



PENSIOENFONDS
ARCHITECTENBUREAUS

Stichting Pensioenfonds voor de Architectenbureaus **Pension regulations 2015**

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APG Rechtenbeheer N.V.
PO Box 637, 1000 EE Amsterdam
Basisweg 10, 1043 AP Amsterdam

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1. About your participation in the pension scheme

Article 1 When do you participate?

1.1 When do you participate?

You participate in this pension scheme if you:

- have an employment contract with your *employer*; and
- if your *employer* has chosen to voluntarily place the pension scheme for its employees with the *pension fund* or if the *decision on compulsory participation* applies to your *employer*.

You are not a *participant* if you:

- are a director of a public limited company under Dutch law or private company with limited liability under Dutch law, that is your *employer*; or
- are a *director-major shareholder* of a public limited company under Dutch law or private company with limited liability under Dutch law, that your *employer* is; or
- are a pupil or student at a school or educational institution and work for your *employer* during the internship period; or
- work for your *employer* during your studies to gain practical experience.

Do you become occupationally disabled and does this end your employment contract? And are you entitled to non-contributory participation due to *occupational disability*? In that case, your participation ends:

- when you reach the *state pension (AOW) age*.
- if you no longer accrue pension on a non-contributory basis. You can find the conditions in chapter 7.
- if you die before you retire.

This also applies:

Your participation does not end if, after the termination of your employment, you continue to accrue pension voluntarily. You can find the conditions in chapter 7.

From the first day of the month in which you turn 67, you no longer accrue pension with us and your participation ends.

1.2 When does your participation commence?

Your participation commences:

- on the day you enter your *employer's* service; or
- at a later date, viz:
 - on the day your *employer* becomes a compulsory affiliate of the *pension fund*; or
 - on the day your *employer* voluntarily joins the *pension fund*.

1.3 When does your participation end?

Your participation ends at these times:

- You retire. Your participation ends on the *retirement date*. Or the date you choose to retire. You are then a *pensioner*.
- Your employment contract ends before you retire. You are then a *former participant*.
- The *decision on compulsory participation* no longer applies to your *employer*. You are then a *former participant*.
- Your *employer* is no longer a voluntary affiliate of the *pension fund*. You are then a *former participant*.
- You die.

This also applies:

Do you work in addition to your pension? And are you not yet 67 years of age? You then remain a *participant* for the part you work as long as you meet the conditions in this article.

Article 2 Taking your ‘old’ pension with you?

You may transfer the pension entitlements you accrued with your previous *employer* outside the sector to our pension scheme. This is called *value transfer*. You file an application with the *pension fund* after you enter your *employer’s* service. We then prepare a quotation. This tells you how much pension you receive with us if you opt for *value transfer*. Do you agree? Then your pension is transferred to our *pension fund*. In that case, we increase your entitlement to a retirement pension, *partner’s pension* and *orphan’s pension*. This is subject to the rules of these pension regulations. After that, you no longer have a pension with your old pension provider.

This also applies:

Did you accrue a *small pension* with your previous *employer*? In that case, your old pension provider may opt for *value transfer* to our *pension fund*. In that case, you cannot choose whether to take your ‘old’ pension with you yourself. We inform you of the increase in your pension with our *pension fund*.

Article 3 Who are conscientious objectors?

You are a conscientious objector if you have conscientious objections to any form of insurance. In that case, you may apply for an exemption so that you do not have to join this pension scheme. But other obligations take the place of participation.

Both *employers* and employees may apply for the exemption. If your *employer* is a conscientious objector, as an employee you are automatically considered to be a conscientious objector also. If you do not want that, you have to take action yourself. In that case, you are still considered a *participant* in the pension scheme. Annex 2 contains the exact scheme.

2. About the pension scheme

Article 4 What does apply to this pension scheme?

4.1 When do these regulations come into effect?

These regulations apply as of 1 January 2015. They were last amended on 11 December 2023. These regulations may be cited as ‘Pension Regulations 2015’.

This also applies:

Article 12a will apply as of 1 January 2025, or from the date on which the Dutch Lump Sum (Review) Act (*Wet herziening bedrag ineens*) will come into force, whichever is later.

4.2 Nature of the pension scheme

The pension scheme is a benefits agreement based on an average wage scheme. This means you accrue part of your pension each year. All the accrued portions make up your pension. Upon retirement, you receive this pension until you die. In chapter 3 you can find how we determine your pension.

Article 5 How do you accrue pension?

5.1 What is the basis for your pension accrual?

Each year, you accrue a part of your pension. You do not accrue pension over your entire income. You only accrue pension on part of your pensionable income. You do not accrue pension on the lowest part of it, called the *state pension offset*. You do not accrue pension on income above the *maximum pensionable income* either. What remains is the pension base. This is the basis for the calculation of your pension.

An example:

Suppose your pensionable income is €90,000. The *maximum pensionable income* for 2024 is €85,770 (refer to article 5.3). The state pension offset for 2024 is €17,545 (refer to article 5.4). Your pension base is €68,225 (€85,770 minus €17,545). You accrue pension over that amount.

5.2 What is your pensionable income?

Your pensionable income is:

- the fixed salary in cash; plus
- a percentage for holiday allowance. This is the percentage included in the applicable *collective labour agreement* for staff employed by architectural firms; and
- the fixed annual benefit such as the thirteenth salary, guaranteed bonus and the like. It does not matter what your *employer* calls those. The fixed annual benefit only counts if the benefit is agreed in writing and is verifiable.

This also applies:

- We determine your pensionable income for the first time on the day your participation commences.
- Next, we determine your pensionable income each year on 1 January.
- Your pensionable income is for an entire year. Even if your salary is increased in the meantime, for instance, through arrangements in the *collective labour agreement*.
- Your pensionable income is reassessed if you join another *employer* in the *architectural sector*.

- Do you work part-time? Then we make an additional calculation. We take the salary you would get if you were working full-time into account.

Is your salary decreased during the year?

In that case, your pensionable income is also reduced from that point onwards.

In which case will your pensionable income not be reduced? At your request, the *Board* may decide that there is no reduction in pensionable income if your salary is reduced:

- because you started working part-time; or
- in connection with accepting a lower qualified position, i.e. demotion, as referred to in Article 18g of the Dutch Wage tax Act (*Wet op de loonbelasting*).

This also applies:

- This reduction in salary can start 10 years prior to the *retirement date*.
- You have to submit a request to this effect to the *Board*. You do this at least three months before the reduction would take effect. You have to enclose a contract with the request. This contract must show that the reduction has been arranged on the *employer's* initiative;
- Do you continue to work at least 32 hours a week? The original distribution of *pension* premiums between you and your *employer* then remains the same.
- Will you be working less than 32 hours a week? Then your pensionable income is reduced. You may make different arrangements with your *employer* on this. Your employment must be at least 50% of your employment immediately prior to the reduction in your salary. As an employee, you pay a larger share of the pension *premium*.

5.3 How much is the maximum pensionable income?

The maximum pensionable income in 2024 is € 85,770. The *maximum pensionable income* is increased annually on 1 January by the increase in the collective labour agreement wages in your sector. We do this by increasing the *maximum pensionable income* of the previous calendar year by the *wage index* in that calendar year.

5.4 What is your state-pension offset?

When accruing your pension, we already take into account that you will later receive *a state pension* (AOW) from the government. That is why we use a *state pension offset* (in Dutch: AOW-franchise). You do not accrue pension on that part of your income. On 1 January 2024 the *state pension offset* is €17,545.

This also applies:

- We determine the *state pension offset* each year on 1 January.
- We do this by increasing the *state pension offset* in the previous calendar year by the *wage index* in that calendar year.
- The *state pension offset* is rounded up to whole euros.
- Tax legislation stipulates the minimum amount of the *state pension offset*.

5.5 Do you work part-time?

If you are not working full-time but part-time, this affects

- the pension you accrue; and
- the premium paid on your behalf.

Therefore, we calculate your part-time factor. This is the number of hours in your employment contract divided by the number of hours worked by a full-time worker. The *pension fund* assumes a full-time employment of 40 hours. Do you work 20 hours? Then your part-time factor is 0.50. To determine your annual pension accrual and premium, the full-time pension base is multiplied by your part-time factor.

The part-time factor is determined for the first time as soon as it is applicable. The part-time factor is determined again whenever the agreed working time is changed, unless there is demotion or task reduction as referred to in article 5.2. This assumes that the last applicable part-time factor remains in force until the *participant's retirement date*.

If the number of hours you work is not in your employment contract, the part-time factor is determined at the end of the year based on your hours worked.

Article 6 Is your pension increased if prices rise?

6.1 What are supplements?

Each year, our *pension fund* may decide to increase your pension. This way, your pension continues to grow with prices in the Netherlands. These are called supplements, also called indexation.

This concerns:

- The pensions of *participants, former participants and ex-partners* with their own pensions. These have been accrued, but are not yet in payment. We call these *pension entitlements*.
- Pension benefits of *pensioners, partners, orphans and ex-partners*. These are in payment. We call these *pension rights*.

If the *Board* decides to grant supplements, your pension is increased on 1 January. In special cases, the *Board* may decide to increase your pension at a different date.

6.2 How much in supplements do you receive?

We try to increase your pension by the *price index*. This is the increase in the price level in the Netherlands. The pension you received through *value transfer* is also taken into account. The same applies to your *partner's pension and orphan's pension*.

Are you occupationally disabled and entitled to non-contributory participation due to *occupational disability* (refer to chapter 7)? In that case, the pension you have accrued is increased in the same way.

6.3 What are the factors your supplement depends on?

The financial position of our *pension fund* must be sufficient. We measure this with our *policy funding ratio*.

Our *Board* decides each year whether your pension is increased. Our *pension fund* does not reserve money for it. Also, you do not pay a premium for this. Our decision also depends on government legislation and regulations. You are not entitled to an increase. It is also uncertain whether your pension is increased in the future. On www.architectenpensioen.nl, you can find the latest news on the financial situation and the *policy funding ratio* of the *pension fund*.

3. You retire

Article 7 Your retirement pension

7.1 When do you receive retirement pension?

Retirement pension is a lifetime benefit when you retire. You receive this pension every month whilst you are alive.

Your retirement pension:

- commences on the first day of the month in which you turn 67. You may also retire earlier or later (article 9). Your pension then commences on the first day of the month you choose yourself.
- ends on the first day of the month after you die.

7.2 How much pension do you receive?

Your retirement pension depends on your income and the number of years you participate in this pension scheme. In 2024, you accrue 1.738% of your pension base pay each year. This accrual is based on these regulations. Other percentages may apply in other years. Your total pension is the sum of all the amounts you accrue every year.

This also applies:

- In 2023, you accrued pension amounting to 1.44% of the pension base in that year.
- In 2022, you accrued pension amounting to 1.50% of the pension base in that year.
- In 2021, you accrued pension amounting to 1.39% of the pension base in that year.
- Each year in 2018, 2019 and 2020, you accrued pension amounting to 1.738% of the pension base in those years.
- Each year in 2015, 2016 and 2017, you accrued pension amounting to 1.875% of the pension base in those years.
- If you were a *participant* in this pension scheme before 2015, you accrued pension before 2015. You can read more about this in chapter 13.

Your *Uniform Pension Statement* (UPO) tells you how much pension you have accrued so far. Are you a *participant*? Then we send you a pension statement every year. Are you a *former participant*? Then you receive one every 5 years. You can also find your pension amounts on your personal page on www.architectenpensioen.nl and on www.mijnpensioenoverzicht.nl.

Article 8 Your choices

8.1 Which choices do you have when you retire?

The guiding principle is that you retire at 67. At that time you have the following options:

- You may also retire earlier or later (article 9).
- You retire in part (article 9.4).
- You convert *partner's pension* into additional retirement pension (article 10).
- You convert part of your retirement pension into additional *partner's pension* (article 11).
- You choose a higher pension first. Next, you receive a lower pension (article 12).
- You choose to be paid out a *lump sum* (article 12a).

Combinations of these flexible options are also allowed. The following order applies here: partial retirement, conversion of *partner's pension* for extra retirement pension or vice versa, earlier or later retirement, higher pension first or *lump sum* payment.

Do you choose an option for your pension?

In that case, your pension changes. We therefore recalculate your pension. You can find more information in the first annex 'Calculating the options for your pension'.

8.2 How do make your choice known to us?

Do you choose to use options in respect of your pension? If so, let us know in writing starting 6 months prior to the date you want to retire, but no later than 2 months before your pension commences. You can find more information on www.architectenpensioen.nl.

This also applies:

Is your pension in payment? In that case, you can no longer change your choice.

Article 9 You want to retire earlier or later

9.1 When can you retire?

Your retirement age is 67. That is the default age. But you may also advance or defer your retirement:

- You may retire from 5 years before your *state pension age*.
- You may retire up to 5 years after your *state pension age*.
- You may choose any month between the moment five years before your *state pension age* and five years after your *state pension age*.

This also applies:

Your pension always commences on the first day of the month.

9.2 How much pension do you get?

Do you advance your retirement? Then you receive less pension.

You receive a pension from us over a larger number of years. Therefore, the amount is lower. Because you retire earlier, you do not accrue retirement pension, *partner's pension* and *orphan's pension* from that moment on. This also reduces your pension.

Do you defer your retirement? Then you receive more pension.

- You no longer accrue pension with us after the age of 67. The *partner's pension and orphan's pension* continue to be determined on the basis of the retirement pension accrued up to age 67 .
- You receive pension benefits from us over a smaller number of years. Therefore, the amount is higher. The *partner's and orphan's pension* remain the same. You also accrue those pensions until age 67.

Therefore, the exact amount of your pension depends on the date you choose. For the calculation, refer to Annex 1.

9.3 What else applies?

Are you retiring earlier than age 67?

- You receive less pension.
- Are you occupationally disabled in full or in part and your pension accrual continues on a non-contributory basis? In that case, the pension may not commence until the first day of the month in which you reach the *state pension age*. This applies to the part you are occupationally disabled.

- Do you continue to work in full or in part with your *employer* after your pension is in payment? Then you continue to accrue your pension in full or in part with us until you reach the age of 67. If you stop working earlier, pension accrual ends at that time.

Are you retiring later than age 67?

You receive more pension. From the month you turn 67, you no longer accrue pension. The *partner's pension and orphan's pension* continue to be determined on the basis of the retirement pension accrued up to age 67.

9.4 Can you advance retirement in part?

Yes, that is possible. For instance, if you want to partially stop working. In that case, we recalculate your pension. For the calculation, refer to Annex 1.

- You may partially retire from 5 years before your *state pension age*.
- You may partially retire until age 67.
- You may choose any month between the moment five years before your *state pension age* and your 67th birthday.
- After your pension is in payment in part, after the first year of retirement, you may choose to increase the part for which you retired. You may then make this choice each year. Decreasing is not possible.

This also applies:

- Do you advance your retirement in part? Then you receive less pension.
- Do you advance your retirement in part? At age 67, your pension commences in full.
- The other conditions for advanced or deferred retirement set out in article 9 apply.

Article 10 You convert partner's pension into additional retirement pension

10.1 What is conversion of *partner's pension* into extra retirement pension?

You also accrue *partner's pension* with our *pension fund*. This is pension for your *partner* if you die. You may convert the *partner's pension* into a higher retirement pension. You do this when you retire. We call this *conversion*. In that case, you receive more pension yourself, but your *partner* receives **no *partner's pension*** when you die. You may also convert part of the *partner's pension* into a higher retirement pension. In that case, your partner receives less *partner's pension* if you die.

This also applies:

- Do you have a *partner*? Then your *partner* has to consent to the conversion. This is why we ask for your partner's signature as well.
- You do not have a *partner*? The *pension fund* automatically converts your *partner's pension* into retirement pension.
- The *orphan's pension* may not be converted and is not changed by the conversion of *partner's pension*.

