

Product information Zwitserleven Nu PensioenRekening

This product information is valid for administration agreements commencing as of January 1, 2023. Zwitserleven reserves the right to change this product information at any time.

Employees invest their defined contribution. The portion invested is placed with Zwitserleven PPI NV. The death risk and the occupational disability risk are insured (or reinsured) with Zwitserleven. No charges are withheld from the defined contribution. The risk premiums and other charges are charged to the employer separately and not from the defined contribution.

Target market	Zwitserleven Nu PensioenRekening is suitable for employers who: <ul style="list-style-type: none"> • wish to offer a pension scheme with budgetable costs; • wish to offer a pension scheme that can be cancelled at any time; • accept that the investment risk is borne by their employees; • wish to offer the option of an additional term life insurance. The payment is in a lump sum without mandatory allocation; • is not subject to mandatory participation in an industry pension fund; • wish to offer a pension scheme that does not affect the balance sheet. This usually concerns listed companies which report according to IFRS or US GAAP.
Pension scheme type	Defined contribution scheme (defined contribution agreement).
Graduated scale for investment premium	Net scale 2: 3% or 4% actuarial interest rate (graduated scales order 2020).
Height of scale	50% to 100%. A level percentage defined contribution is possible.
Minimum contribution	No minimum contribution.
Joining age	18, 20 or 21.
Reference date	January 1st.
Standard retirement date	The first day of the month in which the participant reaches retirement age (standard 68 years).
Payment instalment	Monthly in advance.
Payment method	Contributions are invoiced to the employer.
Contract term	No contract term.
Notice period	2 Months.
Changes	Zwitserleven may change the contract and the appendices without the employer's consent. We may amend the pension contributions, insurance premiums, charges and terms and conditions. If we cancel or amend the agreement, we will notify the employer at least four months before the cancellation/amendment.
COVER	
Old-age pension and partner's pension after the retirement date	On the retirement date, the available pension capital is used to purchase a lifelong old-age pension and a lifelong partner's pension.
Payment of the value of plan assets on death	The value of the plan assets of participants who have died is paid to the surviving dependant(s). The surviving dependant(s) is/are obliged to use this to purchase a pension. If there are no surviving dependants, the value reverts to Zwitserleven PPI.

**Term life insurance
Zwitserleven** The employer may choose to insure a term life insurance for death before the standard retirement age as well. This insurance will then be mandatory for all employees with a partner.
The features are:

- Number of times (up to 8) of the pensionable annual salary.
- No obligation to purchase a periodic benefit.
- Mandatory for all participants with a partner. The cover lapses on termination of employment.
- Benefit is paid via the employer.

**Waiver of contributions
in case of occupational
disability (PVA)**

- All policies include cover for waiver of contribution payment in case of occupational disability (PVA).
- The assessment is made using the six class system (according to the WIA).
- The degree of occupational disability is established by the UWV.

The amount of the PVA mark-up depends on the 'pitch' of the graduated scale and in the maximum scale is 3.5%.

Degree of occupational disability	The percentage of the contribution to be paid by Zwitserleven
80% or more	100.0%
65% - 80%	72.5%
55% - 65%	60.0%
45% - 55%	50.0%
35% - 45%	40.0%
Less than 35%	0.0%

PensioenAanvullen Not possible.

INVESTMENTS

Options for the employer The available option to the employer is HorizonBeleggen.

Rebalancing Zwitserleven uses bandwidths. We adjust the moment a bandwidth is hit. This bandwidth is 15% relative. This means that if a fund represents 50% of a life cycle, we adjust if the weight of this fund has decreased or increased by 7.5%. There may be rebalancing in HorizonBeleggen and ProfielBeleggen. Which is 1x per month as a maximum. Rebalancing is only carried out if a fund deviates more than 15% from its strategic allocation at that moment in the month.

**Preparing for a variable
pension benefit** From 12 years before the standard retirement date, participants may choose to use 50% of their investments for preparation for a variable benefit. Participants may use this to purchase a variable pension on their retirement date.

SUSTAINABILITY INVESTMENTS

Based on this information, an employer can decide whether the product is in line with its sustainability objectives and/or preferences.

This information concerns the sustainability factors of this product. These can be linked to the client's sustainability preferences. With that in mind, we have based this information on the three legally defined categories for sustainable investments. This information is still limited and incomplete because the data currently available, insofar as it exists, is inadequate. This data will be made available in the form of reports based on new European regulations, such as the SFDR and the Taxonomy Regulation. Some of the rules are not yet in effect. More details will be made available as from 2023. We will then be able to provide more information. At that point, we will make further changes to this information. We will also amend the information on our website concerning our [sustainable investment policy](#).

