



Abridged version of the 2025
Annual Report

Number of people accruing a pension with the pension fund by the end of 2025:

1,456



Number of people receiving a pension from the pension fund at the end of 2025:

251

Number of people not yet retired and are no longer accruing pension entitlements:

1,073

Total contributions in 2025

€ 15,236,000



Invested capital on

1 January 2025: € 210 million

31 December 2025: € 227 million

Coverage ratio on

1 January: 114.4 %

31 December: 145.1%

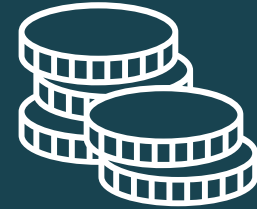


Contribution by the employer:

€ 9.8 million

Contribution by employees:

€ 5.4 million



Paid out in 2025

€3.3 million

To be paid out (obligations)

€157 million

The value of the investments (contributions + returns on investment) at the end of 2025 was € 227. This was more than the value of the obligations i.e. the pensions still to be paid out. This is reflected in the coverage ratio, which was 145.4 % at the end of 2025.

Pensions rose

At the end of 2025, the board decided that all pensions would rise by 3.1 % on 1 January 2026.

This includes pensions that are already being paid out and pensions that are not being paid out.

+3.1 %



Costs

Administration costs	€ 1,468,000
Asset management costs	€ 339,000
Transaction costs	€ 108,000



Points requiring attentions in 2026

Future of the fund

Implementation

Submission of the implementation plan to De Nederlandsche Bank (setting out how we will transition to the new pension scheme).

We will evaluate the transition to DION (on 1 January 2026), our new pension administration organisation.



Points requiring attention in 2026

Preparing for the new pension scheme

The plan is to switch to a flexible contribution scheme on 1 January 2027. We will convert all accrued pensions and the pensions we pay out to the new pension scheme.

Until mid-2025, the responsibility lay mainly with the social partners (employer and employees). In 2026, the work will mainly fall to the pension fund. It is preparing for the transition in collaboration with the pension administration organisation.

Everyone with a pension with the pension fund will be provided with detailed information in 2026 and will receive a provisional calculation in the fourth quarter.

We will also use 2026 to consider the pension fund's position and role following the transition to the new pension scheme



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