10.2 How much pension do you receive if you convert the *partner's pension*?

The level of your pension depends on your situation. For the calculations, refer to Annex 1.

10.3 Which part of the *partner's pension* may not be converted?

Are you divorced? And is your *ex-partner* entitled to *special partner's pension*? In that case, you may not convert that part of the pension into a higher retirement pension for yourself.

Article 11 You convert retirement pension into additional partner's pension

11.1 What is conversion of retirement pension into additional partner's pension?

You may convert part of the retirement pension you have accrued into a higher pension for your partner. You do this when you retire or leave employment. We call this *conversion*. In that case, your partner receives more *partner's pension* if you die. You receive less retirement pension yourself.

This also applies:

- The *partner's pension* may not be too high. It may be no more than 70% of the retirement pension that remains for you.
- Your retirement pension may not be too low. If your pension falls below the *statutory commutation threshold*, it may not be converted. The statutory commutation threshold can be found in article 43.2.
- The pension settled at the *divorce* may not be converted (article 39).
- At the *retirement date*, you have the right to convert the *partner's pension* obtained by conversion back into retirement pension.

11.2 How much pension does your partner receive if you convert retirement pension?

Your *partner* only receives *partner's pension* if you die. The exact amount of this pension depends on your situation. For the calculation, refer to Annex 1.

Article 12 You choose a higher pension first and a lower pension after that

12.1 What is a higher and lower pension?

Are you retiring? Then you receive a gross amount per month. But you may also opt for a higher pension in the first years. After that, you receive a lower pension for life. You make that choice when you retire. We call this *high-low pension*.

You have 3 options:

1. You opt for a higher pension until your *state pension benefit* commences.
2. You opt for a higher pension in the first 5 years.
3. You opt for a higher pension in the first 10 years.

Your pension in the later period may not be too low. That pension is at least 75% of your pension in the first period. For this calculation, the higher pension up to the *state pension* date, up to a maximum of twice the *state pension benefit* for a married person with holiday allowance, does not count.

12.2 Can you choose a high-low pension and advance or defer retirement?

Yes, that is possible. If your pension commences in part, you make a choice for the part you retire.

This also applies:

Do you choose a *high-low pension*? Then you cannot opt for a *lump sum* payment.

12.3 Why choose a higher pension until your *state pension*?

You may opt for this if you want to stop working before your *state pension* commences. This way, you can supplement the lack of a *state pension benefit*. With us, you may opt for a higher pension until your *state pension* commences.

On 1 January 2024, the *state pension age* is 67. That age depends on life expectancy and is known 5 years in advance. You can find your *state pension age* on svb.nl.

This also applies:

- You receive a higher pension until the first of the month in which your state pension commences. After that, you receive a lower pension for life.
- The exact amount of your pension depends on your situation. For the calculation, refer to Annex 1.
- The *state pension age* may still change. This is determined by the government.
- The *partner's pension and orphan pension* you have accrued until you retire remain the same. Those are not higher and then lower.

Article 12a You opt for a lump sum payment

12a.1 What is a lump sum payment?

Are you retiring? Then you receive a gross amount per month. But you may also choose to be paid a *lump sum*. In that case, you receive the value of part of your retirement pension in one amount in your bank account. After that, you receive a lower pension for life. You make that choice when you retire.

12a.2 How much pension do you receive if you opt for a lump sum?

You may have up to 10% of the value of your retirement pension paid in one lump sum. The level of the amount depends on your situation. For the calculations, refer to Annex 1.

This also applies:

- Your retirement pension may not be too low. If your pension falls below the *statutory commutation threshold*, you may not opt for a *lump sum*. Or a lower amount. The *statutory commutation threshold* can be found in article 43.2.
- Payment of a *lump sum* may affect how much tax you pay and any allowances you receive from the government. You can find more information on www.belastingdienst.nl.

12a.3 Can you opt for a lump sum and advance or defer retirement?

Yes, that is possible. If your pension commences in part, you make a choice for the part you retire.

This also applies:

Do you choose a *high-low pension*? In that case, you cannot opt for a *lump sum* payment.

12a.4 Deferring the payment of a lump sum?

You receive the lump sum after your pension commences. Does your pension commence on the first day of the month in which you reach the state pension age, or on the first day of the month thereafter? In that case, you may opt for a deferred payment date. You receive the lump sum in January of the year after you reach the state pension age. You make this choice when you retire.

Why choose to defer the payment?

We deduct wage tax and contributions for the social security schemes from the lump sum. We pay these to the Dutch Tax Administration. These deductions may be lower in the year after you reach state pension age. In that case you receive a higher net amount. Whether this applies to you depends on your personal situation.

What if you die before you receive the lump sum?

The payment of the lump sum expires. We recalculate your pension as if you had not opted for a lump sum payment on the *retirement commencement date*. Your surviving relatives then receive a subsequent payment for the period for which you received a pension equal to the difference between the new calculation and the pension you received.

4. You take leave

Article 13 Are you taking leave?

When you take leave, several special rules apply.

- Are you taking parental leave, paid study leave, leave within the career-break savings scheme or any of the other types of leave referred to in the Dutch Work and Care Act (*Wet arbeid en zorg*)? If so, you continue to accrue pension. And the income that applied in the period immediately preceding the leave is considered to be your pensionable income. In doing so, the current state pension offset is taken into account each year.
- During these periods of leave, you and your employer continue to pay the premium. You can find more information on the amount of the premium in article 49.
- For all other forms of unpaid leave, your pension accrual stops during that leave. You may make different arrangements with your employer.

This also applies:

- Do you have partial employment? Then your pension accrual takes into account your part-time factor (article 5).
- Do you also accrue pension in a pension scheme with any new employer, form a retirement reserve (Article 3.67 of the Dutch Income Tax Act (*Wet IB 2001*)), or participate in an occupational or sector pension scheme? In that case, you may not accrue unchanged pension with our pension fund for that part.
- Do you die during leave? Article 24 states what your surviving relatives are entitled to.

5. You die

Article 14 What happens if you die?

In that case, there is a pension for your surviving relatives:

- Your *partner* receives *partner's pension*.
- Your children receive *orphan's pension*.
- Do you have an *ex-partner*? Then they might receive *special partner's pension*.

You can find the conditions below.

Article 15 What is the partner's pension?

Partner's pension is a benefit to your *partner*. Your *partner* receives this pension in case you die. They receive this pension every month for as long as they are alive.

The *partner's pension*:

- commences on the first day of the month in which you die;
- ends on the last day of the month in which your *partner* dies.

Article 16 How much pension does your partner receive?

16.1 On which factors does the amount of your partner's pension depend?

- The *partner's pension* depends on your salary and the number of years you participate in this pension scheme. From 2018, each year, you accrue *partner's pension* in the amount of 1.3125% of the pension base in that year. You can find all the details of the pension base in article 5.
- These pension regulations determine the amount of the *partner's pension*.
- Your *Uniform Pension Statement* (UPO) shows how much *partner's pension* you have accrued so far. Are you a *participant*? Then you receive this UPO every year. Are you a *former participant*? Then you receive one every 5 years. You can also find your pension amounts at www.mijnpensioenoverzicht.nl.

There are five situations. The following articles describe the rights in each situation.

16.2 How much pension does your partner receive if you are still a participant and you die?

- The *partner's pension* you have accrued from 2018 (including supplements granted by the *pension fund*) until the day you die,
- 70% of the retirement pension you accrued in 2015, 2016 and 2017 (including the supplements granted by the *pension fund*),
- any *partner's pension* before 2015 accrued with the *pension fund* (including the supplements granted by the *pension fund*). You can find more information on this in chapter 13, and
- the *partner's pension* you could still have accrued until your *retirement date*. Namely, from the day you die until the first day of the month in which you would have turned 67. We take your pension base on the day you die into account.

16.3 How much pension does your partner receive if you are no longer a participant and you die?

- The *partner's pension* you have accrued from 2018 (including supplements granted by the *pension fund*) until the day you die,
- 70% of the retirement pension you accrued in 2015, 2016 and 2017 (including the supplements granted by the pension fund), and

- any *partner's pension* before 2015 accrued with the *pension fund* (including the supplements granted by the *pension fund*). You can find more information on this in chapter 13.

16.4 Did your participation end as a result of involuntary redundancy? And do you die in the period of up to 30 months following your participation? And do you receive full benefits under the Dutch Unemployment Insurance Act (WW) during this period?

Then your *partner* receives:

- The *partner's pension* you have accrued from 2018 (including supplements granted by the *pension fund*) until the day you die,
- 70% of the retirement pension you accrued in 2015, 2016 and 2017 (including the supplements granted by the *pension fund*),
- any *partner's pension* before 2015 accrued with the *pension fund* (including any supplements granted by the *pension fund*). You can find more information on this in chapter 13, and
- the *partner's pension* you could still have accrued until your *retirement date*. Namely, from the day you die until the first day of the month in which you would have turned 67. We take your pension base on the day you die into account.

16.5 How much pension does your partner receive if you are retired and you die?

- the *partner's pension* you have accrued from 2018 (including supplements granted by the *pension fund*) until the day you die,
- 70% of the retirement pension you accrued in 2015, 2016 and 2017 (including the supplements granted by the *pension fund*), and
- any *partner's pension* before 2015 accrued with the *pension fund* (including the supplements granted by the *pension fund*). You can find more information on this in chapter 13.

16.6 Are there any exceptions?

- Did you advance or defer your retirement? Or did you opt for a *high-low pension*? Then we look at your retirement pension without that choice. This is the standard pension you would have received at age 67.
- Did you choose to convert retirement pension into additional *partner's pension*? Then your *partner* receives additional pension when you die. You can find more information on that choice in chapter 3.
- Did you choose to convert your *partner's pension* (partially) into additional retirement pension? In that case, your *partner* receives less or no *partner's pension* if you die.

Article 17 How much pension does your partner receive if you also have an ex-partner?

Do you have one or more *ex-partners*? They may be entitled to part of the *partner's pension*. This is called *special partner's pension*. You can find more information in chapter 8.

In that case, your *partner* receives less *partner's pension*, because we deduct the *special partner's pension* of your *ex-partner* from it. We do this even if your *ex-partner* has already died.

Article 18 Are there situations where your partner receives no pension or less pension?

Your *partner* does not receive a *partner's pension* if:

- you die within a year of your partnership commencing. And the death is not caused by an accident.
- your *partner* bears blame for your death. But only if you were deliberately killed and your *partner* is guilty or complicit.
- in case of cohabitation, your *partner* cannot prove with an extract from the Dutch Personal Records Database that you actually lived together until just before your death and do not meet the conditions for a *cohabitation relationship* as referred to in chapter 14.
- you get a *partner* after your *retirement date*. Or after you already receive retirement pension from us, if that moment is earlier.

- you have opted to *convert* the *partner's pension* into a higher retirement pension.

If the *Board* is of the opinion that this provision is unintentionally very detrimental to you, it does not apply to you.

Article 19 **What is the orphan's pension?**

Orphan's pension is a monthly payment your children. Your children receive this pension when you die.

Article 20 **When is someone considered your child?**

Your child is:

- your own child or a child you adopt. You have a *family-law relationship* with them.
- your stepchild or foster child. You care for this child and raise them as your own.

Article 21 **When does your child receive orphan's pension and when does the orphan's pension end?**

The *orphan's pension* starts on the first day of the month in which you die. Are you getting older and the child is not yet born when you die? Then the *orphan's pension* commences on the first day of the month in which your child is born.

Your child receives *orphan's pension* until:

- the last day of the month in which the child turns 18, or
- the last day of the month in which the child turns 27 if they are still in school or studying. But only as long as your child spends most of their available time in education or training for a profession. The *Board* decides whether this is the case.

Does your child die before that? The orphan's pension ends on the last day of the month in which the child dies.

Article 22 **How much pension do your children receive?**

22.1 On which factors does the amount of your orphan's pension depend?

- The *orphan's pension* depends on your salary and the number of years of participation in this pension scheme. From 2018, each year, you accrue 0.2625% of the pension base in that year in *orphan's pension*. You can find all the details of the pension base in article 5.
- Your *Uniform Pension Statement* (UPO) shows exactly how much *orphan's pension* you have accrued so far. Are you a *participant*? Then we send you a pension statement every year. Are you a *former participant*? Then you receive one every 5 years. You can also find your pension amounts on www.mijnpensioenoverzicht.nl.

There are 5 situations; the following articles describe what the rights are in each situation. Do you have more children? Then each child receives this pension.

22.2 How much pension does your child receive if you are still a participant and you die?

In that case, your children each receive:

- the *orphan's pension* you have accrued from 2018 (including supplements granted by the *pension fund*) until the day you die,
- 14% of the retirement pension you accrued in 2015, 2016 and 2017 (including the supplements granted by the *pension fund*),

- any *orphan's pension* before 2015 accrued with the *pension fund* (including the supplements granted by the *pension fund*). You can find more information on this in chapter 13, and
- the *orphan's pension* you could still have accrued until your retirement. Namely, from the day you die until the first day of the month in which you would have turned 67. We take your pension base on the day you die into account.

22.3 How much pension does your child receive if you are no longer a participant and you die?

In that case, your children each receive:

- the *orphan's pension* you have accrued from 2018 (including supplements granted by the *pension fund*) until the day you die,
- 14% of the retirement pension you accrued in 2015, 2016 and 2017 (including the supplements granted by the *pension fund*), and
- any *orphan's pension* before 2015 accrued with the *pension fund* (including the supplements granted by the *pension fund*). You can find more information on this in chapter 13.

22.4 Did your participation end as a result of involuntary redundancy? And do you die in the period of up to 30 months following your participation? And do you receive full benefits under the Dutch Unemployment Insurance Act

(WW) during this period?

In that case, your children each receive:

- the *orphan's pension* you have accrued from 2018 (including supplements granted by the *pension fund*) until the day you die,
- 14% of the retirement pension you accrued in 2015, 2016 and 2017 (including the supplements granted by the *pension fund*),
- any *orphan's pension* before 2015 accrued with the *pension fund* (including the supplements granted by the *pension fund*). You can find more information on this in chapter 13, and
- the *orphan's pension* you could still have accrued until your retirement. Namely, from the day you die until the first day of the month in which you would have turned 67. We take your pension base on the day you die into account.

22.5 How much pension does your child receive if you are retired and you die?

In that case, your children each receive:

- the *orphan's pension* you have accrued from 2018 (including supplements granted by the *pension fund*) until the day you die,
- 14% of the retirement pension you accrued in 2015, 2016 and 2017 (including the supplements granted by the *pension fund*), and
- any *orphan's pension* before 2015 accrued with the *pension fund* (including the supplements granted by the *pension fund*). You can find more information on this in chapter 13.

22.6 Are there any exceptions?

Do you advance or defer your retirement? Or do you opt for a *high-low pension*? Then we look at your retirement pension without that choice. This is the standard pension you would have received at age 67.

Article 23 How much pension does your child receive if both parents have died?

Does the other parent also die? Then each child receives 28% *orphan's pension*. This pension commences on the first day of the month in which your child no longer has parents.

Article 24 Do you die during your leave?

In that case, the following applies. There is a distinction between the types of leave:

24.1 Are you taking parental leave, paid study leave, leave under the career-break savings scheme or any of the other types of leave referred to in the Work and Care Act?

- Then exactly the same applies as if you had just kept working. Your pensionable income is considered to be the income that applied in the period immediately preceding the leave.

24.2 Are you taking unpaid leave?

In that case, the following applies:

- You no longer accrue pension.
- Your *partner* and child(ren) are still entitled to the *partner's pension* and *orphan's pension* already accrued based on this chapter.
- Your *partner* and child(ren) are also entitled to the additional *partner's and orphan's pension* that you could have continued to accrue on further participation until your retirement based on this chapter if you die during the period of leave.
- That period during which this additional *partner's pension and orphan pension* is insured lasts for no more than 18 months.
- Your pensionable income is considered to be the income that applied in the period immediately preceding the leave. In doing so, the current state pension offset is taken into account each year.
- The premium for the additional *partner's pension and orphan pension* is borne by the *pension fund*.

