

Zwitsersleven Nu Pension (Wtp)

This product information is valid for administration agreements with an effective date from January 1, 2024. Zwitsersleven and Zwitsersleven PPI reserve the right to modify this product information at any time.

The **Zwitsersleven Nu Pension (Wtp)** is a collective pension scheme for employees based on a defined contribution (basic and excess scheme). The investment component is managed by Zwitsersleven PPI N.V. The death risk and occupational disability risk are insured by SRLEV N.V. (hereinafter: Zwitsersleven). No costs are deducted from the available premium. The risk premiums and costs are charged separately to the employer. The employer determines the framework of the pension scheme based on the pension agreement, such as the amount of the available premium, risk coverages, and the participant's own contribution.

If an employer opts for a defined contribution agreement, they can offer their employees the option to choose PensioenZekerheid. With PensioenZekerheid, starting from 15 years before the statutory retirement age, a portion of the investments can be withdrawn each month to purchase deferred pensions from Zwitsersleven or another insurer designated by the participant. This way, the participant has certainty about their pension before the retirement date.

For more detailed information and resources, please visit zwitsersleven.nl

General

Target Audience for Zwitsersleven Nu Pensioen (Wtp)

Zwitsersleven Nu Pensioen (Wtp) is suitable for employers who:

- Want a pension scheme with budgetable costs;
- Desire a pension scheme that can be terminated at any time;
- Wish to offer individual options to their employees, such as additional insurance, investment choices, and Pension Supplement;
- Are not subject to the mandatory participation in an industry-wide pension fund;
- Seek a pension scheme that considers ecological and social characteristics and the significant adverse impacts on sustainability as described in this product card or on zwitsersleven.nl/beleggingsbeleid.

Type of Pension Scheme

Flexible defined contribution agreement or defined benefit agreement.

Investment Contribution

- Fixed contribution percentage for all participants, up to a maximum of 30% of the pensionable earnings.
- If a compensation scheme is part of the arrangement, the maximum contribution percentage can be increased by 3 percentage points until January 1, 2037.
- If the transitional law (Future Pensions Act, article 220e of the Dutch Pensions Act) is applied, a graduated scale of contributions can be used, which is at most equal to the proposed graduated scale of contributions in article 38r of the Dutch Wage Tax Act 1964.

Minimum Contribution

The available contribution is at least 4% of the pensionable earnings.

Joining Age

18 years.

Reference Date	January 1.
Standard Retirement Date	The 1st of the month in which the participant reaches the retirement age (standard 68 years).
Payment Term	Monthly in advance.
Payment Method	Premiums are invoiced to the employer (upon request: via direct debit collection).
Contract Duration	No contract duration. For rate determination, a choice can be made between 'en bloc' and rate guarantee, where 'en bloc' is mandatory for contracts with a premium volume up to €50,000, and rate guarantee is mandatory for contracts with a premium volume starting from €300,000.
Notice Period	2 months.
Changes	<p>Is 'en bloc' applicable? Then Zwitterleven PPI can amend the agreement and its annexes without the employer's consent. We can change the investment contribution, insurance premium, costs, and terms and conditions.</p> <p>Is rate guarantee applicable? Then the rates are fixed for a pre-agreed period. If we terminate or amend the agreement, the employer will receive notice at least four months before the termination/amendment.</p>

Coverages

Old-Age 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, if applicable, a lifelong partner's pension. The participant can choose between a fixed pension benefit, a variable pension benefit, or a combination of both.
- The accrued investment value reverts to Zwitterleven upon death. As compensation for this, the (former) participant receives a bonus: a survival bonus. This bonus is added to the investment value, thereby increasing it.

Partner's and Orphan's Pension Before the Retirement Date

- The partner's and orphan's pensions are mandatory and are insured based on an unspecified partner. The rate used is gender-dependent.
- The amount of the partner's pension is at least 5% and at most 50% of the participant's pensionable salary. If the employer opts for a lower percentage, the participant can, if the employer offers this for the pension scheme, supplement the percentage up to the maximum at their own expense in the event of new participation, the start of a partnership, or the birth of a child. An increase outside of these three situations means a maximum annual increase of 12.5% of the pensionable salary.

- The amount of the orphan's pension is at least 1% and at most 20% of the participant's pensionable salary. If the employer opts for a lower percentage, the participant can, if the employer offers this for the pension scheme, supplement the percentage up to the maximum at their own expense in the event of new participation, the start of a partnership, or the birth of a child. An increase outside of these three situations means a maximum annual increase of 5% of the pensionable salary.
- The age limit for the orphan's pension is 25 years.
- The orphan's pension benefit is doubled for full orphans.
- The partner's and orphan's pensions can be insured at a fixed rate or with an annual increase of 1%, 2%, or 3% after commencement.
- Upon termination of participation in the scheme, possibly followed by a period of mandatory continuation, it is possible to voluntarily continue the partner's pension. For this, a risk premium is deducted monthly from the investment value.

