

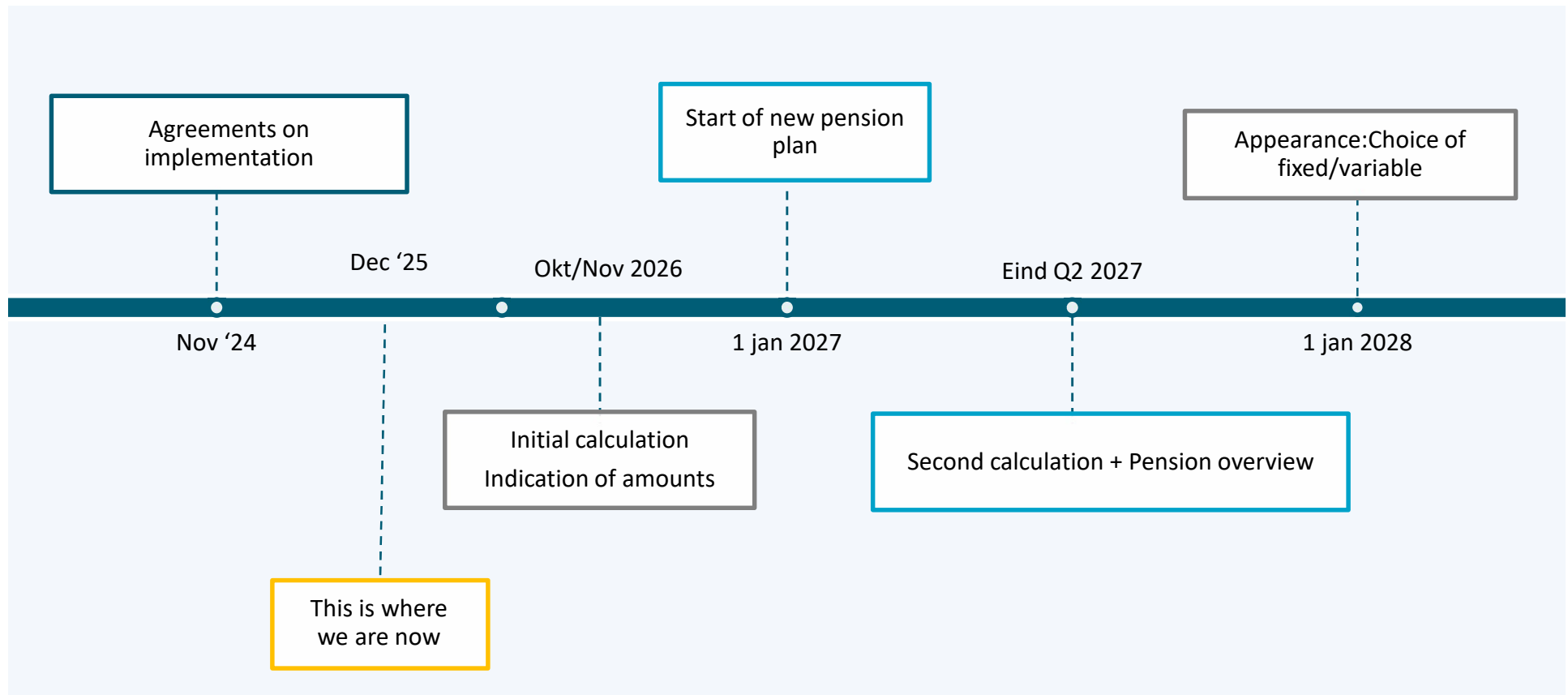
# A balanced transition to the new pension plan

Pensioenfondsbestuur –

december 2025

## What's on the agenda?

- Agreements between management and the Works Council
- From agreements to new regulations
- What is balanced?
- We are converting all pensions
- More about compensation
- Where are we now?





## Agreements between management and works council

## The process until December 2024

- Agreements by social partners: Witteveen+Bos and the Works Council
- Retirees involved via the Witteveen+Bos Retirees Association
- Careful consideration has led to a balanced decision

## The purpose of the new pension plan

- Replacement ratio of 70%, with a lower limit of 60%. This is a target, not a promise!
- Solidarity between generations
- Keeping the (variable) benefit as stable as possible
- Freedom of choice in investment profiles and benefits
- Cost neutrality and simple communication

## The new regulation in brief

- A more detailed explanation
  - [Roadshow februari 2025](#)
  - can be found under downloads

## The agreements regarding the deposit remain unchanged.

Start contributing from the age of 18.