6. You leave employment

Article 25 What happens to your pension?

Are you leaving your *employer's* service? If so, your participation in this pension scheme ends and so does your pension accrual. Except if you became occupationally disabled under the Dutch Invalidity Insurance Act (*WAO*) or *Work and Income (Capacity for Work) Act (WIA)* or if you continue your participation voluntarily.

Your retirement pension, *partner's pension and orphan's pensions* remain with our *pension fund*. You just do not accrue pension any more.

This also applies:

Does your retirement pension amount to less than €2 a year? In that case, your pension expires. You no longer have a retirement pension, *partner's pension and orphan's pension* with our *pension fund*.

Article 26 Can you convert part of your retirement pension into additional partner's pension?

26.1 What is conversion of retirement pension into additional partner's pension?

Do you stop participating? Then, at that time, you may convert part of your retirement pension into a higher *partner's pension* for your *partner*. Your *partner* then receives more pension when you die. You receive less pension yourself. Do apply for this within 2 months of your participation ending.

26.2 How much retirement pension can you convert into additional partner's pension?

The *partner's pension* may not be too high. It may be no more than 70% of the retirement pension that remains for you.

26.3 How much pension does your partner receive if you convert retirement pension?

Your partner is only entitled to *partner's pension* if you die. The exact pension depends on your situation. For the calculation, refer to Annex 1.

26.4 When are you not allowed to convert your retirement pension?

You may not convert your retirement pension into additional *partner's pension* if this causes your retirement pension to be too low. Your retirement pension may not fall below the statutory annual amount of commutation of small pensions. *Commutation* means that the *pension fund* pays out your pension in one lump sum. This amount can be found in article 43.2.

The pension settled on *divorce* may also not be converted.

Article 27 Which information do you receive from us?

You receive a statement of the pension that remains with us within 6 months. Thereafter, the *pension fund* posts an annual statement of your pension entitlements (UPO) on www.architectenpensioen.nl. You receive this statement every 5 years.

Article 28 Do you want to take your pension with you to your new employer?

This is possible if the financial situation of your old and new pension provider allows it. Your pension is then moved to your new pension provider. This is called *value transfer*. This way you keep your pension together. You apply for *value transfer* to your new *employer's* pension provider. You then receive a quotation. This tells you how much pension you receive if you opt for *value transfer*. Do you agree? In that case, you receive an entitlement to additional pension there. The rules of your new pension regulations apply to it. You no longer have a pension with our *pension fund*.

Do you not opt for *value transfer*? Then your pension remains with us. You receive your pension at age 67. In that case, you have the option to advance or defer retirement (article 9). The pension for your surviving relatives also remains with us. We pay this to your surviving relatives when you die.

This also applies:

Have you accrued a *small pension* with us? Then your pension is automatically transferred to your new pension provider. You can find more information on that in article 30.

Article 29 Is your pension increased if prices rise?

Are you leaving your employer's service? If so, nothing changes. We try to increase your pension by the *price index*. This is the increase in the price level in the Netherlands. The pension you received through *value transfer* is also taken into account. The same applies to your *partner's pension and orphan's pension*.

Article 30 Have you accrued a small pension with us?

And does your participation in our pension scheme end? Then your pension is automatically transferred to your new employer's *pension provider*. This is called *value transfer*. This way you keep your pension together. You receive an entitlement to additional pension there. You no longer have a pension with our *pension fund*.

This also applies:

Annually, the *pension fund* checks whether you have a new *pension provider*. If you do not have a new *pension provider*, we may pay out your pension in one lump sum after five years. This is called *commutation*. Legislation has provided for commutation. The *pension fund* needs your permission to do so. You can find all the conditions in chapter 9.

Article 31 Can you still be a participant in this pension scheme if you have left service?

Yes, that is possible. In that case, you pay your own pension premium. Also the part the *employer* normally pays. This can be done for up to 3 years. We call this voluntary continuation.

This also applies:

- If the *Board* has determined a discount on the premium, this discount also applies to voluntary continuation.
- The premium is calculated on the last pension base at the start of the continuation.
- As long as the continuation goes on, the pension base is redetermined on the first of January of each year, as described in article 5 of these regulations. For this purpose, the salary used is the salary on which the pension base was determined in the previous calendar year.

Article 32 How can I arrange this?

You submit a request to the *pension fund*. You should do so within 9 months of your employment with your *employer* ending.

The *Board* of the *pension fund* assesses whether you meet the statutory conditions and are eligible for voluntary continuation.

Article 33 Which conditions apply in that case?

- You do not accrue pension in another pension scheme. Nor, for instance, through a retirement reserve in your own company.
- Voluntary continuation immediately follows the date your participation in the pension scheme ends.
- The pension scheme is continued without change. Improvement of the pension scheme is allowed only to the extent that it is a collective improvement for the active *employees* of the former employer.
- Your pensionable income amounts to no more than your pensionable income in the last year you were a *participant*.

This also applies:

- The *Board* determines the period within which the premium must be paid and the moment of payment.
- The *Board* may also attach other conditions to your request.
- Were you dismissed due to *occupationally disability* and non-contributory participation does not apply? In that case, voluntary continuation is possible as long as you are occupationally disabled and receive benefits under the *WIA*.
- Have you been dismissed and you are receiving benefits intended to replace lost earnings from the terminated employment? And does the benefit arise from an arrangement agreed between *employer(s)* and *employee(s)*? Then voluntary continuation is possible as long as the relevant benefit continues.

Article 34 Do you receive profits from business activities?

In that case, you may voluntarily continue for up to 10 years. Your pensionable income is no more than your pensionable income in the last year you were a *participant*. With effect from the fourth calendar year, an additional cap applies. As of that year, your pensionable income is no more than the following amounts added together:

- business profits before addition to and deduction from the retirement reserve and before entrepreneur's allowance;
- the taxable wage;
- the result from other activities;
- the taxable periodic benefits and allowances of the former employee; and
- the negative salary due to voluntary continuation.

These amounts are determined in the second calendar year preceding the relevant calendar year.

This also applies:

If you become a *director-major shareholder*, you are not a *participant* of the pension scheme.

You may continue voluntarily for up to 3 years if you were a *participant* before you were a *director-major shareholder*.

Article 35 When does the voluntary continuation end?

You may end the voluntary continuation yourself by sending a letter or e-mail to the *pension fund*. You may do so per the first day of the month. The notice period is 3 calendar months.

After 3 years, the voluntary continuation ends automatically. This is not the case, if:

- you receive benefits because of your dismissal. And this benefit is meant to replace income from your employment. And this benefit is the result of an arrangement you made with your *employer*. In that case, you may continue your pension accrual voluntarily as long as you receive this benefit.
- you enjoy profit from business activities; then the voluntary continuation ends after 10 years.

Your voluntary continuation also ends:

- if you fail to pay the premium due on time. The pension fund Board then determines the day on which your pension accrual ends.
- if you become a participant of another pension scheme.
- on the retirement date.
- if you die.

7. You are occupationally disabled

Article 36 What happens if you are occupationally disabled?

Are you occupationally disabled? In that case, you may continue to accrue pension under certain conditions. You pay no premium. This is called *non-contributory continuation* of your pension. You must submit a request to that end to the *pension fund*.

To determine whether you are entitled to non-contributory continuation of your pension accrual, the *pension fund* may also use the data received by the *pension fund* from Dutch Employee Insurance Schemes Implementing Body *UWV*. If *UWV* data differs or is of a later date, the *UWV* data applies.

For the determination of entitlement to non-contributory participation, a distinction is made below between *participants* receiving *WAO benefits* (refer to article 37) and participants receiving *WIA benefits* (refer to article 38).

Article 37 Non-contributory pension accrual if you are occupationally disabled and receive WAO benefits

37.1 When are you eligible for non-contributory pension accrual?

In order to qualify for *non-contributory pension accrual* during *occupational disability*, you must meet to the following conditions:

- you were entitled to non-contributory participation in connection with a *WAO benefit* before 1 January 2006. And your non-contributory participation had not ended on 1 January 2006;
- you were participating in this pension scheme until the day before you became occupationally disabled and became entitled to *WAO benefits* (i.e. during the entire *maximum benefit period*);
- you were employed by an *employer* before your first day of illness;
- you were continuously occupationally disabled for 25% or more from the moment of reaching the *maximum benefit period*.

This also applies:

Are you already occupationally disabled in part at the commencement of your participation? In that case, you do not qualify for non-contributory participation.

37.2 What happens if you are occupationally disabled in full?

Are you occupationally disabled in full and no longer employed by your *employer*? And do you receive *WAO benefits*? And do you meet the conditions of article 37.1? Then you continue to accrue retirement pension, *partner's pension* and *orphan's pension* with us.

37.3 What happens if you are occupationally disabled in part?

Are you occupationally disabled in part? And do you meet the conditions of article 37.1? Then the following applies.

You remain employed by your employer

- You continue to accrue pension for the part you continue to work. We take the pensionable income you still have into account.
- You accrue non-contributory pension for the part you are occupationally disabled according to the rules of this chapter.

You leave your employment with your employer

- You accrue non-contributory pension for the part you are occupationally disabled. You do this according to the rules of this chapter.
- You no longer accrue pension with us for the part you are still fit for work.

This also applies:

Have your wage-related **WAO** benefits ended? And do they commence again within 4 weeks of them ending? And did you notify the fund in time? Then you regain your right to non-contributory pension accrual after this 4-week period.

37.4 When does your non-contributory accrual commence if you become occupationally disabled?

Your non-contributory pension accrual commences on the day you are entitled to **WAO** benefits.

Do you already receive **WAO** benefits and do you become occupationally disabled to a higher degree?

Then your increased non-contributory pension accrual commences on the day **UWV** increases your **WAO** benefits.

37.5 How do we calculate your pension accrual?

You accrue pension based on your last pension base. This is your pension base on the day before you become occupationally disabled and receive **WAO** benefits. Or the day you become occupationally disabled to a larger degree. We adjust your *state pension offset* annually, in accordance with article 5 of these regulations. We increase your pensionable income annually on 1 January by the increase in *collective labour agreement wages* over the period from 2 January of the previous calendar year to 1 January of the calendar year.

We take the percentage you are occupationally disabled according to **UWV** into account and determine your non-contributory pension accrual as follows:

You are occupationally disabled for	Then we continue your pension accrual on a non-contributory basis for:
< 25%	0%
25 to 45%	25%
45 to 65%	50%
65% or more	100%

This also applies:

Do you receive lower **WAO** benefits from **UWV** because you work in addition to your benefit? The *pension fund* then calculates your pension accrual according to the class corresponding to these lower benefits.

You probably accrue less non-contributory pension as a result. Or your non-contributory accrual ends.

37.6 What happens if your degree of occupational disability goes up?

Are you still employed by your *employer*? And do you become occupationally disabled to a higher degree?

Then we recalculate your pension accrual. We do this from the day **UWV** increases your *occupational disability percentage*. You probably accrue more non-contributory pension as a result. You can find the table in article 37.5.

Have you already left employment with your *employer*? And do you become occupationally disabled to a higher degree? If so, your pension accrual does not increase. You continue to accrue pension as you did before.

This also applies:

Were you already at least 25% occupationally disabled with **WAO** benefits when you joined the pension scheme? Then you are not entitled to non-contributory participation.

37.7 What happens if your percentage of occupational disability goes down?

We then recalculate your pension accrual. We do this from the day you become occupationally disabled to a lower degree. You probably accrue less non-contributory pension as a result. You can find the table in article 37.5.

37.8 When does the non-contributory continuation end?

The non-contributory continuation ends on the first day of the month in which:

- you reach the state pension age;
- you turn 67 if the state pension age is later than age 67;
- you are no longer at least 25% occupationally disabled under the *WAO*;
- you enter into a new employment contract, with or without an *employer* affiliated to the fund, or if you are included in another pension scheme. But if you are then still occupationally disabled within the meaning of the *WAO* and you acquire non-contributory entitlements in our *pension fund* before entering into that new employment contract, your non-contributory continuation does not end. However, you may never accrue more pension than you would have acquired at 100% non-contributory participation. The excess is deducted from the entitlements acquired on the basis of non-contributory participation. You are obliged to notify us thereof; or
- you died.

This also applies:

- Are you receiving benefits under the *WAO* and entering into a new employment contract as part of occupational rehabilitation? Then, at your request, the *Board* is authorised to grant you additional entitlements if you can prove that there would be a reduction in your pension accrual due to entering into the employment contract.
- If you have full non-contributory entitlement and you start accruing pension again with the *Stichting Pensioenfondsen Werk en (re)integratie (PWRI)* - pension fund foundation work and rehabilitation) via the sheltered employment service (*sociale werkvoorziening*), you keep the non-contributory accrual but your non-contributory participation is reduced by the entitlements you accrue with the PWRI. You are obliged to notify us of that.

37.9 What happens if application of the scheme is unintentionally very detrimental?

If application of the articles in this chapter, in the opinion of the *Board*, leads to the unintended omission or unintended reduction of the non-contributory continuation, the *Board* may decide to still grant non-contributory continuation.

37.10 What happens to your non-contributory continuation if the scheme changes?

By virtue of the articles of association, the *Board* is authorised to amend the non-contributory participation scheme in the event of *occupational disability* after obtaining the consent of collective labour agreement parties. With regard to your pension accrual, did you receive the right to non-contributory continuation in case of *occupational disability*? And does the *Board* change this scheme? Then your non-contributory pension accrual is changed according to the new pension scheme from that moment on. We inform you of this change within three months (refer to chapter 11).

Article 38 Non-contributory pension accrual if you are occupationally disabled and receive WIA benefits

38.1 When are you eligible for non-contributory pension accrual?

In order to qualify for *non-contributory pension accrual* during *occupational disability*, you must meet to the following conditions:

- you were employed by an *employer* before your first day of illness;
- you were continuously occupationally disabled for 35% or more from the moment of reaching the *maximum benefit period*.
- you were entitled to *WIA benefits* after the *maximum benefit period*, or at most 4 weeks thereafter.

This also applies:

- Are you already occupationally disabled in part at the start of your participation and receiving benefits under the *WIA*? Then you do not accrue a pension with us for that part. You only accrue on the part that you become occupationally disabled to a higher degree during your participation.
- Are you a former *participant*? If so, you must have been a *participant* of the fund's pension scheme on the day immediately preceding the start of the maximum benefit period.

38.2 What happens if you are occupationally disabled in full?

Are you occupationally disabled in full and no longer employed by your *employer*? And do you receive *WIA* benefits? And do you meet the conditions of article 38.1? Then you continue to accrue retirement pension, *partner's pension* and *orphan's pension* with us.

38.3 What happens if you are occupationally disabled in part?

Are you occupationally disabled in part? And do you meet the conditions of article 38.1? Then the following applies.

You remain employed by your employer

- You continue to accrue pension for the part you continue to work. We take the pensionable income you still have into account.
- You accrue non-contributory pension for the part you are occupationally disabled according to the rules of this chapter.

You leave your employment with your employer

- You accrue non-contributory pension for the part you are occupationally disabled. You do this according to the rules of this chapter.
- You no longer accrue pension with us for the part you are still fit for work.

This also applies:

Have your *WIA* benefits ended? And do they commence again within 4 weeks of them ending? And did you notify the fund in time? Then you regain your right to non-contributory pension accrual after this 4-week period.

38.4 When does your non-contributory accrual commence if you become occupationally disabled?

Your non-contributory pension accrual commences on the day you receive *WIA* benefits.