Surviving Dependants Bridging Pension (NOVP)

- The employer decides whether the NOVP is mandatory or voluntary. If the coverage is voluntary, the premium is entirely at the participant's expense.
- The insurance premium is charged to the employer on top of the pension premium.
 - If the coverage is mandatory, the NOVP is insured based on an unspecified partner. The rate used is gender-dependent.
 - If the coverage is voluntary, the NOVP is insured based on a specified partner. The rate used is gender-neutral.
- The employer can choose from:
 - 87.5% of 8/7 of the ANW benefit (€20,354.64 in 2025).
 - 100% of 8/7 of the ANW benefit (€23,262.45 in 2025).
 - A percentage from 2% to 100% of 8/7 of the ANW benefit.
 - An insured amount of €10,000.
- The NOVP can be insured at a fixed rate or with an annual increase of 1% or 2% after commencement. For a 2% increase, the maximum insured amount is 87.5% of 8/7 of the ANW benefit (€20,354.64 in 2025). Higher amounts can have a maximum 1% increase after commencement.
- The NOVP coverage ends no later than the participant's retirement date.
- The NOVP benefit ends on the partner's state pension commencement date.
- Upon termination of participation in the scheme, possibly followed by a period of mandatory continuation, it is possible to voluntarily continue the NOVP. For this, a risk premium is deducted monthly from the investment value.

Waiver of Contributions Due to Occupational Disability (PVA)

- Waiver of contributions due to occupational disability is included in all coverages.
- The degree of occupational disability is determined by the UWV.
- The assessment is conducted according to the 6-class system (WIA-based):

Degree of Disability	Percentage of Premium Covered 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 %

Occupational Disability Pension (AOP)

- An occupational disability pension can be included with the partner's and orphan's pensions based on an unspecified partner.
- If the employer chooses to insure an occupational disability pension, it is a mandatory coverage for participants.
- The assessment of occupational disability is based on suitable employment, according to the 6-class system (WIA-based). The degree of occupational disability is determined by the UWV.
- The amount of the occupational disability pension is 70% above the WIA wage limit and/or 10% or 20% below the WIA wage limit. The maximum occupational disability pension is €150,000.
- The occupational disability pension can be insured at a fixed rate or with an annual increase of 1%, 2%, or 3% after commencement.

PensioenAanvullen (pension supplementing)

- The employer decides whether participants are allowed to supplement their pension (PensioenAanvullen).
- The employer can agree with their employees that they will automatically participate in PensioenAanvullen, with the option to opt out.
- PensioenAanvullen can be done with monthly premiums or one-time contributions.
- The employer decides whether the waiver of contributions due to occupational disability (PVA) can be included with PensioenAanvullen.
- An age-related rate table applies for the PVA loading. More information can be found in the document 'Technical Principles'.

Investments

Employer Options

The employer can choose from various investment methods. The following combinations are possible:

- HorizonBeleggen with the option of ProfielBeleggen.
- HorizonBeleggen with the option of ProfielBeleggen and VrijBeleggen.
- DynamischBeleggen with the option of ProfielBeleggen.
- DynamischBeleggen with the option of ProfielBeleggen and VrijBeleggen.

The details of the different investment methods are explained below. Want to read more about this? Visit zwitserleven.nl/beleggingsvormen.

Standard Benefit Form: Fixed or Variable

By default, the investment method aligns with the choice for a fixed pension, unless the employer has agreed in the pension agreement that the standard benefit form is variable. In that case, Zwitserleven will align the investment methods with the standard choice for a variable pension. This standard choice of the employer for a variable pension must match the risk appetite and preferences of their employees. This standard choice is suitable for an employer with employees who are willing and able to take on more investment risks and are prepared to accept fluctuations in the pension benefit.

If employees do not make a choice and deviate from the standard variable benefit form at the retirement date, the risk reduction in the investment mix will not align with this. This can affect the pension benefit, which may be lower.

HorizonBeleggen

A participant invests by default according to HorizonBeleggen. The participant does not need to make an investment choice. Zwitserleven PPI is responsible for risk reduction (also known as prudent investing).

With HorizonBeleggen, Zwitserleven PPI invests less riskily as the standard retirement date approaches. The investment mix of HorizonBeleggen aligns with a choice for a partially variable and partially or fully fixed pension benefit. The participant makes a final choice for a fixed or (partially) variable pension benefit at the retirement date.

DynamischBeleggen

A participant invests according to DynamischBeleggen. The participant does not need to choose the mix of investments.