The contribution amount is aimed at providing an adequate pension:

- The target is a net pension (+ state pension): 70% of your average salary
- Lower limit = 60%

### Contributions

- For your pension, 23.66% of the pension base\* (the salary that counts towards your pension).
- In addition, approximately 4% for insurance.

The employer pays the largest part. You also pay a part.

\* The pension base is your 'pensionable salary' minus the franchise.

## Current arrangement

### Benefit agreement

- Agreements about the contribution + the expected pension that you accrue with the contribution
- Risks are borne collectively (death, disability, longevity)
- The money is invested as a whole

## New regulation

### Flexible premium scheme

- Agreements about the contribution
- You build up capital with the contribution
- The capital grows through the return on the investments (which can also be negative)
- The capital provides a pension
- Risks are borne collectively (death, incapacity for work)
- The money is invested for you with a mix that suits your age
- Once you retire, the money of everyone who receives a pension is invested as a whole

## Choices

- |                                     |   |
|-------------------------------------|---|
| 1.The moment your pension commences | Choice remains unchanged (no later than age 67) |
| 2.High-low pension or not           | Choice remains unchanged                        |
| 3.New                               | Investment method                               |

You can (as long as you are not yet receiving a pension) take more or less risk than the pension fund does for you by default (appropriate to your age).

- |        |   |
|--------|---|
| 4.New: | Fixed or variable pension<br>Fixed pension: certainty about the amount, no adjustment to price increases. |
|--------|---|

Variable pension: no certainty about the amount, but the prospect of adjustment to prices.

## Fixed or variable pension

When you start your pension, you can choose between:

- Variable: via the Witteveen+Bos Pension Fund
- Fixed: via a provider of your choice



## Current arrangement

You build up the benefit for your partner.

- What if you die while you are still working?
- 70% of the pension you would have received if you had not died + an additional amount until you reach the state pension age
- Partially insured
- Once retired: 70% of your pension as standard
- Orphan's pension: 14% of the pension if you had not died (up to age 25)
- Leaving employment? Then the insurance will stop. The portion you have accrued will remain in place

## New arrangement

A fully insured survivor's pension.

- If you die while still employed?
- 28% of your final pensionable salary + a fixed amount (EUR 17,000) until you reach the state pension age
- Once you retire: 70% of your pension as standard
- Orphan's pension: 10% of last pensionable salary (up to age 25)
- Leaving employment? The insurance will continue for 3 months. After that, you can continue to be insured. You pay the premium yourself (from the capital you have accumulated)

## All payments from the W+B Pension Fund will soon be 'variable'.

- Everyone who receives benefits has pension capital ('under the hood')
- This capital is invested collectively
- The amount of the benefit is determined each year
- You will then receive information about the benefit
- You will always receive a pension for as long as you live

## The benefits collective in brief

### Benefit collective

- The benefit collective contains the money for the pensions of everyone who receives a pension
- Everyone in the collective shares the risks and consequences of changes in life expectancy with each other
- The pension fund invests the money in the collective
- Key features