Are you already receiving *WIA* benefits and do you become occupationally disabled to a higher degree? Then your increased non-contributory pension accrual commences on the day of the month in which *UWV* increases your *WIA* benefits.

38.5 How do we calculate your pension accrual?

You accrue pension based on your last pension base. This is your pension base on the day before you become occupationally disabled. Or the day you become occupationally disabled to a larger degree. We adjust your *state pension offset* annually, in accordance with article 5 of these regulations. We increase your pensionable income annually on 1 January by the increase in *collective labour agreement wages* over the period from 2 January of the previous calendar year to 1 January of the calendar year.

We take the percentage you are occupationally disabled according to *UWV* into account and determine your non-contributory pension accrual as follows:

You are occupationally disabled for	Then we continue your pension accrual on a non-contributory basis for:
< 35%	0%
35 - 45%	40%
45 - 55%	50%
55 - 65%	60%
65 - 100%	100%

This also applies:

Do you receive lower *WIA benefits* from *UWV* because you work in addition to your benefit? The *pension fund* then calculates your pension accrual according to the class corresponding to these lower benefits. You probably accrue less non-contributory pension as a result. Or your non-contributory accrual ends.

38.6 What happens if your degree of occupational disability goes up?

Are you still employed by your *employer*? And do you become occupationally disabled to a higher degree? Then we recalculate your pension accrual. We do this from the day *UWV* increases your occupational disability percentage. You probably accrue more non-contributory pension as a result. You can find the table in article 38.5.

Have you already left employment with your *employer*? And do you become occupationally disabled to a higher degree? If so, your pension accrual does not increase. You continue to accrue pension as you did before.

This also applies:

- Have you already left employment with your *employer*? And does your degree of occupational disability first becomes lower and then higher? Your pension accrual is likely to go down first and then up again. Your pension accrual does not exceed the occupational disability percentage you had when you left employment, or that you had on the first day of your occupational disability if that moment is later.
- Were you already at least 35% occupationally disabled with *WIA* benefits when you joined the pension scheme? Then you may still get non-contributory continuation, but the percentage of non-contributory continuation that follows from the degree of *occupational disability* that already existed at the start of participation is deducted from the percentage of non-contributory continuation that results from your increased *occupational disability*. When granting non-contributory continuation, we use your pension base on the day before you became occupationally disabled to a higher degree.

38.7 What happens if your percentage of occupational disability goes down?

We then recalculate your pension accrual. We do this from the day you become occupationally disabled to a lower degree. You probably accrue less pension as a result. You can find the table in article 38.5.

38.8 When does the non-contributory continuation end?

The non-contributory continuation ends on the first day of the month in which:

- you reach the *state pension* age;
- you turn 67 if the *state pension* age is later than age 67;
- you are no longer at least 35% occupationally disabled under the *WIA*, unless your *WIA benefits* resume within 4 weeks;
- you enter into a new employment contract, with or without an *employer* affiliated to the fund, or if you are included in another pension scheme. But if you are then still occupationally disabled within the meaning of the *WIA* and you acquire non-contributory entitlements in our *pension fund* before entering into that new employment contract, your non-contributory continuation does not end. However, you may never accrue more pension than you would have acquired at 100% non-contributory participation. The excess is deducted from the entitlements acquired on the basis of non-contributory participation. You are obliged to notify us thereof; or
- you died.

This also applies:

- Are you receiving benefits under the *WIA* and entering into a new employment contract as part of occupational rehabilitation? Then, at your request, the *Board* is authorised to grant you additional entitlements if you can prove that there would be a reduction in your pension accrual due to entering into the employment contract.
- If you have full non-contributory entitlement and you start accruing pension again with the *Stichting Pensioenfonds Werk en (re)integratie (PWRI)* - pension fund foundation work and rehabilitation) via the sheltered employment service (*sociale werkvoorziening*), you keep the non-contributory accrual

but your non-contributory participation is reduced by the entitlements you accrue with the PWRI. You are obliged to notify us of that.

38.9 What happens if application of the scheme is unintentionally very detrimental?

If application of the articles in this chapter, in the opinion of the *Board*, leads to the unintended omission or unintended reduction of the non-contributory continuation, the *Board* may decide to still grant non-contributory continuation.

38.10 What happens to your non-contributory continuation if the scheme changes?

By virtue of the articles of association, the *Board* is authorised to amend the non-contributory participation scheme in the event of *occupational disability* after obtaining the consent of collective labour agreement parties. With regard to your pension accrual, did you receive the right to non-contributory continuation in case of *occupational disability*? And does the *Board* change this scheme? Then your non-contributory pension accrual is changed according to the new pension scheme from that moment on. We inform you of this change within three months (refer to chapter 11).

8. You and your partner are breaking up

Are you and your *partner* breaking up? That affects your already accrued retirement pension and *partner's pension*. The *orphan's pension* does not change if you break up.

Article 39 Divorce and your retirement pension

39.1 When does your retirement pension change?

Your retirement pension changes in these situations:

- You are getting a divorce. You, your *(ex-)partner* or a lawyer, for instance, register the divorce with the registry of births, marriages and deaths.
- You are legally separating. You, your *(ex-)partner* or a lawyer, for instance, register this in the matrimonial property register.
- You end your registered partnership within the meaning of the Dutch Registered Partnership Act (*Wet geregistreerd partnerschap*). You, your *(ex-)partner* or a lawyer, for instance, register this with the registry of births, marriages and deaths. This does not apply if the deregistration is caused by you converting your registered partnership into a marriage.

This also applies:

- There is no divorce or termination of registered partnership within the meaning of this chapter if the *divorce* or termination of the registered partnership is caused by one of you dying or having gone missing.
- Were you living together without a marriage or registered partnership/cohabitation agreement? And are you breaking up? Then nothing changes in your retirement pension.

39.2 Your ex-partner is entitled to payment of part of your retirement pension on divorce.

Are you getting a divorce? Then your *ex-partner* is entitled to payment of half of the retirement pension you accrued during your marriage or registered partnership until the date of divorce. This is called pension settlement. This has been regulated in the Dutch Pension Settlement (Divorce) Act (*Wet verevening pensioenrechten bij scheiding*). This does not apply if you made other arrangements together. Refer to article 39.3. For the sake of clarity, if your *cohabitation relationship* ends without a registered partnership, your *ex-partner* does not get this right, because said act does not apply to that relationship.

You have two options:

- You or your *ex-partner* may ask us to pay this own share directly to your *ex-partner*. We do this when you retire. You must submit this request to us this within 2 years of the *divorce*. You do so with the form 'Notification of divorce in connection with the division of retirement pension' (*Mededeling van scheiding in verband met verdeling van ouderdomspensioen*). Download the form from www.overheid.nl. Or request the form from our *pension fund*.
- If you or your *ex-partner* do not timely request payment by the *pension* fund to your *ex-partner*, you yourself must give that part of your pension to your *ex-partner* pay when you retire.

Does your *ex-partner* only receive a small pension? Then they are not entitled to payment. The pension remains with you. A pension is called small if the gross pension for your *ex-partner* is below the statutory commutation threshold. The statutory commutation threshold can be found in article 43.2.

39.3 Can you make other arrangements together, such as conversion?

Yes, that is possible. For instance, you want your *ex-partner* not be paid a retirement pension. Or more or less than half the retirement pension you accrued during your marriage or registered partnership. As long as you agree that together. You do this in your prenuptial agreement, the terms of registered partnership or in a written divorce agreement. The Pension Settlement (Divorce) Act lists the limits of the arrangements you are allowed to make. You must submit this request to us this within 2 years of the *divorce*.

You may also opt for *conversion*. In case of *conversion*, you both agree on the part of the retirement pension and the *special partner's pension* (article 40) to which your *ex-partner* is entitled. You convert these 2 types of pensions into an entitlement to retirement pension for your *ex-partner*. That retirement pension commences and ends at the times applicable to the normal retirement pension under this pension scheme at the age of the *ex-partner*. *Conversion* is only possible if the *pension fund* agrees in writing to cover any change in risk arising from the conversion or to adjust the level of benefit. The *pension fund* may charge costs for *conversion*. You and your *ex-partner* pay these costs together.

You agree to conversion in your prenuptial agreement, the terms of registered partnership or in a written divorce agreement. You must submit this request to us this within 2 years of the *divorce*. You do so with the form 'Notification of divorce in connection with the division of retirement pension' (*Mededeling van scheiding in verband met verdeling van ouderdomspensioen*). Download the form from www.overheid.nl. Or request the form from our *pension fund*.

39.4 When does the payment to your ex-partner commence and end?

Your *ex-partner* receives their settled pension when you retire. Therefore, when you turn 67. Do you choose to advance or defer your retirement? Then your *ex-partner* receives pension earlier or later as well.

Do we receive the division form after your pension has commenced? Then the payment of the pension to your *ex-partner* commences on the first day of the month following the month in which we receive the form.

The pension payment for your *ex-partner* sends at these times:

- Your *ex-partner* dies. Pension payments end on the last day of the month in which your *ex-partner* dies.
- You die. The pension ends on the last day of the month in which you die.
- You and your *partner* marry each other again. And you inform us thereof. The pension ends on the first day of the month of us receiving your notification.

Do you and your *ex-partner* marry again? And do you want to receive the pension yourself again? If so, send a letter to the *pension fund*. This is also possible if you become registered *partners* (again). Or if you are no longer legally separated and have this recorded in the matrimonial property register. You and your *partner* both sign the letter.

Does your *ex-partner* die? Then we pay their share of your retirement pension to you from now on. This is not the case if you opt for *conversion*.

Article 40 Divorce and partner's pension

40.1 When does the partner's pension change?

The *partner's pension* changes in these situations:

- You are getting a divorce. You, your (*ex-*)*partner* or a lawyer, for instance, register your *divorce* in the registry of births, marriages and deaths.

- You are legally separating. You, your *(ex-)partner* or a lawyer, for instance, register this with the matrimonial property registry.
- You end your registered *partnership*. You, your *(ex-)partner* or a lawyer, for instance, register this with the registry of births, marriages and deaths. The reason is not one of you dying or having gone missing.
- You are living together and are breaking up. Together, you make a statement or a letter that you both sign and attach copies of your identity documents. It contains the date you end cohabitation. Alternatively, you can send the *pension fund* a copy of a registered letter to your *(ex-)partner* or a civil-law notary stating the date you end cohabitation.

Are you converting your registered partnership into a marriage? Or are you in a *cohabitation relationship* and become registered *partners* or get married? Then nothing changes in the *partner's pension*.

This also applies:

If, in the opinion of the *pension fund*, there is no clarity about the date on which the *cohabitation relationship* ended, the date on which, according to the Personal Records Database, the registration of the *participant* and their *ex-partner* ended at the same address, is taken into account.

40.2 Your ex-partner is entitled to a special partner's pension upon divorce or the end of the cohabitation relationship

Are you breaking up? Then your *ex-partner* is entitled to the *partner's pension* that you had until the *date of divorce* or until the end of the *cohabitation relationship*. This is called *special partner's pension*.

Do you break up after your participation in this pension scheme ends? Then your *ex-partner* is entitled to the *partner's pension* you accrued until the end of your participation. We also add the supplements we granted since the end of your participation.

Your *ex-partner* receives proof of the *special partner's pension*. You yourself receive a copy of this proof. Every 5 years, your *ex-partner* receives a statement of the *special partner's pension*.

40.3 Can you other arrangements together?

Yes, that is possible. For instance, you do not want your *ex-partner* to receive a *partner's pension*. Or less *partner's pension* than you had accrued until your *divorce*. As long as you agree that together. You do so in your prenuptial agreement, in the terms of registered partnership, in the cohabitation agreement or in a written *divorce* or termination agreement. Send the arrangements made to us. But those terms or agreement only apply if the *pension fund* agrees to them and has declared to cover any change in risk arising from the deviation or to adjust the benefit level.

In addition to the agreements you make with your *ex-partner*, your *ex-partner* may also transfer their right to *special partner's pension* to an earlier or later *partner* of yours after you die. But those agreements only apply if the transfer is irrevocable and has been recorded in a notarial deed. Also, the pension fund must have stated its willingness to cover any change of risk arising from the transfer.

You may also opt for conversion. You can find more information on that in article 39.3.

40.4 When does the special partner's pension commence and end?

Your *ex-partner* receives *special partner's pension* if you die. The pension commences on the first day of the month in which you die. The pension ends on the last day of the month in which your *ex-partner* dies.

This also applies:

- Does your *ex-partner* die *after* your pension has commenced? Then their pension ends. Do you have a new *partner*? Then they do not receive a higher pension because your *ex-partner* has died.
- Does your *ex-partner* die *before* your pension has commenced? Then your new *partner* is not entitled to your *ex-partner's special partner's pension* .
- Do you have several *ex-partners*? Then each *ex-partner* only receives the *special partner's pension* that you accrued after the prior divorce. And until you broke up.

40.5 Are there situations where your ex-partner does not receive a special partner's pension?

Your *ex-partner* does not receive *special partner's pension* if:

- your *ex-partner* bears blame for your death. But only if you were deliberately killed and your *ex-partner* is guilty or complicit.
- your *ex-partner* in case of a *cohabitation relationship* cannot prove with an extract from the Personal Records Database that you actually lived together until just before the end of your *cohabitation relationship*.
- the end of the *cohabitation relationship* has not been reported to the fund within two years of its termination by submitting a statement or copy of the registered letter to the other *partner* or the civil-law notary that the cohabitation relationship has ended.
- If the cohabitation agreement, in which your *partner* is designated as beneficiary, has not been notarised or does not contain a unilateral termination clause.

9. About the payment of your pension

Article 41 How do you receive your pension?

41.1 How can you apply for your pension?

About six months before your *state pension* date and/or your *retirement date* you receive more information from the *pension fund* as well as an application form.

You apply for your pension in writing or electronically to the *pension fund*. Or someone else does so on your behalf. If you want to advance your retirement, you may at all times contact the *pension fund*.

41.2 What if you do not apply for your pension?

The *pension fund* may also grant a pension of its own accord to those who are entitled to it if the application for pension has been omitted.

41.3 How do we pay out your pension?

Are you retiring? Then you receive a pension amount from us every month. We transfer the benefit in euros to the bank account you specify.

Every month, you receive 1/12th part of your pension for that year. We deduct wage tax and social insurance contributions. We pay these to the Dutch Tax Administration.

Have you opted for a *lump sum* payment? Then you receive this amount in the first month after your pension commences. Except when you have opted for deferred payment, then you receive the amount in January of the year after you reach the state pension age. We deduct wage tax and social insurance contributions. We pay these to the Dutch Tax Administration.

Article 42 What happens if you live abroad?

42.1 Which conditions apply?

Do you live abroad? Once a year we ask that you provide *proof of being alive* (life certificate - *Attestatie de vita*). This is because we do not automatically hear from the foreign government when you die. Therefore, your surviving relatives must notify us in any case. After all, a prerequisite for retirement is that you are still alive.

This applies to the payment of your retirement pension. But also for the *partner's pension*, *special partner's pension* and *orphan's pension*. If we do not receive the proof of being alive from you, we no longer pay pension.

42.2 Are there any additional costs involved for you?

We charge you any additional costs for paying pensions into a foreign account.

Article 43 What is pension commutation?

43.1 Have you accrued a small pension with us?

If so, the *pension fund* may pay your pension in one lump sum. This is called *commutation*. You receive the value of your pension, which is the *commutation sum*, into your account in one go. After that, you do not receive pension any more. Legislation has provided for commutation.

43.2 When is a pension called 'small'?

In these regulations, we call pensions 'small pensions' if they exceed €2 a year and are below the statutory commutation threshold. For 2024, this amount is €592.51. This amount is adjusted annually. Only small pensions may be commuted. To do so, the *pension fund* requires your consent. Pensions above that threshold are subject to a commutation ban, except for *lump sums*.