Zwitserleven PPI is responsible for risk reduction (also known as prudent investing). The lifecycle that Zwitserleven PPI uses for the participant depends on the pensionable salary as long as the participant is employed. With DynamischBeleggen, Zwitserleven PPI invests less riskily as the participant approaches the retirement date. DynamischBeleggen aligns with purchasing a fixed or variable benefit at the retirement date. DynamischBeleggen is particularly suitable if there are significant differences in salaries within the group of participants compared to the average salary, or if there are significant differences in the salary development of participants.

ProfielBeleggen

With ProfielBeleggen, we determine the participant's investor profile through a questionnaire. Depending on the outcome, investments are made more or less riskily, ranging from cautious to offensive. This also depends on the preparation for a fixed or variable pension. Here too, investments are made less riskily as the standard retirement date approaches, depending on the profile. The investment mix of ProfielBeleggen aligns with a choice for a variable or fixed pension benefit.

VrijBeleggen

With VrijBeleggen, the participant makes their own investment choices. After determining an investor profile, the participant can invest in one or more mutual funds. The participant takes into account their preference for a fixed or variable pension at the retirement date.

Rebalancing

Zwitserleven uses bandwidths for rebalancing. When a bandwidth is hit, adjustments are made. This bandwidth is 15% relative. This means that if a fund constitutes 50% of a lifecycle, adjustments are made if the weight of this fund has increased or decreased by 7.5%. Rebalancing can occur with HorizonBeleggen, DynamischBeleggen, and ProfielBeleggen, up to a maximum of once per month. Rebalancing is only performed if a fund deviates by more than 15% from the strategic allocation at that specific moment in the month.

PensioenZekerheid

If the employer opts for a defined contribution agreement, (former) participants with PensioenZekerheid can choose to purchase a fixed old-age and partner's pension with their investment value starting from 15 years before the state pension age. More information about PensioenZekerheid can be found at zwitserleven.nl/pensioenzekerheid.

Preparing for Variable Pension

The investment mix of HorizonBeleggen, ProfielBeleggen, and DynamischBeleggen aligns with a choice for a variable or fixed pension benefit or a combination of both. The (former) participant can already take into account a variable pension benefit from the moment the risk reduction in the lifecycle starts. If the (former) participant chooses to continue investing at the retirement date, they have the chance of a higher pension but also face longer-term risks.

Decision Points for the Participant: Fixed or Variable Pension

There are three key decision points for the participant:

- Before the start of risk reduction in the lifecycle, the participant is given the choice to reduce risk according to the lifecycle for a fixed pension benefit or according to a lifecycle for a variable pension benefit. This allows Zwitserleven to offer the participant the option to prepare for a fixed or variable pension. The participant has the freedom to make or revise this choice later.
- In a defined contribution agreement, starting from 15 years before the state pension age, the choice for PensioenZekerheid is offered. This allows the participant to purchase a fixed old-age and partner's pension before the retirement date, which starts from the retirement date.
- The participant makes a final choice for a fixed or variable pension benefit at the retirement date.

Variable Pension

The characteristic of a variable pension is that the amount of the pension benefit is adjusted annually based on the achieved return. With a better-than-expected return, the participant receives a higher pension. With a worse-than-expected return, the pension benefit is reduced. Want to read more about this?

Visit [Zwitserleven.nl/variabelpensioen](https://www.zwitserleven.nl/variabelpensioen).

Service Charges

Service Charges for Employers

The service charges are billed monthly.

The employer pays the service charges for:

- Participants for whom an investment contribution is due, and
- Participants who are fully or partially incapacitated for work and are employed by the employer on the reference date.

The service charges amount to €65 per year per participant (distributed over 12 months).

Customized Pricing

For a premium volume (available premium and risk premiums, excluding service charges) exceeding €150,000, we are happy to provide a customized quote. Your account manager will be pleased to arrange this for you.

Investment Costs

Fund Costs

The total investment costs consist of 'management fees' (which are deducted from the investment value) and an 'ongoing charges figure' (OCF, which is included in the fund's price). For transactions, entry and exit costs are incorporated into the fund's price. Information about the funds and their costs is included in the Key Information Document and the fund's Prospectus (see [zwitserleven.nl/fondsen](https://www.zwitserleven.nl/fondsen)).

Switching Costs

There are no service charges for processing a switch.

Other Costs

Divorce

There are no costs for processing a divorce.

Transfer of Accrued Benefits

- There are no costs for an individual transfer of accrued benefits.
- There are no costs for an incoming **collective** transfer of accrued benefits.
- For an outgoing collective transfer of accrued benefits, the costs are charged in two parts:
 1. For calculating the quote, the costs are:
Number of policies in the statement x €38.62 (2025).
 - Minimum €386 (2025).
 - Maximum €3,862 (2025).
 2. For processing in the administration:
Number of policies to be transferred x €15.45 (2025).

For more information, visit zwitserleven.nl/diensten.

