual report on our website.

When should you take action?



If you change employers

If you change jobs and move to a different pension scheme for that reason, you can transfer your pension to your new pension fund or insurer. The balance of your pension capital determines what happens to your pension.

If you have accrued more than €632,63 a year, it is up to you whether you take your pension with you to your new pension fund or insurer. This may be favourable, for example, if your new employer has a better pension scheme. Or perhaps you would like to have all your pensions with one administrator. If that is what you want to do, please contact your pension fund. If you do not wish to transfer your pension, no action is required on your part. Your pension will remain at Flexsecurity. If you would like help in making your choice, your financial adviser will be happy to assist.

If your accrued pension is less than €632,63 per year and more than €2 per year, and you left employment after 1 January 2019, Flexsecurity will automatically ensure that your pension assets are transferred to your new pension fund or insurer. For this purpose, Flexsecurity checks annually at www.mijnpensioenoverzicht.nl whether you are accruing your pension with a new pension fund or insurer. If you do not have a new pension fund or insurer, your pension capital remains with Flexsecurity. On your retirement date, you will use this capital to purchase a pension for yourself and any partner.

If you changed jobs after 1 January 2019 and you have accrued a pension of €2.00 or less a year, you will not receive that pension. This amount falls to the fund in accordance with the statutory regulations.



Waiver of employee contribution in the event of occupational disability

If you are more than 35% incapacitated for work during your current employment, you are entitled to a partial continuation of your pension accrual without having to pay contributions for that yourself. This non-contributory pension accrual depends on the extent of your incapacity for work. It is important that you assess the consequences of your incapacity for work for your pension. You don't need to inform us yourself if you become incapacitated for work. We are informed automatically by the UWV (Employee Insurance Agency).

More information about this can be found at www.flexsecuritypensioen.nl.



Divorce, termination of registered partnership or end of cohabitation

If you divorce or terminate a registered partnership, your partner is entitled to half of the pension that you accrued during your marriage or registered partnership. You may have made different arrangements in that regard. These will then be recorded in your divorce agreement. Please notify us of these arrangements within two years, by sending us a copy of the divorce agreement. If we do not receive any divorce agreement within two years, we will distribute your pension as normal. Your ex-partner will then receive their own pension.

If you are living together as an unmarried couple, you must make your own arrangements for the distribution of the retirement pension and implement the arrangements yourself. This is because the right to a portion of the retirement pension does not apply to unmarried couples living together. The partner's pension for which capital accrued before 2027 is paid to your ex-partner if you die, even if you were living together as an unmarried couple. If this does not suit you, make proper arrangements for a separation, have these recorded in an agreement or notarial deed, and send this document to us.



If you move outside the Netherlands

You should report this to your pension fund. Information on the consequences of this for state old-age pension (AOW) can be requested from the Social Insurance Bank (SVB). Alternatively, visit www.svb.nl.

Please note: You must also inform Flexsecurity if you change address within a country outside the Netherlands.



If you become unemployed

If you become unemployed, pension accrual stops. However, you retain the right to your accrued pension capital. It is important to assess the consequences of your unemployment both for retirement pension and for partner's and orphans' pension.



Mijnpensioenoverzicht.nl

Check once a year how much pension you have accrued at www.mijnpensioenoverzicht.nl.



Options

Your options can be found under 'What are your choices?'.



Questions about your pension scheme

Answers to many FAQs can be found on our website www.flexsecuritypensioen.nl. For more information, please contact Flexsecurity at info@flexsecuritypensioen.nl or by phone at +31 (0)88 - 116 2402.