Article 44 How do we commute your small retirement pension?

44.1 When may we commute your small retirement pension?

The *pension fund* may commute a small retirement pension on your *pension commencement date*.

Has your participation ended and you do not have a new *pension provider*? If so, the *pension fund* may commute your small retirement pension five years of your participation ending.

44.2 When do we determine whether a retirement pension is small?

On the *pension commencement date* we determine whether the retirement pension is small. Unless the *pension fund* commutes your pension prior to the *pension commencement date*. In that case, on 1 January of the year of commutation we determine whether the retirement pension is small.

44.3 When do we inform you of commutation of your small retirement pension?

The *pension fund* informs you before your *pension commencement date* of the commutation. We pay the *commutation sum* within six months of the *pension commencement date*.

Or the *pension fund* informs you of commutation at least five years of the termination of your participation. We pay the *commutation sum* within six months of you consenting to the commutation.

This also applies:

If a retirement pension entitlement is commuted, the co-insured entitlements to (special) *partner's pension and orphan's pensions* are also commuted. The *commutation sum* of the *special partner's pension* is made available to the *ex-partner*.

Article 45 How do we commute your small partner's pension and small orphan's pension?

45.1 When can we commute a small partner's pension and small orphan's pension?

The *pension fund* may commute a small *partner's pension* and any *orphan's pension* of the surviving relatives at the commencement of the *partner's pension* and *orphan's pension*, respectively, without consent.

45.2 When do we determine whether partner's pension and orphan's pension are small?

We determine whether a small *partner's pension* or *orphan's pension* exists on the commencement date of the *partner's pension* or *orphan's pension*, respectively.

45.3 When do we communicate on commutation of small partner's pension and small orphan's pension?

The *pension fund* informs the *partner* or orphan within six months of the commencement date of the *partner's pension* or *orphan's pension*, respectively, of the commutation and also proceeds with payment within this six-month period. After the expiry of the six-month period, the consent of the *partner* or orphan, respectively, is required for commutation.

What else applies?

If there is a beneficiary to a *partner's pension*, the *orphan's pension* may only be commuted together with a small *partner's pension*. If there is no beneficiary of a *partner's pension*, the *orphan's pension* may be commuted, if the *orphan's pension* is less than the amount mentioned in article 43.2.

The *commutation sum* of the *partner's pension* and any *orphan's pension* is made available to the *partner*. If an orphan is of age, the *commutation sum* of their *orphan's pension* is made available to such orphan.

Article 46 How do we commute the small special partner's pension?

46.1 When can we commute a special small partner's pension?

The *pension fund* may commute a small *special partner's pension* of the *ex-partner* in case of *divorce* without consent.

46.2 When do we determine whether a special partner's pension is small?

We determine whether there is a small *special partner's pension*, after you have informed us of the *divorce*. Article 39 mentions how to inform us thereof.

46.3 How do we communicate on commutation of a small special partner's pension?

The *pension fund* informs the *ex-partner* within six months of the notification of the *divorce* of the commutation and also proceeds to pay out within six months. After the expiry of the six-month period, the consent of the *ex-partner* is required for the commutation.

Article 47 How much money does the person entitled receive if we commute pensions?

In Annex 2 Table 7 you can find how we calculate your *commutation sum*. This is a gross amount. We deduct wage tax and contributions from it.

10. About the cost of the pension scheme

Article 48 Who pays the premium for the pension scheme?

Every month, you and your *employer* pay *the premium* for your pension. Your *employer* withholds the *premium* you have to pay from your salary. Your *employer* pays the total *premium* to the *pension fund*.

Article 49 How do we calculate your premium?

49.1 What is the level of your premium?

The total premium in 2024 is 24.50% of the pension base. The premium distribution is as follows: the employees pay 45%, the *employers* pay 55%. Therefore, you pay 11.025% of your pension base. Your *employer* pays 13.475% of your pension base. This is the basis for your pension. You can find all the particulars of the pension base in article 5.

49.2 What happens if you work part-time?

Do you work part-time? Then we first multiply the pension base by your part-time percentage. Article 5 states how we determine your part-time percentage.

49.3 What happens if you are occupationally disabled in part?

Are you occupationally disabled in part? Then you pay less premium. Are you occupationally disabled in full? Then you do not have to pay premium if you meet all the conditions for this. You can find all the conditions in chapter 7.

What else applies?

- Has your pensionable income not been reduced as referred to in article 5? Then, in consultation with the *employer*, a different *premium* distribution may be agreed.
- If you are not working the entire year or you work part-time, your pension base is determined in proportion.

Article 50 What do we do with the premiums?

We set this money aside for your pension. We invest a portion of all *premiums*. This is to keep up with rise in wages as much as possible. Saving alone does not do the trick.

You only pay premium for the accrual of your pension. Are the financial results of our *pension fund* good? Then we may also increase the pensions. We explain this in chapter 2.

Article 51 What happens if my employer has not paid premium?

Are you entitled to participate in this pension scheme, but your *employer* did not pay premiums for you? You still accrue pension with us. This does not apply if:

- there is malicious intent on the part of you and your *employer*. At any rate, this is the case if your *employer* has knowingly failed to pay the premium and there is proof that you agreed to this.
- your *employer* is based abroad and has not registered with the *pension fund*. The *pension fund* could not have known that your *employer* had employed workers in the Netherlands.

- for any other reason, the *pension fund* cannot be expected to provide pension to you, your *partner* or your children. Hereto, the *pension fund* adheres to the legal requirements.
- it concerns *premium* due for a period prior to the *employer's* bankruptcy or a moratorium granted to the *employer*. This arrangement in the Dutch Unemployment Act (*Werkloosheidswet*) is decisive for the *pension fund*.

11. Information about your pension

Article 52 Which information do you receive?

52.1 Your participation commences

You receive information about the pension scheme from us within 3 months (layer 1 of Pension 1-2-3). Layer 1 contains all the initial information that is important for your pension. You can also read where to find additional information.

52.2 You are a participant

You receive a *Uniform Pension Statement* every year. This statement includes:

- the pension amount you have accrued;
- the pension amount you may reach if you continue to accrue pension with us;
- information on increase and decrease of your pension;
- the growth of your pension over the past year (*factor A*).

52.3 Your participation ends

If you leave your *employer's* employment and are no longer working in the *architectural sector*, you receive a statement of the pension you have accrued with the *pension fund* within six months. It contains all the information about the pension you have accrued. After that, the *pension fund* posts an annual pension statement on www.architectenpensioen.nl. Every 5 years, you receive a pension statement from the *pension fund*. Have you transferred your pension to a new pension provider? Then you receive this information from your new pension provider from that moment on.

52.4 You receive a pension from us

Are you retiring? Then you receive a letter about the commencement of your pension. This contains your pension amounts. It also states exactly which choices you can make for your pension. Is your pension in payment? Then you receive a statement of your pension every year. This tells you how much pension you receive in that year. And how much *partner's pension* you have accrued.

52.5 You are divorced

Your *ex-partner* receives a statement of their *special partner's pension* every 5 years.

Your *ex-partner* may also contact us for a statement. Your *ex-partner* then receives a statement within 3 months. We may, however, ask your *ex-partner* to pay the cost of this calculation. Or your *ex-partner* checks www.mijnpensioenoverzicht.nl. On it is their *state pension* and an overview of all their pension with the various *pension funds*.

52.6 You want to know more

You may also contact us yourself if you want to know how much pension you have. Or how much pension you may receive if you continue to accrue with the *pension fund*. You then receive a statement within 3 months. However, the *pension fund* may ask you to pay the charges. Or check www.mijnpensioenoverzicht.nl. On it is your *state pension* and an overview of all your pensions to be reached with the various pension providers.

52.7 The pension scheme changes

Within three months of a change in the pension regulations, we inform you of that change and the possibility to request the amended pension regulations.

52.8 Are you moving abroad?

If you have reported the move abroad to the *pension fund*, you receive the same information from the *pension fund* as if you had continued to live in the Netherlands.

52.9 Information on the website

Do you want to know more about the pension scheme or the pension administration? Then visit www.architectenpensioen.nl.

Article 53 Which information do you give the pension fund?

53.1 What are your obligations?

Does the *pension fund* ask you for information? Or does your *employer*? You are obliged to provide that information. The *pension fund* needs this information to properly manage or pay your pension.

53.2 What happens if you do not give the pension fund information?

Do you not provide the *pension fund* with information? Or is your information incorrect or incomplete? If so, you may have to pay back pension. Or you may receive no pension or less in the future. This also applies to the pension for your surviving relatives.

Article 54 How do we provide information?

We may provide the information to you electronically or in writing. We let you know if we are going to provide information to you electronically. Do you have any objections to this? If so, we continue to provide the information in writing.

This also applies:

We send the information to the address last known to us. Is this address incorrect? Then we make enquiries with the Personal Records Database of your last known place of residence. We may charge you for the costs thereof.

12. Special situations

Article 55 Situations not provided for

Is there something we have not covered in these pension regulations? Then the *Board* of our *pension fund* decides what we do.

Article 56 The following is not permitted

You may not:

- transfer, dispose of or relinquish your pension to another person.
- give your pension as security to another person. For instance, if you owe a debt to the bank or a company.

So your pension is set aside for you. This way, you have an income when you retire.

Article 57 Can pension accrual be reduced?

The *Board* may decide to grant you fewer *pension entitlements* in any year. As a result, you accrue less pension in that year. The *pension fund* may do this if the available premiums together with the fund's other resources earmarked for pension purchase are insufficient to grant you your full *pension entitlements*.

Article 58 Can pensions go down?

The *Board* may decide to reduce pensions and pension entitlements. This may only occur in the situations described in Section 134 of the Dutch Pensions Act (*Pensioenwet*).

This concerns the pensions of:

- participants, former participants and ex-partners with their own pensions;
- pensioners and partners, ex-partners and child(ren) of the deceased participant, former participant or pensioner.

This is only possible in the following situation:

- The *pension fund's policy funding ratio* is too low. This is the ratio of long-term pension liabilities to *pension fund* assets. The *pension fund's* assets are then lower than the minimum equity requirement or the equity requirement the *pension fund* must have according to the law.
- The *pension fund* is unable, within a reasonable period of time, to level the *pension fund's* assets with the minimum equity requirement or equity requirement without affecting the interests of *participants, former participants, pension beneficiaries*, other beneficiaries or the *employers* disproportionately; and
- We have taken all other remaining measures, except the investment policy, that are in the recovery plan. So all we can do is cut pensions.

Any reductions in pensions may be spread over a 10-year period.

A reduction in entitlements is in principle determined for each pension beneficiary and entitlement beneficiary in proportion to the level of *pension rights* or pension entitlements, respectively, at the time of reduction. The *Board* is authorised to deviate from this in a reasoned manner and determine the reduction in a different way if this improves the balance of the decision.

Is the *pension fund* reducing the pensions? Then the *pension fund* informs the person whose pension is reduced as well as the *employers*. The *pension fund* does this by letter. And no later than 1 month before pensions are reduced. The *pension fund* informs those whose pensions have already commenced 3 months before the pensions are reduced. The *pension fund* also informs Dutch central bank De Nederlandsche Bank before the *pension fund* implements the reduction.

On the website www.architectenpensioen.nl, you can find more information on the *policy funding ratio*, its movements and our recovery plan.

Article 59 Can the pension scheme be amended?

The pension scheme may be amended. This amendment only concerns pension entitlements to be acquired in the future. Amendment may occur, among other things, if the premium for the pension scheme threatens to become higher than *collective labour agreement* parties deem acceptable.

Article 60 Do we need to amend the pension scheme from the Tax Administration?

Does the Tax Administration deem this pension scheme non-compliant with tax legislation and regulations? If so, the *pension fund* amends this pension scheme immediately. The *pension fund* does so retrospectively to the effective date or last amendment. The pension fund notifies you of this.

13. Transitional provisions

These pension regulations apply as of 1 January 2015. This chapter tells you what the arrangements are for the pension you accrued with us prior to that.

Article 61 To whom do the transitional provisions apply?

The rules in this chapter apply if:

- you were already participating in the old pension scheme or receiving pension benefits on 31 December 2014;
- you were receiving disability pension benefits on 31 December 2014;
- you are an *ex-partner*.

Article 62 Expired regulations

The pension regulations in force before 1 January 2015 expired with effect from 1 January 2015.

Article 63 What are the rules if your pension commenced before 2015?

Did your retirement pension commence before 2015? If so, the expired regulations still apply to your pension. But exceptions are the following provisions from the pension regulations in force from 1 January 2015, which also apply to your pension:

- The provisions on increasing and decreasing your pension.
- Do you die? And is the *partner's pension and special partner's pension* and *orphan's pension* lower than the commutation threshold? We then calculate the pension amount on commutation as described in these regulations.
- Were you receiving disability pension under the expired regulations on 31 December 2014? Then from 1 January 2015, this pension is paid at the latest until the first day of the month in which you reach your *state pension age* or the earlier date on which your pension commences, but no longer than until you reach 67.

This also applies:

Does *UWV* determine your benefits as if you were less occupationally disabled? The pension fund then calculates your pension accrual according to the lower class. For instance, if you work in addition to your benefits.

Article 64 What happens if you are occupationally disabled?

Were you occupationally disabled (in part) before 1 January 2015 and pension was accrued for you without you paying *premiums*? And are you still occupationally disabled in full or in part after 1 January 2015 and do you still meet the conditions in chapter 7? Then you accrue pension under this pension scheme from 1 January 2015.

Article 65 What happens to your accrued pension from the old pension scheme?

65.1 Did you already accrue retirement pension with us on or before 31 December 2014?

Then the provisions of the new 2015 pension regulations apply to these pension entitlements. And your accrued pension entitlements are converted to entitlements in the new pension scheme applicable from 1 January 2015.

65.2 Do you have an entitlement to a special partner's pension under the expired pension regulations 2006?

Then this *pension entitlement* is subject to the provisions of the new 2015 pension regulations. And your accrued *pension entitlement* is converted into an entitlement to *special partner's pension* in the new 2015 pension regulations.

This also applies:

- Your accrued pension entitlements are converted using conversion factors. These factors can be found in Annex 1.
- The amount of the *partner's pension and orphan's pension* you accrued with the *pension fund* until 1 January 2015 remains the same.

14. Glossary

In these pension regulations, the terms of the articles of association apply. Below, we explain some of the terms used in the pension regulations.

Commutation

The *pension fund* pays your *pension entitlement* or *pension right* in one payment. The *pension fund* may do so when your pension commences, or if you cease to participate in the pension scheme after 5 years, and your *pension entitlement* or *pension right* is less than the *statutory commutation threshold*. For this, the *pension fund* needs your consent. After commutation, you are no longer entitled to a pension with the *pension fund*. And also your *partner* or *children* are no longer entitled to a pension if you die.

Commutation sum

This is the present value of all the pension benefits to which you would be entitled under these pension regulations if the pension were paid monthly. You then receive a lump sum but no more monthly pension from this pension provider when you retire.

State pension (AOW)

Dutch General Old Age Pensions Act (*Algemene Ouderdomswet*). Are you retiring? Then, you are entitled to *state pension* benefits from the government. You receive your *state pension* with effect from your birthday. The *state pension age* depends on life expectancy. The *state pension age* is known 5 years in advance. On www.svb.nl you can find the exact conditions. And when your *state pension benefit* commences.

Occupational disability

You are occupationally disabled within the meaning of the Dutch Invalidity Insurance Act (*WAO*) or Dutch Work and Income (Capacity for Work) Act (*WIA*). *UWV* administers these schemes. *UWV*'s decisions on your occupational disability determine the application of these regulations.

Architectural sector

In these regulations, this means the joint *employers* who are obliged to participate in this scheme as referred to in the decision on compulsory participation (refer to *decision on compulsory participation*).