### Key features

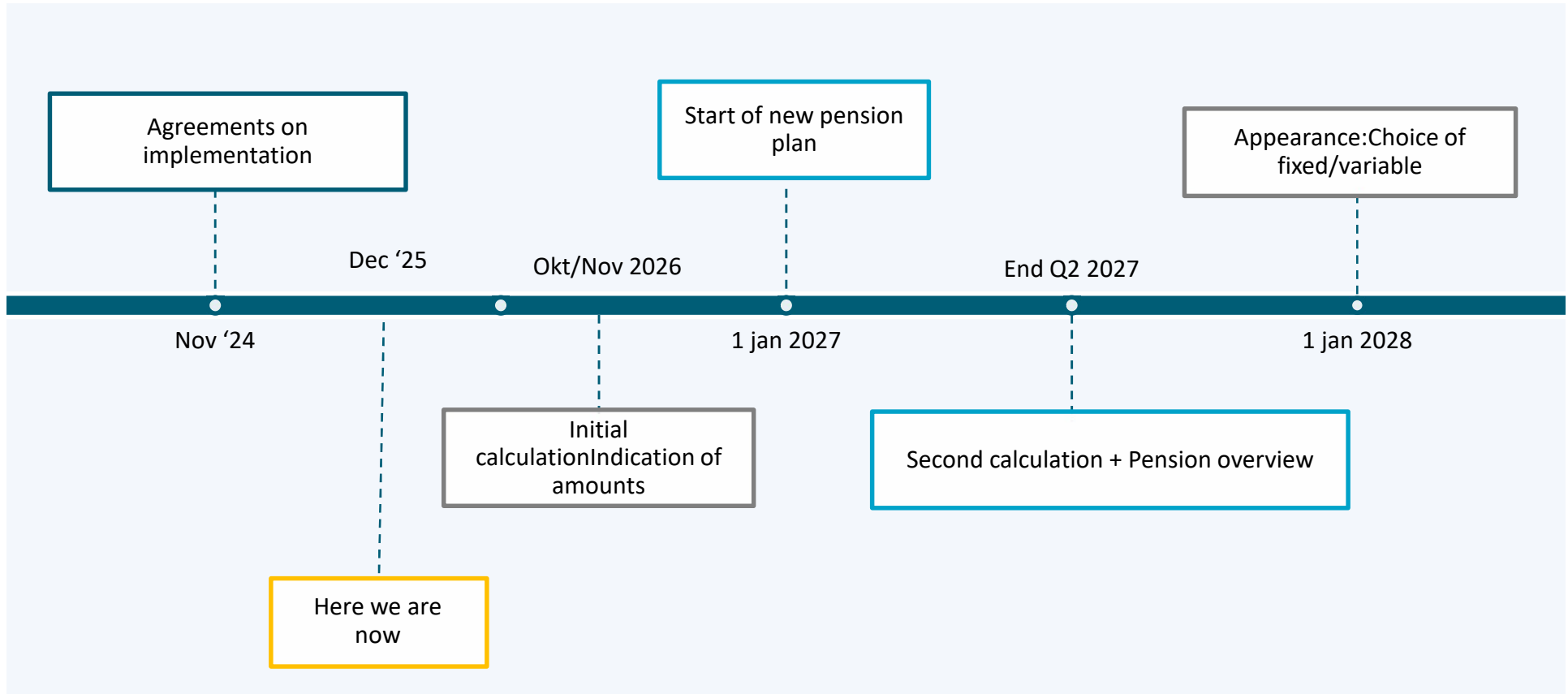
~~From the age of 57 you gradually join the benefit collective~~

- The pensions of everyone in the collective increase or decrease by the same amount (in %). There is no distinction based on age
- We spread each increase or decrease over three years

This agreement expires;  
you do not have to  
make a choice 10 years  
before your retirement.



## From agreements to new arrangements



## What did the fund do last year?

- Calculate, calculate, and calculate some more!
- Assess feasibility
  - Schrappen keuze bij 57 jaar vast/variabel
- Test balance
  - Focus on compensation and distribution of assets

## What needs to be arranged when switching providers?

1. Terminate the current pension plan
2. Convert accrued pensions
3. Compensation
4. Distribute remaining fund assets
5. The transition must be balanced



What does “balanced” mean?

## What is balanced?

1. You can look at the present: what does everyone “have” and will that remain intact? Or are there groups that are losing something?
2. A second possibility: look at the past. Are there issues that still need to be ‘rectified’?
3. Look to the future: what is the expected effect of the changes and will they turn out more or less the same?
4. who is best placed to cope with a setback and who is not?

## What is balanced?

1. You can look at the present: what does everyone “have” and will that remain intact? Or are there groups that will lose something?
2. ...
3. Look to the future: what is the expected effect of the changes and will they turn out more or less the same?
4. Methods 1 and 3 are legally required



## Two criteria for assessing balance

(with an eye on the present and an eye on the future)