SFDR classification Under European legislation (Sustainable Finance Disclosure Regulation), this product is classified as a product that promotes environmental or social sustainability characteristics (ESS characteristics).

Sustainable objective This product does not have a sustainable objective.

**Minimum share of
investments aligned
with EU taxonomy** No minimum share of investments aligned with the European taxonomy for sustainable activities applies for this product.

Minimum share of SFDR sustainable investments	This product has no required minimum share of sustainable investments within the meaning of the SFDR.
Adverse impacts on sustainability factors	This product takes account of adverse impacts on sustainability factors.
Sustainability characteristics of this product	<p>A sustainability policy consisting of two steps is applicable to this product:</p> <p>Underlying investments are screened on the basis of the following fundamental investment principles:</p> <ul style="list-style-type: none"> • Respect for fundamental human rights; • Respect for fundamental labour rights; • No involvement in controversial weapons and/or the production and sale of civilian firearms and/or the supply of military equipment to military regimes; • Compliance with international sanctions ; • No systematic involvement in fraud, corruption or tax evasion; • No significant involvement in products or businesses causing harm to human health (including mental health) or animal welfare; • No systematic involvement in severe environmental damage. <p>Failure to comply adequately with these fundamental investment principles leads to exclusion.</p> <p>The underlying investments are then screened on the basis of the following material sustainability indicators:</p> <ul style="list-style-type: none"> • Use of fossil fuels; • Water use; • Land use; • Chemical and other waste management; • Organisational structure and integrity; • Social capital management; • Human capital management. <p>Which of the above sustainability indicators are most relevant depends on the sector of activity of a company in which investments are made. The individual and aggregate scores for the above sustainability indicators determine whether, and to what extent, the company meets Zwitserleven's requirements for sustainable business operation. If a company does not yet comply, we assess whether and to what extent it is capable of making the transition to a fully sustainable operation. If that is not possible, we exclude the company in question from the investments.</p>
SERVICE CHARGES	
Contract charges for the employer	No contract charges.
Service charges for the employer	<p>The service charges are charged monthly.</p> <p>The employer pays the service charges for:</p> <ul style="list-style-type: none"> • the participants for whom an investment premium is due, and • participants who are fully or partially incapacitated for work and in the service of the employer on the reference date. <p>The service charges are € 5.- per month per participant (€ 60.- per participant per year).</p>
INVESTMENT COSTS	
Fund charges	<p>The total investment costs consist of 'management fees' which are paid out of the value of the plan assets, and the 'current cost factor' (LKF) which is included in the unit price of a fund. Purchase and sale costs for transactions are included in the transaction price.</p> <p>More information on the funds and the fund charges is included in the Essentiële Beleggingsinformatie (Key Investor Information Document) and the fund Prospectus (see zwitserleven.nl/fondsen).</p>
Switch costs	No service charges are charged for processing a switch.

OTHER EXPENSES**Divorce**

No costs are charged for processing a divorce.

Transfer of accrued benefits

- No costs are charged for an **individual** transfer of accrued benefits.
- No costs are charged in case of an incoming **group** transfer of accrued benefits
- In case of an outgoing **group** transfer of accrued benefits, the costs are charged in two parts:
 1. The costs for preparing our offer are:
 - Number of policies involved x € 34.80 (2023).
 - Minimum € 347.-.
 - Maximum € 3,479 (2023).
 2. For processing in our administration:
 - Number of policies to be transferred x € 13.92 (2023).

For more information, please visit zwitserleven.nl/diensten.

Hourly rate

We agree in advance on what work we will do. If we have not agreed, the employer pays € 139.19 (2023) per hour. We index this amount annually. The basis for the indexation is the average increase in the consumer price index figure and the index figure for the CAO wages.

For more information, please visit zwitserleven.nl/diensten.

Distribution strategy

Zwitserleven Nu PensioenRekening is a complex product. The limited version is offered online, without advice but subject to completion of a knowledge and experience test. The full version requires advice. An employer should therefore take proper advice to determine whether this version of Zwitserleven Nu PensioenRekening is the most suitable choice. Zwitserleven works with professional independent advisers who are able to assess whether Zwitserleven Nu PensioenRekening is suitable for the employer and its employees. An adviser will only offer this product to parties outside the target market if he or she can substantiate that this product is suitable for the employer and its employees. Online sale is available to small and medium-sized enterprises with 1 to 10 employees.

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For the latest version, please visit zwitserleven.nl.