Lump sum

You opt for payment of part of the value of your retirement pension in one lump sum. After that, you receive a lower pension for life. You make that choice when you retire.

Policy funding ratio

The average funding ratio of the twelve months preceding the moment of determination.

Board

The Board of the *pension fund*.

Special partner's pension

This is a benefit for the *ex-partner* of the *participant or former participant* or *pensioner* on death.

Collective labour agreement

The collective labour agreement for staff employed by architectural firms.

Participant

You are or have been an employee and you accrue pension with the *pension fund*.

Director-major shareholder

- a. the personal holder of shares that represent at least one tenth of the issued capital of the company of the *employer*;
- b. the indirect personal holder of shares that represent at least one tenth of the issued capital of the company of the *employer*; or
- c. the holder of depositary receipts for shares issued through the intermediary of a trust office of which the holder represents at least one tenth of the board, which represent at least one tenth of the issued capital.

Ex-partner

- a. the woman or man whose marriage to the *participant or former participant* ended by divorce or by dissolution after *legal separation* after the start of their participation in the *pension fund*;
- b. the woman or man whose partner registration with the *participant or former participant* has been terminated in the registers of the registry or births, marriages and deaths other than by death, missing person or conversion of the registered partnership into a marriage after the start of their participation in the *pension fund*;
- c. the unmarried and unregistered *partner* of the *participant or former participant* whose *cohabitation relationship* ended after the start of their participation in the *pension fund* and of which the *pension fund* was notified.

Family law relationships

Family relationships recognised by family law. A family relationship may arise from birth during the marriage or birth within 306 days of the dissolved marriage, recognition, adoption and judicial establishment of paternity.

Factor A

This is the growth of your pension entitlements over the past year. It is the pension you have accrued in that year. Annual increases, i.e. *supplements*, do not count. You may need the factor A for your tax return.

State-pension offset

This is the part of your pensionable income on which you do not accrue pension.

Pensioner

You receive retirement pension from the *pension fund*.

Former participant

You no longer accrue pension with the *pension fund*.

High-low pension

You opt for a higher pension in the first years. After that, you receive a lower pension for life. You make that choice when you retire.

Small pension

In these regulations, we call pensions ‘small pensions’ if they exceed €2 gross per year and are below the statutory commutation threshold. For 2024, this amount is €592.51. This amount is adjusted annually.

Wage index

The percentage in two decimal places of the change in wages in the *collective labour agreement* over the period from 2 July in the year preceding the year of determination to 1 July of the year of determination. The compensation for the extension of the working week from 38 to 40 hours with effect from 1 January 2008, as referred to in article 12(3) of the *collective labour agreement*, is disregarded when calculating the *collective labour agreement* wage increase.

Maximum pensionable income

The maximum pensionable income on which you accrue pension. If your pensionable income is higher, you do not accrue pension on the excess.

Maximum benefit period

This is the 104-week period during which your *employer* must continue to pay your salary if you are ill. This is provided for in the Dutch Civil Code. *UWV* may set a shorter or longer period under conditions.

Partner

- a. the man or woman with whom the *participant or former participant* is married;
 - b. the man or woman with whom the *participant or former participant* has a partner relationship registered in the register of births, marriages and deaths;
 - c. the unmarried and unregistered man or woman, cohabiting with the unmarried and unregistered *participant or former participant*, and
 - who is not a lineal relative by blood or marriage of the *participant or former participant*,
 - who, in a notarised deed or cohabitation contract by the *participant or former participant* - under revocation of a previous beneficiary of *partner's pension* - has been designated as beneficiary of *partner's pension*. The cohabitation contract must be terminable by each of the partners separately. This may be done by sending a registered letter to the other partner or the civil-law notary;
 - who has reported the cohabitation to the pension fund by providing a copy of the notarised deed or cohabitation contract; and
 - with whom the cohabitation has existed continuously, but for at least six months. You must both be registered in the Personal Records Database at the same address during this period.
- Do you not fit this description of partner? And did you qualify as a partner under article 1.6(1)(e) of the *pension fund's* pension regulations in force on 31 December 2006? If so, the *Board* is authorised to designate you as a partner.

Is there more than one partner? Then the *Board* decides, which partner is the beneficiary of the *partner's pension*.

Partner's pension

This is the benefit for your *partner* if you die. Your *partner* receives this pension in case you die. And for as long as they are alive. This is always a gross amount.

Pension entitlement

This is the pension you have accrued for yourself or for your *partner* / child. But this pension is not yet in payment. You are therefore a *participant, former participant* or *ex-partner* with an entitlement of your own. We add to this any annual increases, i.e. *supplements*, granted.

Retirement date

The first day of the month in which you turn 67. This is the date on which your pension is calculated. Until 2024, the *state pension age* is earlier than 67.

Pension fund

Stichting Pensioenfonds voor de Architectenbureaus.

Pension beneficiary

The person who receives pension benefits. So your pension is in payment. You have a *pension right* with our *pension fund*.

Pension commencement date

The *retirement date* or, in the case of pension advancement or deferral, the actual commencement date of the *pension right*.

Pension right

This is your right to a pension that is in payment. In other words, you are a *pension beneficiary*.

Pension provider

The organisation that arranges your pension. This may be a *pension fund*. But also an insurer. Or a premium pension institution.

Price index

The percentage by which the price level, as can be derived from the ‘CPI all households’ established by Statistics Netherlands, has changed. The basis for determining the increase in *pension rights* or *pension entitlements* is the CPI all households of 1 October two years prior to the year of adjustment of *pension rights or pension entitlements* to the CPI all households of 1 October of the year prior to the year of adjustment.

Cohabitation relationship

For this term, refer to *partner*.

Divorce

Divorce, dissolution of marriage after *legal separation* or termination of a registered partnership other than by death or a missing person or by conversion of the registered partnership into a marriage.

Date of divorce

- In case of divorce: the date of registering the decision in the register of births, marriages and deaths.
- In case of *legal separation*: the date of registration of the decision in the matrimonial property register, designated in Section 1:116 of the Dutch Civil Code;
- In case of termination of partner registration: the date of entry in the register of births, marriages and deaths of the declaration of the parties concerned or the court ruling regarding termination of the registration of the partner relationship.
- In case of termination of the *cohabitation relationship*: the date of registration of the registered letter from one of the *partners* to your *partner or ex-partner* or the civil-law notary or the date of the joint declaration by which the termination became a fact.

Conversion

The *pension fund* offers the option of converting your accrued retirement pension and *partner's pension*. You have 2 options. You make that choice when you retire. Or if you leave employment:

- You convert *partner's pension* (in part) into additional retirement pension. In that case, your *partner* does not receive a pension when you die. You yourself receive more pension when you retire.
- You convert *retirement pension* in part into extra *partner's pension*. In that case, your *partner* receives more pension when you die. You yourself receive less pension when you retire.

Settled pension

The entitlements and rights to a retirement pension that accrue to the *ex-partner divorce*.

Decision on compulsory participation

The decision of the Dutch State Secretary of Social Affairs and Employment pursuant to which it is compulsory to participate in the Pensioenfondsen voor de Architectenbureaus.

Value transfer

You may transfer the pension you accrued with a previous *employer* to your new *employer's* pension scheme. This is called *value transfer*. So you take your old pension with you. You apply for this after you enter service with the new *pension fund*. You then receive a quotation. Do you agree? Then you receive pension entitlements in your new pension scheme. You no longer have a pension with your old *pension fund* after that.

WAO

Dutch Invalidity Insurance Act.

Orphan's pension

This is a benefit your child may be entitled to if you die. Your child receives *orphan's pension* up to age 18. Is your child studying or undergoing vocational training? Then your child receives this pension until the age 27.

Employer

The employer who is compulsorily affiliated to the *pension fund* pursuant to the *decision on compulsory participation*. Or the employer who is voluntarily affiliated with the *pension fund*.

UWV

The Dutch employee insurance schemes implementing body.

WIA

Dutch Work and Income (Fitness for Work) Act.

Annex 1: Calculation of the choices for your pension

The *pension fund* allows you to make your own choices for your pension:

1. You wish to advance your retirement. Your pension commences before you turn 67 (article 9).
2. You wish to defer your retirement. Your pension commences after you turn 67 (article 9).
3. You partially advance your retirement (article 9).
4. You convert part of your *partner's pension* into additional retirement pension (article 10).
5. You convert part of your retirement pension into additional *partner's pension* (article 11).
6. You choose a higher pension first. Next, you receive a lower pension (article 12).
7. You choose to be paid out a *lump sum*. You then receive a lower pension (article 12a).

Do you make one of these choices? Then this may affect your pension. We recalculate your pension so you know what to expect. Ask the *pension fund* for a sample calculation when you make your choice. In addition, the *pension fund* may decide to pay out your small pension in one lump sum (articles 43 to 47 inclusive). This is called *commutation* of pension. You can find more information under 8.

We calculate your pension based on advancement and deferral factors, conversion factors (conversion rates) and commutation factors. The *Board* may change these factors each year. The tables show the period of validity of the factors. The *pension fund's* actuary provides the *Board* with advice in these matters.

1. You advance your retirement

Your pension commences at age 67 by default. But you may retire from 5 years before your *state pension age*. Advancing your retirement affects the amount of your pension. You receive a lower pension. This is because your pension is paid for a longer period. And because the period of your pension accrual is shorter when you stop working.

Do you want to advance your retirement? If so, please contact the *pension fund*.

Do you advance your retirement? Then we calculate your pension using the following advancement factors:

Table 1A: advancement €1,000 retirement pension

Retirement age	Retirement pension before advancement	Retirement pension after advancement
61 + 10 months	€ 1,000.00	€ 730.30
62	€ 1,000.00	€ 736.90
63	€ 1,000.00	€ 779.20
64	€ 1,000.00	€ 826.00
65	€ 1,000.00	€ 877.90
66	€ 1,000.00	€ 935.70
67	€ 1,000.00	€ 1,000.00

Table 1A applies from 1 July 2023 to 1 July 2024.

2. You defer your retirement

Your pension commences at age 67 by default. But you may defer your retirement until after age 67, but no later than 5 years after your *state pension age*. Deferring your retirement affects the amount of your pension. You then receive a higher pension even though you no longer accrue pension from 67. This is because your pension commences later and is paid out for a shorter period.

Do you wish to defer your retirement? Notify the *pension fund* from 6 months and no later than 2 months prior to the *retirement date*.

Do you defer your retirement? Then we calculate your pension using the following deferral factors:

Table 2A: deferral €1,000 retirement pension

Retirement age	Retirement pension before deferral	Retirement pension after deferral
67	€ 1,000.00	€ 1,000.00
68	€ 1,000.00	€ 1,071.50
69	€ 1,000.00	€ 1,150.70
70	€ 1,000.00	€ 1,238.70
71	€ 1,000.00	€ 1,336.70
72	€ 1,000.00	€ 1,446.50

Table 2A applies from 1 July 2023 to 1 July 2024.

3. You advance your retirement in part

Your pension commences at age 67 by default. It is also possible to advance a part of your pension, so that you can start working part-time, for instance. You receive less retirement pension as a result. This is because your period of pension accrual over the part you no longer work is shorter. In addition, the part of your pension that is in payment must be paid out for a longer period.

Do you wish to advance your retirement in part? If so, please contact the *pension fund*.

Do you advance your retirement in part? Then we calculate your pension using the deferral and advancement factors as listed under 1 (*You advance your retirement*) in this annex. For the part you continue to work, you continue to accrue pension. Until your turn 67. At age 67, your pension commences in full.

4. You convert partner's pension into additional retirement pension

You accrue retirement pension and *partner's pension* with the *pension fund*. Maybe you do not have a *partner*. Or your *partner* has a good pension of their own. Then you can convert the *partner's pension* in full or in part into additional retirement pension for yourself. Your *partner* must consent to you converting your *partner's pension* into retirement pension. If you do not have a *partner* entitled to the *partner's pension* this does not apply. The conversion of *partner's pension* into additional retirement pension is only possible at the time your pension commences.

You do not receive the same amount of retirement pension in return for the *partner's pension* you convert. In fact, your retirement pension for yourself commences when you retire. And continues as long as you are alive. Your *partner* only receives a pension if you die. Therefore, the amounts are different. When converting, it is not mandatory to convert the entire *partner's pension* into additional retirement pension. You may also choose to convert only part of the *partner's pension* into additional retirement

pension. Conversion of *special partner pension* rights of the *ex-partner* into additional retirement pension is not possible.

Have you confirmed to the *pension fund* that you do not have a *partner*? Then the entire *partner's pension* is automatically converted into additional retirement pension on the *pension commencement date*.

Do you wish to convert *partner's pension* into additional retirement pension? Notify the *pension fund* from 6 months and no later than 2 months prior to the *pension commencement date*.

Do you convert *partner's pension*? Then we calculate your pension using the following conversion factors:

Table 4A: conversion €1,000 *partner's pension* into additional retirement pension

Retirement age	Partner's pension	Additional retirement pension
61 and 10 months	€ 1,000.00	€ 286.00
62	€ 1,000.00	€ 285.10
63	€ 1,000.00	€ 279.50
64	€ 1,000.00	€ 273.40
65	€ 1,000.00	€ 267.00
66	€ 1,000.00	€ 260.10
67	€ 1,000.00	€ 251.80
68	€ 1,000.00	€ 260.80
69	€ 1,000.00	€ 270.10
70	€ 1,000.00	€ 280.00
71	€ 1,000.00	€ 290.40
72	€ 1,000.00	€ 301.30

Table 4A applies from 1 July 2023 to 1 July 2024.

Table 4B: conversion €1,000 *partner's pension* into additional retirement pension

Retirement age	Partner's pension	Additional retirement pension
62	€ 1,000.00	€ 260.10
63	€ 1,000.00	€ 255.50
64	€ 1,000.00	€ 250.60
65	€ 1,000.00	€ 245.50
66	€ 1,000.00	€ 239.90
67	€ 1,000.00	€ 233.00
68	€ 1,000.00	€ 242.60
69	€ 1,000.00	€ 252.60
70	€ 1,000.00	€ 263.10
71	€ 1,000.00	€ 274.30
72	€ 1,000.00	€ 286.00

Table 4B applies from 1 July 2024 to 1 July 2025.

5. You convert part of your retirement pension into additional partner's pension

You accrue retirement pension and *partner's pension* with the *pension fund*. Did you accrue too little *partner's pension* in the past? Then you may convert part of your retirement pension into additional *partner's pension* for your *partner*. The conversion of retirement pension into additional *partner's pension* is only possible at the time your participation in this pension scheme ends or at the time your pension commences.

Do you wish to convert retirement pension into additional *partner's pension*? Notify the *pension fund* no later than 6 months after your participation in this pension scheme has ended or from 6 months but no later than 2 months before your *pension commencement date*.