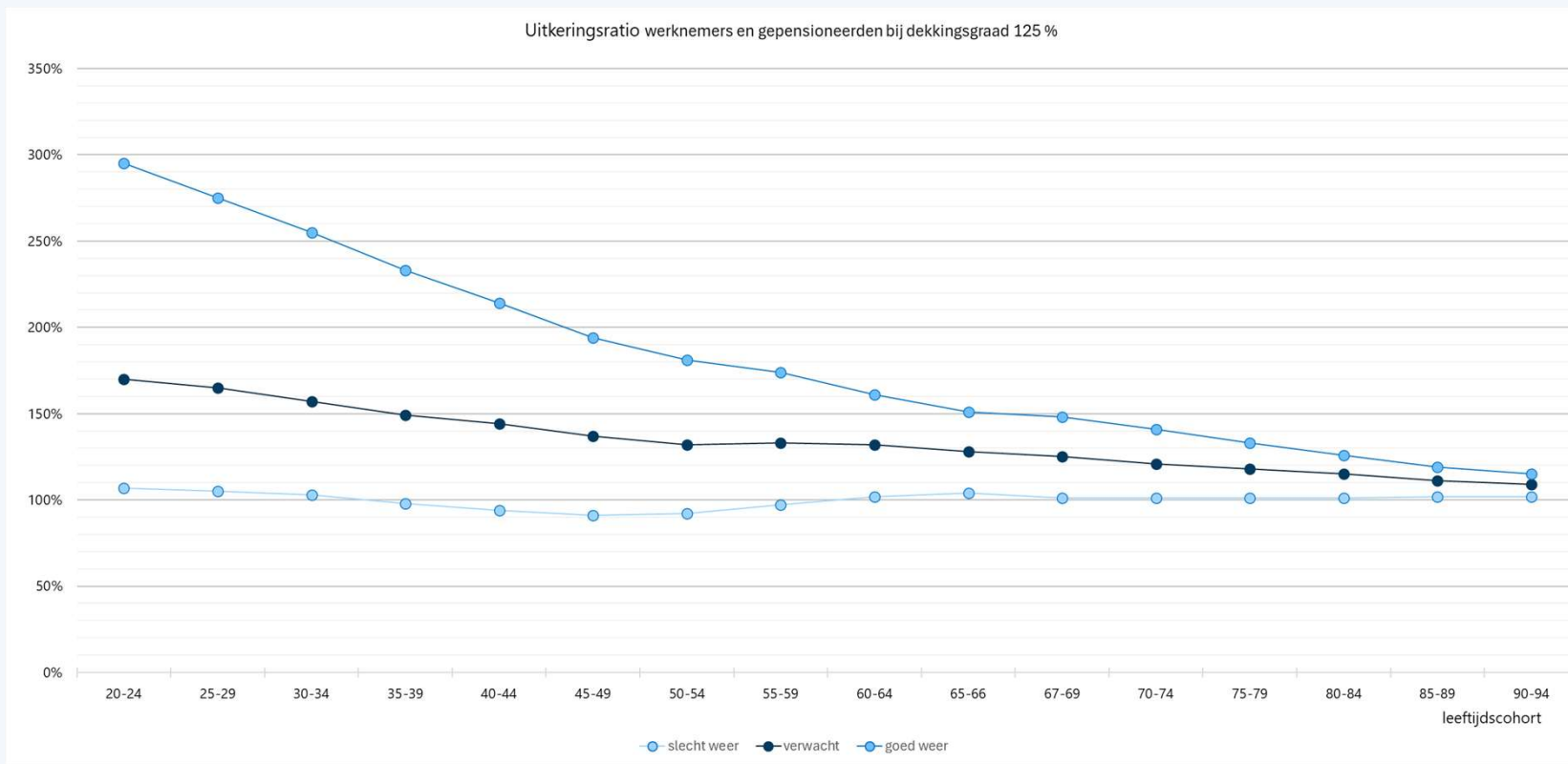
## First criterion: Payout ratio

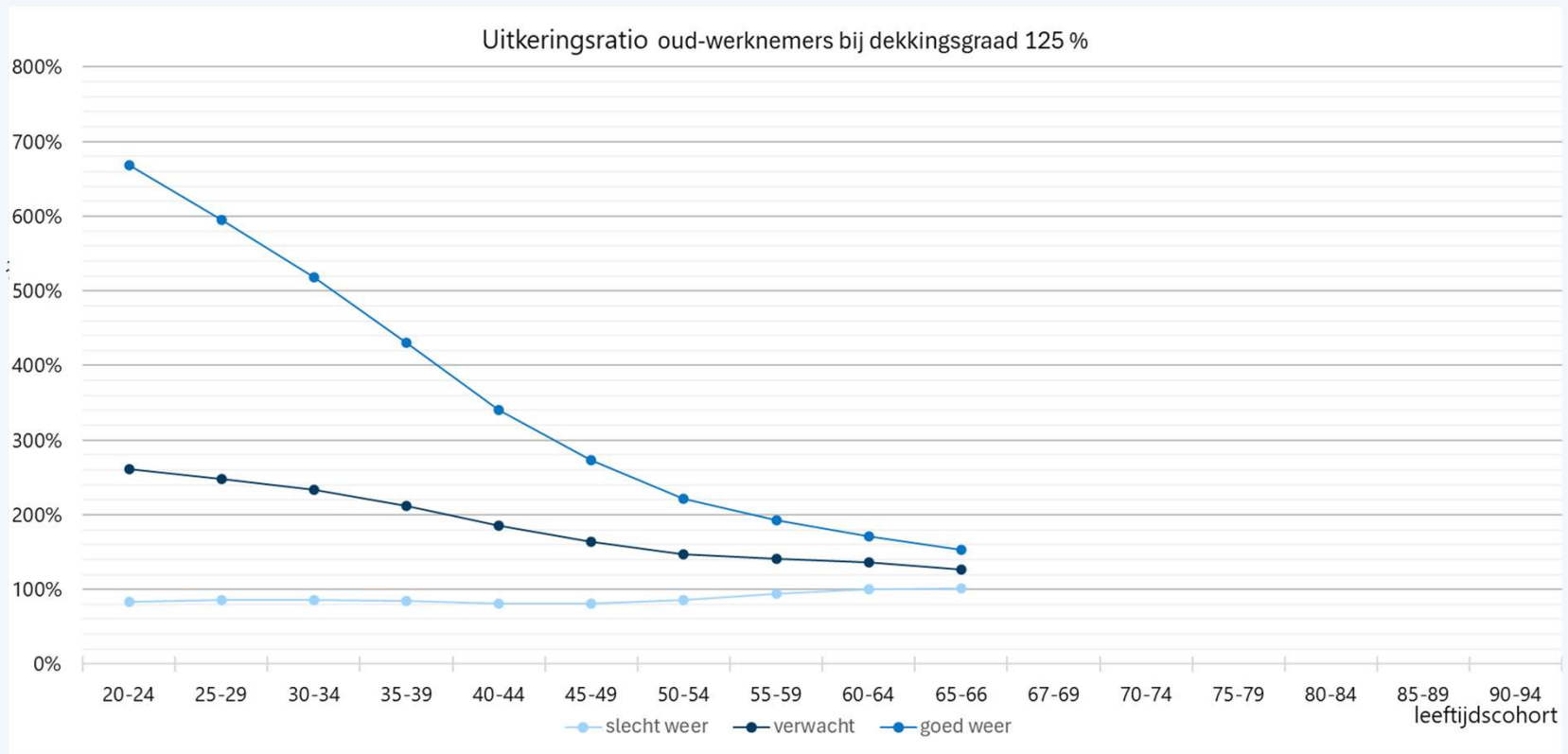
What is the weighted average benefit in the current and new pension schemes?

- Broken down by age;
- Takes into account expected increases and decreases;
- Helps to assess whether agreements are balanced;

Example:

- The average benefit for a 45-year-old in the current scheme is €100
- In the new pension scheme, it is €136
- The pay-out ratio is then 136%