Hourly Rate

We agree in advance on the tasks to be performed and the corresponding payment by the employer. If no prior agreement is made, the employer pays the hourly rate. This amount is indexed annually. The basis for indexing is the average increase in the consumer price index and the wage index of the collective labor agreement (CAO). For more information and the current hourly rate, visit zwitserleven.nl/diensten.

Technical Principles

Survival Table

Gender-Dependent:

- Participant: ZL 2022 gender-dependent for men/women.
- Partner: ZL 2022 gender-dependent for men/women.

Gender-Neutral:

- Participant: ZL 2022 gender-neutral for the participant.
- Partner: ZL 2022 gender-neutral for the partner.

Age Adjustment for Survival

Participant: Age adjustment -3 years.

Age Adjustment for Death

Mandatory Coverages (unspecified partner, gender-dependent rate):

- Participant: Age adjustment 0 years.
- Partner: Age adjustment -1 year.
- Woman vs. Man: Assumed age difference -2 years (we assume, for partner's pension insurance, that a man is 2 years older than a woman. This applies whether the man is the primary insured or the woman is the primary insured).

Voluntary Coverages (specified partner, gender-neutral rate):

- Participant: Age adjustment +1 year.
- Partner: Age adjustment -1 year.
- Partner vs. Participant: Assumed age difference -2 years (we assume, for partner's pension insurance, that the primary insured is 2 years older than the partner).

Interest Rate	For determining the premium for the partner's pension, orphans' pension, and surviving dependants bridging pension, a guaranteed actuarial interest rate of 2.5% applies. The premium is adjusted with the Yield Correction. The Yield Correction depends on the market interest rate (20-year Euro Swap bid rate).
Solvency	2.0% loading.
Disbursement Expenses	1.5% loading.
Mandatory Continuation Loading	Due to the mandatory continuation, the calculated risk premium is increased by a loading of 2.5%.
Market Interest Rate	Euribor bid rate swap curve +0.20%.

Deferred Pension

PensioenZekerheid Survival Table	ZL 2016 deferred pension (UP) for the participant.
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Miscellaneous

Distribution Strategy	Zwitserleven Netto Pension is a complex product that requires professional advice. Therefore, an employer should seek thorough advice to determine if Zwitserleven Netto Pension is the most suitable choice. Zwitserleven collaborates with professional, independent advisers who can assess whether Zwitserleven Netto Pension fits the needs of the employer and their employees. The adviser will only offer this product outside the target group if they can substantiate that it is still appropriate for the employer and their employees.
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Pension Figures	For an overview of pension figures, visit zwitserleven.nl/zakelijk/werkgever/pensioencijfers .
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Appendix Sustainability Characteristics

The information in this overview pertains to the sustainability characteristics of the Zwitserleven Nu Pension. Based on this information, an employer can determine whether the product aligns with their sustainability goals and/or preferences. The premiums paid for this product are primarily invested by Zwitserleven in the Zwitserleven funds. The degree of sustainability of this product is mainly determined by the investment policy that the fund manager applies to these funds in HorizonBeleggen, DynamischBeleggen, ProfielBeleggen, and VrijBeleggen.

Qualification Based on European Legislation (SFDR)

This product promotes ecological and/or social characteristics (ES characteristics). This product does not have a sustainable objective.

Minimum Share of Underlying Investments to Qualify as Sustainable Investment in the Sense of the SFDR

This product does not maintain a minimum share for sustainable investments in the sense of the SFDR.

Minimum Share of Underlying Investments in Line with the Taxonomy Regulation

This product does not maintain a minimum share in investments that are in line with the Taxonomy Regulation.

Are Principal Adverse Impacts on Sustainability Factors Considered in Investment Decisions?

Yes, this product considers adverse impacts on sustainability factors using climate and other environmental indicators, as well as indicators for social themes and working conditions, respect for human rights, and the fight against corruption and bribery.

Sustainability Characteristics of this Product

This product is subject to a sustainability policy. You can read more about it at zwitserleven.nl/duurzaamheidsinformatie.

The Zwitserleven funds in this product promote the following ecological characteristics:

- Limiting and adapting to climate change: achieving net-zero greenhouse gas emissions in accordance with the Paris Agreement.
- Protecting and restoring biodiversity and ecosystems: not contributing to deforestation.
- Sustainable use and protection of water resources: achieving water neutrality.
- Prevention and combating of pollution: not contributing to production with waste.

The Zwitserleven funds in this product promote the following social characteristics:

- Promotion of good living conditions: contributing to the living conditions of communities.
- Promotion of good working conditions: contributing to the well-being of employees and managing social injustice and inequality as much as possible.

More Information

For more sustainability information, visit zwitserleven.nl/duurzaamheidsinformatie. Here you will also find our Sustainability Reports.