Do you convert retirement pension into additional *partner's pension*? Then we calculate your pension using the following conversion factors:

Table 5A: conversion of retirement pension into additional *partner's pension* on termination of employment or on *retirement date*

Retirement age	Retirement pension	Additional partner's pension
21	€ 1,000.00	€ 2,575.30
22	€ 1,000.00	€ 2,563.00
23	€ 1,000.00	€ 2,550.20
24	€ 1,000.00	€ 2,537.50
25	€ 1,000.00	€ 2,524.40
26	€ 1,000.00	€ 2,511.10
27	€ 1,000.00	€ 2,497.40
28	€ 1,000.00	€ 2,482.90
29	€ 1,000.00	€ 2,468.50
30	€ 1,000.00	€ 2,454.00
31	€ 1,000.00	€ 2,439.10
32	€ 1,000.00	€ 2,424.30
33	€ 1,000.00	€ 2,409.50
34	€ 1,000.00	€ 2,394.40
35	€ 1,000.00	€ 2,379.30
36	€ 1,000.00	€ 2,364.30
37	€ 1,000.00	€ 2,349.10
38	€ 1,000.00	€ 2,334.20
39	€ 1,000.00	€ 2,319.30
40	€ 1,000.00	€ 2,304.70
41	€ 1,000.00	€ 2,290.40
42	€ 1,000.00	€ 2,276.50
43	€ 1,000.00	€ 2,263.10
44	€ 1,000.00	€ 2,250.50
45	€ 1,000.00	€ 2,238.80
46	€ 1,000.00	€ 2,227.80
47	€ 1,000.00	€ 2,217.60
48	€ 1,000.00	€ 2,209.00
49	€ 1,000.00	€ 2,202.40
50	€ 1,000.00	€ 2,197.50
51	€ 1,000.00	€ 2,194.60

52	€ 1,000.00	€ 2,193.90
53	€ 1,000.00	€ 2,196.00
54	€ 1,000.00	€ 2,201.90
55	€ 1,000.00	€ 2,211.20
56	€ 1,000.00	€ 2,225.00
57	€ 1,000.00	€ 2,243.30
58	€ 1,000.00	€ 2,266.80
59	€ 1,000.00	€ 2,295.20
60	€ 1,000.00	€ 2,328.60
61	€ 1,000.00	€ 2,367.80
62	€ 1,000.00	€ 2,412.50
63	€ 1,000.00	€ 2,463.30
64	€ 1,000.00	€ 2,521.60
65	€ 1,000.00	€ 2,586.50
66	€ 1,000.00	€ 2,659.80
67	€ 1,000.00	€ 2,741.30
68	€ 1,000.00	€ 2,639.30
69	€ 1,000.00	€ 2,540.00
70	€ 1,000.00	€ 2,442.50
71	€ 1,000.00	€ 2,346.80
72	€ 1,000.00	€ 2,254.50

Table 5A applies from 1 July 2023 to 1 July 2024.

Table 5B: conversion of retirement pension into additional *partner's pension* on termination of employment or on *retirement date*

Retirement age	Retirement pension	Additional partner's pension
21	€ 1,000.00	€ 3,202.80
22	€ 1,000.00	€ 3,188.20
23	€ 1,000.00	€ 3,172.50
24	€ 1,000.00	€ 3,157.00
25	€ 1,000.00	€ 3,140.60
26	€ 1,000.00	€ 3,123.50
27	€ 1,000.00	€ 3,105.40
28	€ 1,000.00	€ 3,086.10
29	€ 1,000.00	€ 3,067.40
30	€ 1,000.00	€ 3,048.50
31	€ 1,000.00	€ 3,029.20
32	€ 1,000.00	€ 3,010.40
33	€ 1,000.00	€ 2,991.90
34	€ 1,000.00	€ 2,973.20
35	€ 1,000.00	€ 2,954.70
36	€ 1,000.00	€ 2,936.70
37	€ 1,000.00	€ 2,918.80
38	€ 1,000.00	€ 2,901.40
39	€ 1,000.00	€ 2,884.50
40	€ 1,000.00	€ 2,868.30
41	€ 1,000.00	€ 2,852.90
42	€ 1,000.00	€ 2,838.20
43	€ 1,000.00	€ 2,824.90
44	€ 1,000.00	€ 2,813.20
45	€ 1,000.00	€ 2,803.30
46	€ 1,000.00	€ 2,794.80
47	€ 1,000.00	€ 2,787.90
48	€ 1,000.00	€ 2,783.50
49	€ 1,000.00	€ 2,781.60
50	€ 1,000.00	€ 2,781.90
51	€ 1,000.00	€ 2,784.90
52	€ 1,000.00	€ 2,790.60
53	€ 1,000.00	€ 2,799.80
54	€ 1,000.00	€ 2,813.40
55	€ 1,000.00	€ 2,830.60
56	€ 1,000.00	€ 2,852.80
57	€ 1,000.00	€ 2,879.90
58	€ 1,000.00	€ 2,912.50
59	€ 1,000.00	€ 2,950.50
60	€ 1,000.00	€ 2,993.50
61	€ 1,000.00	€ 3,042.90
62	€ 1,000.00	€ 3,097.70
63	€ 1,000.00	€ 3,159.40
64	€ 1,000.00	€ 3,228.70
65	€ 1,000.00	€ 3,305.00
66	€ 1,000.00	€ 3,391.30
67	€ 1,000.00	€ 3,489.30
68	€ 1,000.00	€ 3,344.80
69	€ 1,000.00	€ 3,205.60
70	€ 1,000.00	€ 3,071.00
71	€ 1,000.00	€ 2,940.00
72	€ 1,000.00	€ 2,814.50

Table 5B applies from 1 July 2024 to 1 July 2025.

6. You opt for a higher pension first and a lower pension afterwards

Your retirement pension remains the same as long as you are alive. But you may also opt for a higher pension in the first period. After that, you receive a lower pension for life. The low pension is at least 75% of the high pension. Does your pension commence before your *state pension age*? Then your pension may also be increased by twice the single *state pension benefit* without supplement. Your retirement pension may not exceed 100% of your last determined pensionable income when choosing a higher and then a lower pension.

Do you want a higher pension first, followed by a lower pension? Notify the *pension fund* at least 2 months before your *pension commencement date*.

You have 2 options:

1. You receive a higher pension for a period of 5 or 10 years from your *pension commencement date*. After that, you receive a lower pension for life.
2. You receive a higher pension until the first day of the month your *state pension* commences. After that, you receive a lower pension for life. So you also choose to advance your retirement.

Do you opt for a higher pension first and a lower one next? Then we calculate your pension using the following factors:

Table 6A: high-low 5 years

Retirement age	Retirement pension at pension commencement date	Increased retirement pension, 5 years	Reduced retirement pension, after 5 years
62	€ 1,000.00	€ 1,225.83	€ 919.37
63	€ 1,000.00	€ 1,222.81	€ 917.11
64	€ 1,000.00	€ 1,219.63	€ 914.73
65	€ 1,000.00	€ 1,216.27	€ 912.20
66	€ 1,000.00	€ 1,212.71	€ 909.53
67	€ 1,000.00	€ 1,208.93	€ 906.70
68	€ 1,000.00	€ 1,204.94	€ 903.70
69	€ 1,000.00	€ 1,200.70	€ 900.53
70	€ 1,000.00	€ 1,196.21	€ 897.16
71	€ 1,000.00	€ 1,191.44	€ 893.58
72	€ 1,000.00	€ 1,186.40	€ 889.80

Table 6A applies from 1 July 2023 to 1 July 2024.

Table 6B: high-low for 5 years

Retirement age	Retirement pension at commencement date	Increased retirement pension, 5 years	Reduced retirement pension, after 5 years
62	€ 1,000.00	€ 1,221.63	€ 916.22
63	€ 1,000.00	€ 1,218.83	€ 914.13
64	€ 1,000.00	€ 1,215.87	€ 911.90
65	€ 1,000.00	€ 1,212.72	€ 909.54
66	€ 1,000.00	€ 1,209.37	€ 907.03
67	€ 1,000.00	€ 1,205.82	€ 904.37
68	€ 1,000.00	€ 1,202.04	€ 901.53
69	€ 1,000.00	€ 1,198.01	€ 898.51
70	€ 1,000.00	€ 1,193.73	€ 895.30
71	€ 1,000.00	€ 1,189.18	€ 891.88
72	€ 1,000.00	€ 1,184.33	€ 888.25

Table 6B applies from 1 July 2024 to 1 July 2025.

Table 6C: high-low for 10 years

Retirement age	Retirement pension at commencement date	Increased retirement pension, 10 years	Reduced retirement pension, after 10 years
62	€ 1,000.00	€ 1,149.27	€ 861.95
63	€ 1,000.00	€ 1,144.77	€ 858.58
64	€ 1,000.00	€ 1,140.09	€ 855.07
65	€ 1,000.00	€ 1,135.20	€ 851.40
66	€ 1,000.00	€ 1,130.11	€ 847.58
67	€ 1,000.00	€ 1,124.80	€ 843.60
68	€ 1,000.00	€ 1,119.29	€ 839.47
69	€ 1,000.00	€ 1,113.59	€ 835.19
70	€ 1,000.00	€ 1,107.67	€ 830.76
71	€ 1,000.00	€ 1,101.59	€ 826.19
72	€ 1,000.00	€ 1,095.34	€ 821.50

Table 6C applies from 1 July 2023 to 1 July 2024.

Table 6D: high-low for 10 years

Retirement age	Retirement pension at commencement date	Increased retirement pension, 10 years	Reduced retirement pension, after 10 years
62	€ 1,000.00	€ 1,143.13	€ 857.35
63	€ 1,000.00	€ 1,139.02	€ 854.26
64	€ 1,000.00	€ 1,134.70	€ 851.03
65	€ 1,000.00	€ 1,130.19	€ 847.64
66	€ 1,000.00	€ 1,125.47	€ 844.10
67	€ 1,000.00	€ 1,120.53	€ 840.40
68	€ 1,000.00	€ 1,115.39	€ 836.54
69	€ 1,000.00	€ 1,110.03	€ 832.52
70	€ 1,000.00	€ 1,104.47	€ 828.35
71	€ 1,000.00	€ 1,098.72	€ 824.04
72	€ 1,000.00	€ 1,092.77	€ 819.58

Table 6D applies from 1 July 2024 to 1 July 2025.

Table 6E: high-low, where the high benefit lasts until the state pension age (66 years and 10 months)

Retirement age	Retirement pension at pension commencement date	Increased retirement pension, up to 66 years and 10 months	Reduced retirement pension, after 66 years and 10 months
61 + 10 months	€ 1,000.00	€ 1,226.31	€ 919.73
62	€ 1,000.00	€ 1,228.85	€ 921.64
63	€ 1,000.00	€ 1,245.22	€ 933.92
64	€ 1,000.00	€ 1,263.87	€ 947.90
65	€ 1,000.00	€ 1,285.23	€ 963.92
66	€ 1,000.00	€ 1,309.86	€ 982.40

Table 6E applies from 1 July 2023 to 1 July 2024

Table 6F: high-low, where the high benefit lasts until the state pension age (67)

Retirement age	Retirement pension at pension commencement date	Increased retirement pension, up to age 67	Reduced retirement pension, after 67 years
62	€ 1,000.00	€ 1,225.83	€ 919.37
63	€ 1,000.00	€ 1,241.91	€ 931.43
64	€ 1,000.00	€ 1,260.22	€ 945.16
65	€ 1,000.00	€ 1,281.18	€ 960.88
66	€ 1,000.00	€ 1,305.34	€ 979.01

Table 6F applies from 1 July 2023 to 1 July 2024.

Table 6G: high-low, where the high benefit lasts until the state pension age (67)

Retirement age	Retirement pension at pension commencement date	Increased retirement pension, up to age 67	Reduced retirement pension, after age 67
62	€ 1,000.00	€ 1,221.63	€ 916.22
63	€ 1,000.00	€ 1,238.48	€ 928.86
64	€ 1,000.00	€ 1,257.56	€ 943.17
65	€ 1,000.00	€ 1,279.29	€ 959.46
66	€ 1,000.00	€ 1,304.25	€ 978.19

Table 6G applies from 1 July 2024 to 1 July 2025.

Table 6H: high-low, where the high benefit lasts until the state pension age (67 years and 3 months)*

Retirement age	Retirement pension at pension commencement date	Increased retirement pension, up to age 67 and 3 months	Reduced retirement pension, after age 67 and 3 months
62	€ 1,000.00	€ 1,217.03	€ 912.77
63	€ 1,000.00	€ 1,233.44	€ 925.08
64	€ 1,000.00	€ 1,252.01	€ 939.01
65	€ 1,000.00	€ 1,273.14	€ 954.86
66	€ 1,000.00	€ 1,297.38	€ 973.04
67	€ 1,000.00	€ 1,325.55	€ 994.16

Table 6H applies from 1 July 2024 to 1 July 2025.

*The regulatory earliest age of retirement is five years before the state pension age. For participants and former participants with a state pension age of 67 years and 3 months, to which the table above applies, an earliest retirement age of 62 years and 3 months therefore applies.

Tables 6A to 6H are based on ages in whole years. Linear interpolation may be applied to interim ages. The age is accurately determined in months, matching the actual commencement age of the *state pension*. In the case of advancement or deferral, the entire retirement pension commences at the advanced or deferred time. If there is a *partner's pension and/or orphan's pension* at the time of advancement or deferral, the amount of the *partner's pension and orphan's pension* remains unchanged.

7. You opt for payment of a lump sum

You may choose to have a *lump sum* paid. In that case, you receive the value of part of your retirement pension in one amount in your bank account. After that, you receive a lower pension for life. You may have up to 10% of the value of your retirement pension paid out in one lump sum.

Do you wish to receive a *lump sum* and then a lower pension? Notify the *pension fund* at least 2 months before your *pension commencement date*.

Do you opt for payment of a *lump sum* and then a lower pension? Then we calculate the amount you receive in one lump sum using the following commutation factors:

Table 7: Lump sum commutation factors

Retirement age	Lump sum (per euro of retirement pension)
62	16.5124
63	16.0466
64	15.5765
65	15.1012
66	14.6217
67	14.1382
68	13.6495
69	13.1578
70	12.6629
71	12.1642
72	11.6648

Table 7 applies from 1 January 2025 to 1 July 2025.

8. You receive your small pension in one lump sum. This is called commutation of pension

The *pension fund* pays your *pension entitlement* or *pension rights* in one lump sum. The *pension fund* may do this when your pension commences, or if you are no longer a participant of the pension scheme and your *pension entitlement* or *pension rights* are less than the *statutory commutation threshold*. You must give permission for this. After *commutation*, you are no longer entitled to a pension from the *pension fund*. And your *partner* or children as well are no longer entitled to a pension if you die.

You receive your retirement pension in one lump sum from the pension fund

You then also receive the *partner's pension* in one lump sum. This is the pension you have accrued for your *partner*.

We take into account the *partner's pension* you have accrued every year. And that would normally commence when you die. Moreover, we look at your age.

You die and your partner receives partner's pension

Did you accrue a small pension for your *partner*? Then we pay that in one lump sum when you die. We take into account the *partner's pension* you have accrued every year. As well as the age of your *partner* at the time the pension commences.

You die and your child receives orphan's pension

Did you accrue a small pension for your *child(ren)*? Then we pay that in one lump sum when you die. We take into account the *orphan's pension* you have accrued every year. As well as your *child's* age at the time the pension commences.

We take the following commutation factors into account when commuting your pension or *partner's pension and orphan's pension*:

Table 8: commutation factors until 1 July 2024

General principles		
Percentage commutation of retirement pension with partner's pension	males	58%
	females	42%
Percentage commutation of partner's pension and orphan's pension in payment	males	23%
	females	77%
Projections life table	AG 2022	
Interest rate term structure	DNB	
	2022-09-30 (UFR)*	

*Three-quarter minimum projection path (*ingroei*) UFR₃₀ has been taken into account.