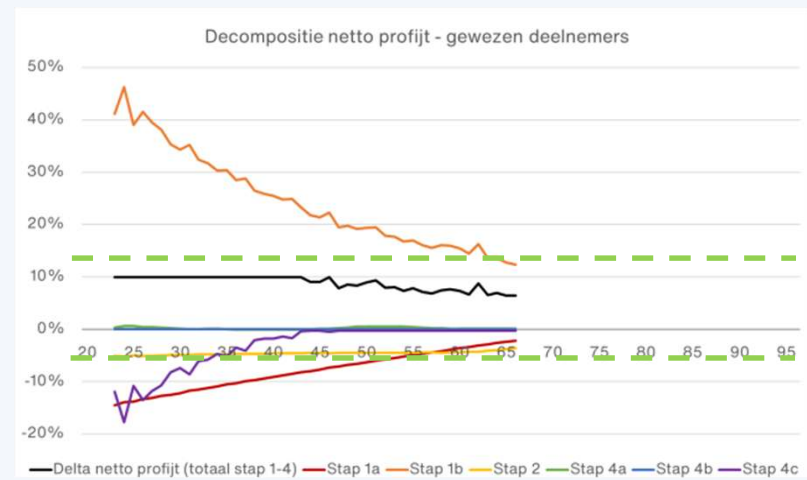
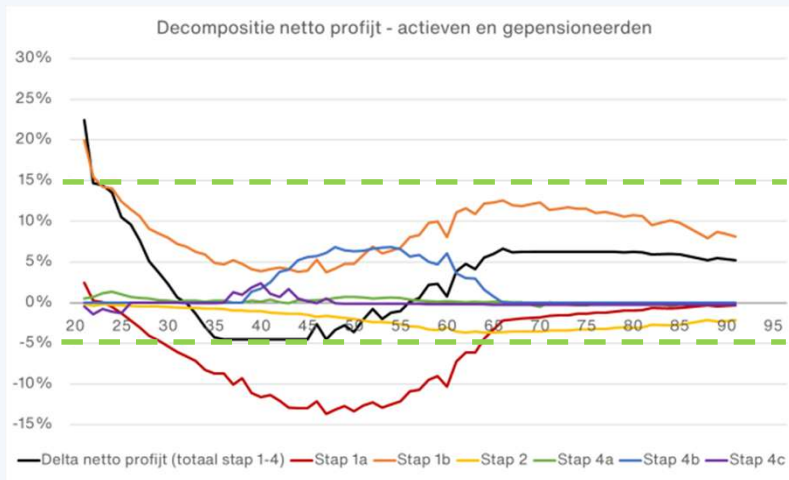




## Second criterion: Net profit

Does anyone benefit or suffer from the switch to the new pension scheme?

- Total (market value) expected benefits -/- total contributions
- Before and after the switch
- Based on your age (what has already been accrued and what is still 'to come'?)
  
- DNB attaches great importance to this instrument
- We consider the payout ratio to be particularly important





Balanced transition: compensation required

## Why compensation?

Current system:

- Young people contribute to the pension fund for older people
- New pension scheme
- Clear relationship between contributions and returns
- Abolition disadvantageous for some.
- How much? Depends on financial situation on January 1, 2027

## Good to know about compensation

Objective: To compensate for the disadvantage of future accrual.  
(you would have accrued more under the current pension scheme)

- Only if you are employed on December 31, 2026, and January 1, 2027
- Will be paid in a lump sum at the start of the new scheme
- Amount depends on the coverage ratio on December 31, 2026
- Compensation will never exceed the (expected) disadvantage
- Coverage ratio too low for compensation?
  - Consultation between management W+B and Works Council

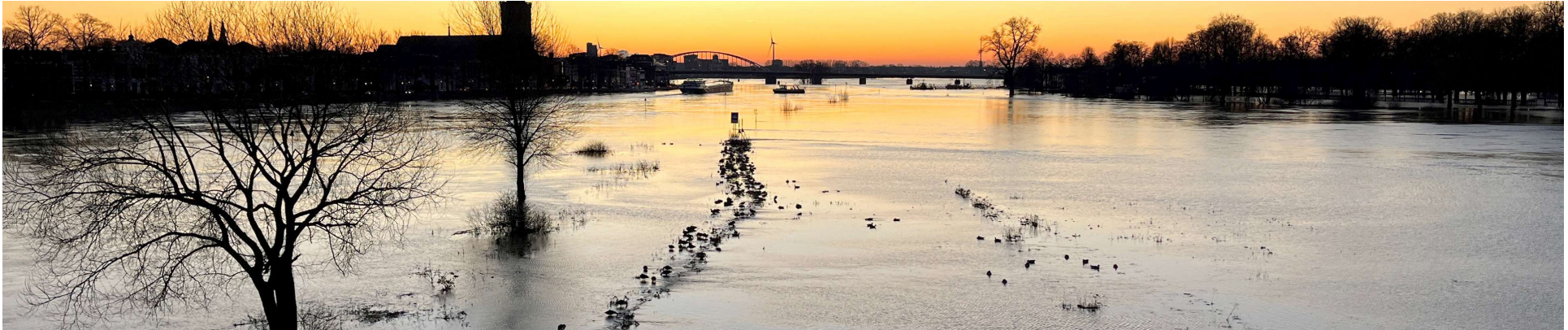
## Good to know about compensation:

Changes in your work situation will result in lower or no compensation

Reference date December 2026:

- Termination of employment: no compensation
- Retirement: no compensation
- Unpaid parental leave: lower compensation
- Unpaid leave (100%): no compensation
- Part-time work: less compensation
- Purchase of vacation days: no impact (one-time exception)