Table 8A: commutation factors for retirement pension in payment and partner's pension in payment

Age	Retirement pension in payment	Partner's pension in payment	Age	Retirement pension in payment	Partner's pension in payment
21		37.1938	63	17.3638	17.8234
22		36.8321	64	16.8195	17.2812
23		36.4654	65	16.2737	16.7374
24		36.0938	66	15.7268	16.1908
25		35.7167	67	15.1789	15.6419
26		35.3349	68	14.6299	15.0917
27		34.9478	69	14.0817	14.5417
28		34.5556	70	13.5324	13.9891
29		34.1584	71	12.9834	13.4362
30		33.7560	72	12.4361	12.8832
31		33.3483	73	11.8896	12.3287
32		32.9352	74	11.3451	11.7755
33		32.5168	75	10.8025	11.2224
34		32.0931	76	10.2661	10.6731
35		31.6644	77	9.7348	10.1271
36		31.2303	78	9.2093	9.5856
37		30.7909	79	8.6929	9.0505
38		30.3463	80	8.1836	8.5208
39		29.8964	81	7.6877	8.0048
40		29.4413	82	7.2049	7.5000
41		28.9813	83	6.7360	7.0097
42		28.5164	84	6.2820	6.5335
43		28.0466	85	5.8453	6.0736
44		27.5715	86	5.4290	5.6347
45		27.0924	87	5.0348	5.2194
46		26.6081	88	4.6629	4.8289
47		26.1204	89	4.3176	4.4607
48		25.6282	90	3.9941	4.1189
49		25.1316	91	3.6980	3.8068
50		24.6308	92	3.4177	3.5106
51		24.1258	93	3.1593	3.2378
52		23.6179	94	2.9223	2.9879
53		23.1064	95	2.7060	2.7603
54		22.5909	96	2.5094	2.5539
55		22.0720	97	2.3317	2.3677
56		21.5504	98	2.1719	2.2008
57		21.0252	99	2.0294	2.0519
58		20.4980	100	1.9034	1.9202
59		19.9675	101	1.7941	1.8050
60		19.4340	102	1.6969	1.7030
61	18.4483	18.8998	103	1.6107	1.6130
62	17.9072	18.3633	104	1.5344	1.5337

Table 8A applies from 1 January 2023 to 1 July 2024.

Table 8B: commutation factors for deferred retirement pension and partner's pension covered

Age	Retirement pension deferred	Partner's pension covered	Age	Retirement pension deferred	Partner's pension covered
21	8.9654	2.0226	63	13.6155	3.2903
22	9.0371	2.0548	64	13.9612	3.2999
23	9.1088	2.0873	65	14.3354	3.3076
24	9.1805	2.1198	66	14.7413	3.3131
25	9.2522	2.1524	67	15.1789	3.3021
26	9.3237	2.1850	68		3.2760
27	9.3952	2.2176	69		3.2623
28	9.4664	2.2506	70		3.2460
29	9.5377	2.2837	71		3.2267
30	9.6090	2.3170	72		3.2033
31	9.6799	2.3507	73		3.1762
32	9.7508	2.3847	74		3.1453
33	9.8216	2.4190	75		3.1105
34	9.8921	2.4534	76		3.0687
35	9.9627	2.4881	77		3.0213
36	10.0330	2.5229	78		2.9685
37	10.1031	2.5581	79		2.9088
38	10.1733	2.5934	80		2.8440
39	10.2435	2.6288	81		2.7710
40	10.3139	2.6643	82		2.6911
41	10.3847	2.6997	83		2.6049
42	10.4556	2.7351	84		2.5147
43	10.5276	2.7704	85		2.4190
44	10.6009	2.8055	86		2.3195
45	10.6761	2.8400	87		2.2144
46	10.7529	2.8744	88		2.1064
47	10.8318	2.9081	89		1.9934
48	10.9148	2.9409	90		1.8821
49	11.0039	2.9730	91		1.7698
50	11.0993	3.0044	92		1.6621
51	11.2013	3.0350	93		1.5593
52	11.3106	3.0645	94		1.4623
53	11.4306	3.0930	95		1.3673
54	11.5643	3.1201	96		1.2781
55	11.7122	3.1461	97		1.1952
56	11.8772	3.1702	98		1.1193
57	12.0607	3.1929	99		1.0492
58	12.2645	3.2137	100		0.9845
59	12.4890	3.2327	101		0.9243
60	12.7348	3.2502	102		0.8701
61	13.0041	3.2653	103		0.8217
62	13.2972	3.2786	104		0.7786

Table 8B applies from 1 January 2023 to 1 July 2024.

Table 8C: commutation factors for orphan's pension in payment

Age	Orphan's pension commenced before age 18	Orphan's pension commenced after age 18
0	13.9696	
1	13.3622	
2	12.7430	
3	12.1117	
4	11.4648	
5	10.7994	
6	10.1148	
7	9.4090	
8	8.6801	
9	7.9274	
10	7.1504	
11	6.3487	
12	5.5218	
13	4.6692	
14	3.7900	
15	2.8841	
16	1.9509	
17	0.9889	
18	0.0000	7.9274
19		7.1504
20		6.3487
21		5.5218
22		4.6692
23		3.7900
24		2.8841
25		1.9509
26		0.9889
27		0.0000

Table 8C applies from 1 January 2023 to 1 July 2024.

Table 8: commutation factors 1 July 2024 to 1 July 2025

General principles		
Percentage commutation of retirement pension with partner's pension	males females	63% 37%
Percentage commutation partner's pension and orphan's pension in payment	males females	23% 77%
Projections life table	AG 2022, starting year 2024	
Interest rate term structure	DNB 2023-09-30 (UFR)	

Table 8D: commutation factors for retirement pension in payment and partner's pension in payment

Age	Retirement pension in payment	Partner's pension in payment	Age	Retirement pension in payment	Partner's pension in payment
21		30.7863	63	16.3384	16.7946
22		30.5669	64	15.8723	16.3351
23		30.3428	65	15.4007	15.8695
24		30.1138	66	14.9242	15.3977
25		29.8796	67	14.4428	14.9198
26		29.6407	68	13.9559	14.4356
27		29.3965	69	13.4655	13.9474
28		29.1473	70	12.9708	13.4529
29		28.8929	71	12.4718	12.9537
30		28.6331	72	11.9709	12.4504
31		28.3678	73	11.4676	11.9420
32		28.0970	74	10.9628	11.4308
33		27.8204	75	10.4572	10.9164
34		27.5382	76	9.9538	10.4016
35		27.2505	77	9.4527	9.8868
36		26.9569	78	8.9549	9.3733
37		26.6573	79	8.4636	8.8633
38		26.3519	80	7.9779	8.3564
39		26.0404	81	7.5028	7.8600
40		25.7230	82	7.0396	7.3731
41		25.3996	83	6.5881	6.8984
42		25.0705	84	6.1506	6.4369
43		24.7352	85	5.7290	5.9897
44		24.3936	86	5.3268	5.5622
45		24.0467	87	4.9448	5.1566
46		23.6933	88	4.5843	4.7747
47		23.3348	89	4.2483	4.4137
48		22.9704	90	3.9340	4.0780
49		22.5999	91	3.6461	3.7718
50		22.2232	92	3.3731	3.4806
51		21.8406	93	3.1212	3.2122
52		21.4528	94	2.8899	2.9663
53		21.0590	95	2.6787	2.7419
54		20.6591	96	2.4866	2.5385
55		20.2530	97	2.3128	2.3548
56		19.8414	98	2.1564	2.1901
57		19.4234	99	2.0168	2.0431
58		18.9999	100	1.8933	1.9130
59		18.5703	101	1.7861	1.7990
60		18.1345	102	1.6907	1.6981
61		17.6940	103	1.6060	1.6091
62	16.7993	17.2476	104	1.5310	1.5306

Table 8D applies from 1 July 2024 to 1 July 2025

Table 8E: commutation factors for deferred retirement pension and partner's pension covered

Age	Retirement pension deferred	Partner's pension covered	Age	Retirement pension deferred	Partner's pension covered
21	5.8283	1.2928	63	12.6486	2.9465
22	5.9162	1.3234	64	13.0549	2.9818
23	6.0047	1.3545	65	13.4858	3.0156
24	6.0939	1.3859	66	13.9458	3.0473
25	6.1838	1.4177	67	14.4428	3.0632
26	6.2743	1.4498	68		3.0634
27	6.6354	1.4824	69		3.0747
28	6.4577	1.5157	70		3.0825
29	6.5517	1.5494	71		3.0867
30	6.6475	1.5837	72		3.0858
31	6.7449	1.6188	73		3.0801
32	6.8442	1.6545	74		3.0691
33	6.9453	1.6908	75		3.0526
34	7.0483	1.7278	76		3.0283
35	7.1532	1.7654	77		2.9969
36	7.2602	1.8037	78		2.9582
37	7.3692	1.8427	79		2.9111
38	7.4805	1.8823	80		2.8566
39	7.5943	1.9227	81		2.7928
40	7.7108	1.9635	82		2.7200
41	7.8300	2.0049	83		2.6399
42	7.9519	2.0468	84		2.5536
43	8.0780	2.0893	85		2.4609
44	8.2091	2.1322	86		52.3625
45	8.3457	2.1754	87		2.2585
46	8.4877	2.2191	88		2.1501
47	8.6356	2.2630	89		2.0368
48	8.7907	2.3070	90		1.9239
49	8.9541	2.3512	91		1.8096
50	9.1263	2.3958	92		1.6997
51	9.3075	2.4406	93		1.5942
52	9.4986	2.4853	94		1.4949
53	9.7014	2.5301	95		1.3973
54	9.9182	2.5749	96		1.3053
55	10.1494	2.6195	97		1.2197
56	10.3968	2.6632	98		1.1410
57	10.6611	2.7067	99		1.0681
58	10.9434	2.7493	100		1.0009
59	11.2443	2.7910	101		0.9384
60	11.5642	2.8319	102		0.8822
61	11.9047	2.8713	103		0.8319
62	12.2657	2.9095	104		0.7871

Table 8E applies from 1 July 2024 to 1 July 2025

Table 8F: commutation factors for orphan's pension in payment

Age	Orphan's pension in payment before age 18	Orphan's pension in payment from age 18
0	13.5261	
1	12.9653	
2	12.3879	
3	11.7936	
4	11.1799	
5	10.5447	
6	9.8874	
7	9.2066	
8	8.5012	
9	7.7709	
10	7.0152	
11	6.2333	
12	5.4255	
13	4.5913	
14	3.7304	
15	2.8426	
16	1.9272	
17	0.9817	
18	0.0000	7.7709
19		7.0152
20		6.2333
21		5.4255
22		4.5913
23		3.7304
24		2.8426
25		1.9272
26		0.9817
27		0.0000

Table 8F applies from 1 July 2024 to 1 July 2025

9. Conversion of pension age 65 to age 67

Did you already accrue retirement pension with the *pension fund* on 31 December 2014? Then this new pension scheme applies to that pension from 1 January 2015. Your pension commences at age 67 by default. We recalculate your retirement pension that was to commence at age 65 to a retirement pension that commences at age 67. Your pension goes up as a result. The amount of your *partner's pension* remains unchanged.

We recalculated the retirement pension using the following recalculation factors:

Age	Conversion factors from retirement pension
21	1.1378
22	1.1380
23	1.1367
24	1.1375
25	1.1375
26	1.1370
27	1.1375
28	1.1377
29	1.1376
30	1.1374
31	1.1382
32	1.1376
33	1.1375
34	1.1376
35	1.1376
36	1.1375
37	1.1375
38	1.1370
39	1.1366
40	1.1360
41	1.1355
42	1.1349
43	1.1341
44	1.1336
45	1.1323
46	1.1313
47	1.1308
48	1.1301
49	1.1295
50	1.1289
51	1.1284
52	1.1280
53	1.1281
54	1.1278
55	1.1275
56	1.1276
57	1.1272
58	1.1270
59	1.1266
60	1.1256
61	1.1248
62	1.1233
63	1.1217
64	1.1204
65	1.1191

Annex 2: Conscientious objector

Article 1 Conscientious objector

1.1 When are you a conscientious objector?

You are a conscientious objector within the meaning of these pension regulations if:

- you or your *employer* object to any form of insurance.
- you or your *employer* applied for exemption from participation in the pension scheme.

1.2 How do you or your employer apply for the exemption?

You or your *employer* apply for an exemption from the *Board* of the *pension fund*. The *pension fund* has a model declaration for this purpose.

1.3 When is an exemption granted?

You or your *employer* are granted an exemption if the *Board* of the *pension fund* is of the opinion that the model declaration has been completed truthfully.

This also applies:

- The *Board* of the *pension fund* may attach conditions to the granting of the exemption that are necessary in connection with the administration of the fund;
- If it has been granted the exemption, your *employer* is obliged to post it in a place that is accessible for its *employees*.

1.4 When does the exemption expire?

The exemption expires:

- if the *pension fund* can prove that there is no longer any reason to object for you or your *employer*;
- if you or your *employer* so request;
- if the *Board* of the *pension fund* so decides. The *Board* may do so if you or your *employer* fail to comply or properly comply with the conditions set out in this annex; or
- automatically after 5 years, if the exemption has been granted to your *employer*. Your *employer* may then apply for a new exemption.

If the exemption expires, the pension scheme applies in full to you and your *employer*. The savings balance booked in the employee's name expires and is considered as premium paid on their behalf.

Article 2 What has been arranged for conscientious objectors?

2.1 You accrue a savings amount annually

You accrue a savings amount annually. Therefore, you do not accrue pension. Also, you do not receive a pension if you die or become occupationally disabled. The annual savings amount equals the total *premium* as if you did participate in the pension scheme.

Annually, you receive a statement of your savings balance from the *pension fund*. The *pension fund* determines the percentage by which your balance is increased each year on 1 January. The percentage equals the arithmetic average return on the fund's investments over the five years preceding the increase, less half a percent and then rounded down to a multiple of a quarter of a percent. If you stop

saving during the year, retire or die, you receive the interest based on the latest rate until the moment you stop.

2.2 You wish to use your savings balance

- This is possible at the earliest on the date that is 5 years before your *state pension* age and at the latest at age 70.
- As of the date chosen, you receive your savings balance in equal monthly amounts for 15 years.
- After the benefit commences, the remaining savings balance may be increased with interest annually in arrears on 1 January. Interest equals the balance of the 12-month Euribor rate plus 0.5%. If this balance is negative, your savings balance is not increased.

Is the annual amount you receive from the *pension fund* below the *statutory commutation threshold*? Then the savings balance is paid to you in one lump sum.

This also applies:

On the amounts paid out, the *pension fund* withholds wage tax and *premiums* for social insurance schemes. We pay these to the Dutch Tax Administration.

2.2 You die before your savings balance is paid out

- From your death, your *partner* receives the savings balance in equal monthly amounts for 15 years.
- If you do not have a *partner* but do have one or more children, your children receive the savings balance in equal monthly amounts up to the age of 18. Is a *child* studying or undergoing vocational training? Then the savings balance is paid out until age 27.
- If you do not have a *partner* and no children, your heirs receive the savings balance in one lump sum.

This also applies:

On the amounts paid out, the *pension fund* withholds wage tax and *premiums* for social insurance schemes. We pay these to the Dutch Tax Administration.

2.3 You die after your savings balance is paid out

- From your death, your *partner* receives the remaining savings balance in equal monthly amounts for the remaining time of 15 years;
- If you do not have a *partner* but do have one or more children, your children receive the remaining savings balance in equal monthly amounts up to the age of 18. Is a *child* studying or undergoing vocational training? Then the savings balance is paid out until age 27.
- If you do not have a *partner* and no children, your heirs receive the remaining savings balance in one lump sum.

This also applies:

On the amounts paid out, the *pension fund* withholds wage tax and *premiums* for social insurance schemes. We pay these to the Dutch Tax Administration.

Article 3 What if only my employer is exempt?

If you don't have an exemption yourself but your *employer* does, then you must pay the *premium* in part to the *pension fund* yourself. The *premium* equals the *premium* that would have had to be paid if you and your *employer* had not had an exemption. For the *premium* you have to pay yourself to the *pension fund* you have a right to *pension entitlements*. For the *premium* your *employer* pays, you accrue an amount in savings.

You may ask the *Board* of the *pension fund* to also consider the *premium* your *employer* pays as pension *premium*. In that case, the pension scheme of the *pension fund* fully applies to you.

This also applies:

Do you leave employment of an *employer* that is exempted? And you did not ask the *Board* of the *pension fund* to consider the *premium* from the *employer* as pension *premium*? Then the pension scheme of the *pension fund* is fully applicable to you at the time of you leaving employment. The same applies on death or when you turn 67.