More information in the newsletter and soon on the pension fund website (including calculation examples)



**This is how we will achieve a balanced transition ('phasing in')**

## Converting pensions in a balanced manner

1. Start-up capital: accrued pension / pension you receive
2. Mandatory reserve (2%)
3. Is there any capital left over?
  - a) Compensation
  - b) Distribution of remaining capital

## What are we talking about?

Conversion of pensions: €115–175 mln

Mandatory buffer: €3–4 mln

Compensation: €8–11 mln

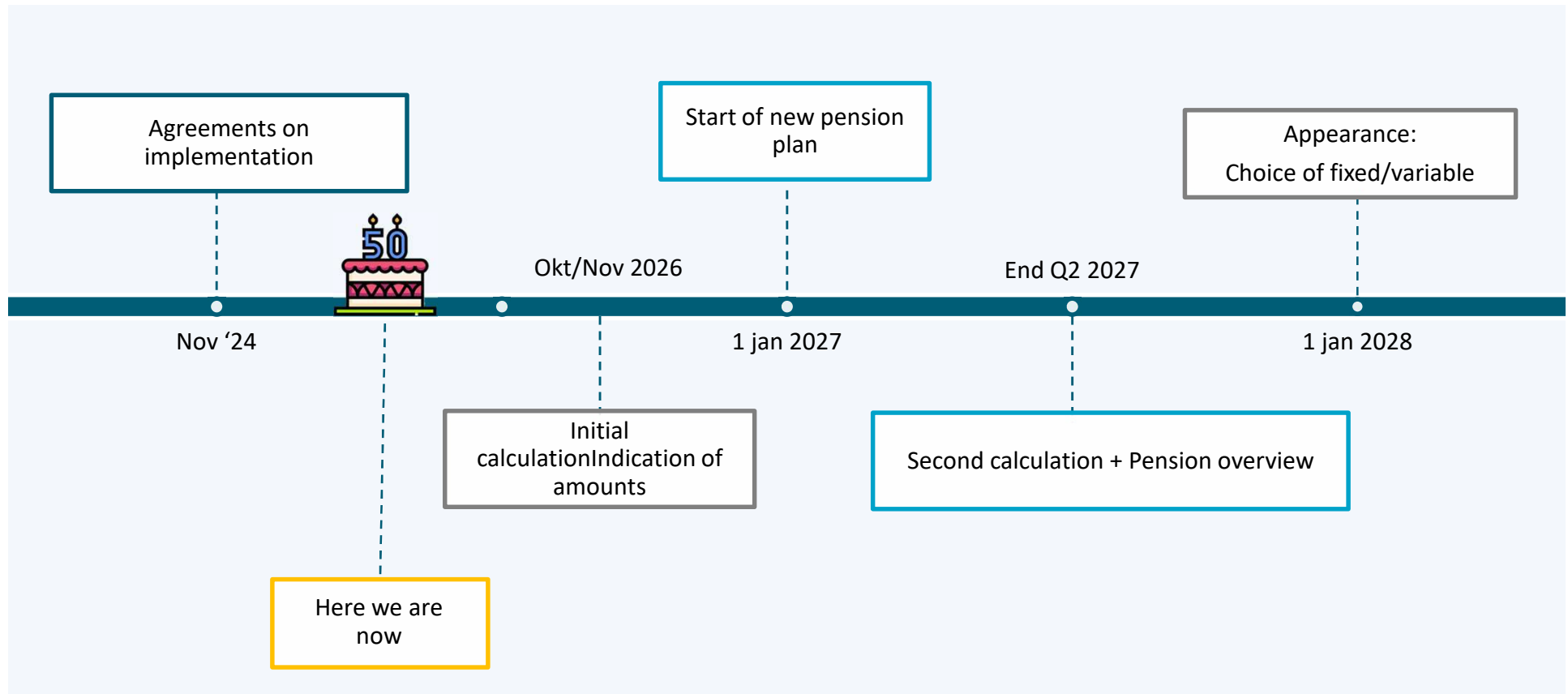
Distribution of remainder: €32–64 mln

With a coverage ratio of 125–145%

Situation at the end of 2026 is decisive



Where are we now?



Questions?



[www.pensioenfondswitteveenbos.nl](http://www.pensioenfondswitteveenbos.nl)