

Zwitslerleven i-Pensioen Middellood/Eindlood pension scheme

This product information is valid for administration agreements as of January 1, 2024. Zwitslerleven retains the right to adjust this product information at any time.

The Zwitslerleven i-Pensioen Middellood/Eindlood met RendementsCorrectie (Average/Final Pay with Yield Correction) pension is a group pension scheme based on salary and term of service.

General

Target group

Zwitslerleven i-Pensioen Middellood (Average pay) and Eindlood (Final pay) scheme is suitable for employers who:

- wish to offer their employees certainty regarding the amount of benefit they will receive from their old-age, partner's and orphan's pensions;
- accept that the pension charges depend on the increase of age and on the level of interest rates via the Yield Correction (see: 'Yield Correction'). The pension charges will therefore vary;
- wish to insure the option for a mandatory survivor's bridging pension (NOVP) and a mandatory occupational disability pension (AOP) and/or wish to offer the option of voluntary insuring an NOVP to its employees;
- are not subject to mandatory participation in an industry-wide pension fund;
- wish to operate a pension scheme with an insurer without the risk of a reduction of pensions that applies with a pension fund.
- wish to have a product that considers environmental and social characteristics and the significant adverse impacts on sustainability as described in this product information or on zwitslerleven.nl/en/about-zwitslerleven/european-rules-on-sustainable-finance-disclosure/.

Agreement

Gross defined benefit agreement (Salary/Term of Service) Middellood (average pay) scheme

The basis of the pension scheme is a percentage accrual of old-age pension per year of service on the pensionable earnings. In this scheme, the pension that the employees receive as of their retirement date is based on the pensionable earnings for each separate year that the employee participates in this pension scheme. The pension is the sum of the pension accrued in each year of participation.

Gross defined benefit agreement (Salary/Term of Service) Eindlood (final pay) scheme

The basis of the pension scheme is a percentage accrual of old-age pension per year of service on the pensionable earnings. In this scheme, the pension that the employees receive as of their retirement date is based on their pensionable earnings at the end of their participation. Please note: in the Eindlood (final pay) scheme, we charge a one-off extra service charge for each contract period. See 'Other charges'.

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| Coverage | The pension scheme provides for old-age pension, partner's pension and orphan's pension and may provide for survivor's bridging pension and occupational disability pension. Contribution waiver in case of occupational disability is always included in the insurance. |
| Survivor's pension | <ul style="list-style-type: none"> ▪ The standard cover for partner's pension is for 70% of the old-age pension. ▪ Orphan's pension is a percentage of the partner's pension, final age 18 or 21 years, doubled for full orphans. Each child receives an orphan's pension, provided that they are aged less than the final age of 18 or 21 years when the benefit comes into payment. We sometimes also pay orphans' pensions after the final age. We do so if a child receives a Wajong benefit at the final age. We pay orphan's pension as long as a child receives this Wajong benefit and up to 27 years of age at the latest. Does a child study before or after the final age? Then we will pay the orphan's pension for as long as the child attends college and until the age of 27 at the latest. ▪ Partner's and orphan's pension may be covered on a risk basis or on an accrual basis according to choice. ▪ The partner's and orphan's pensions can be insured at a constant level or with an annual increase of 3% after commencement. ▪ Survivor's bridging pension: the employer may choose any insured sum between a minimum of € 10,000 and a maximum of € 21,805, or the standard sum of € 19,080 (amounts in 2024). By default, we insure the payment of the survivor's bridging pension up to the partner's state pension (AOW) age. The employer may also choose for payment until the pension scheme's retirement date or the earlier state pension (AOW) age. The standard insured sum can be insured on constant level or with an annual increase of 2% after coming into payment. Higher amounts can be insured with a maximum annual increase of 1% after coming into payment. |
| Occupational disability coverage | <ul style="list-style-type: none"> ▪ Insurance of waiver of contribution in case of occupational disability is mandatory, according to the WIA class system, qualifying period of 104 weeks as standard, assessment on the basis of normal work according to the decision by the UWV. Insurance of contribution waiver ceases on the employee's pension scheme's retirement date or the state pension (AOW) age, if earlier. If the employee is also insured for occupational disability pension, insurance of contribution waiver will cease on the employee's pension scheme's retirement date. ▪ Occupational disability pension can also be insured. If the employer chooses this option, cover is mandatory. The employer may choose 10% or 20% of salary up to the maximum WIA daily wage annualised (€ 71,628 in 2024). And/or 70%, 80% or 90% of salary above the maximum WIA daily wage annualised. The maximum insured sum for occupational disability pension is € 150,000. |
| Joining age | Choice of 18 or 21 years of age (or later date of joining). |
| Reference date | January 1st. |

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| Pensionable salary | <ul style="list-style-type: none"> ▪ 12 times fixed monthly salary (+ 8% holiday allowance if applicable); ▪ 13 times fixed monthly salary (+ 8% holiday allowance over 12 or 13 months if applicable). <p>The tax limits set out in the Wet op de loonbelasting 1964 (Dutch wage tax act 1964) may not be exceeded. The employer may cap the pensionable salary. The statutory maximum is € 137,800 (2024).</p> |
| Statutory offset | <p>Minimum: For Middelloon (Average Pay) 100/75 of the state pension (AOW) (including supplements, € 17,545 in 2024 for a married person) or a higher annual amount to be specified by the employer. For Eindloon (Final Pay) 100/66.28 of the state pension (AOW) (including supplements, € 19,853 in 2024 for a married person) or a higher annual amount to be specified by the employer. The statutory offset is adjusted annually on 1 January.</p> |
| Pension scheme retirement date | <p>The first day of the month in which the participant or inactive participant reaches 68 years of age. 67 years of age is also possible on request.</p> |
| (Minimum) Premium | <p>The minimum annual premium is € 1,500.</p> |
| Premium payment period | <p>Annually or monthly.</p> |
| Pay-out method | <p>Monthly in arrears.</p> |
| Contract period | <p>Default four years. Choice for five years is possible. Then the ZwitchOption and Yield Correction Variable always apply.</p> |
| ZwitchOption (for a five years contract period) | <p>During the contract period, but no later than January 1, 2028, the employer switches to a defined contribution plan accepted and executed by Zwitterleven (trade name of SRLEV) and/or Zwitterleven PPI. After the switch, the characteristics and conditions of the defined contribution scheme apply. These are laid down in a new administration agreement, which terminates the administration agreement for the i-Pensioen Middelloon/Eindloon pension. Accrued benefits under the i-Pensioen Middelloon/Eindloon scheme will remain in the average/final pay scheme.</p> <ul style="list-style-type: none"> ▪ Zwitterleven guarantees the maximum level of costs at the start of the defined contribution plan with Zwitterleven and/or Zwitterleven PPI already in the administration agreement for the i-Pensioen Middelloon/Eindloon. ▪ If the employer switches to a defined contribution plan of Zwitterleven/PPI, the terms of the administration agreement concerning intermediate switching are applicable. If the employer switches to another pension provider, the employer will owe Zwitterleven a reimbursement. ▪ If the employer switches to another pension provider, the employer will owe Zwitterleven a reimbursement. <p>More information can be found in our offer and administration agreement or through your (Internal) Account Manager.</p> |
| Collection | <p>Via invoices. The employer can online access the current financial status. The employer has 15 days from the value date to pay the invoice. After that, we will charge interest.</p> |

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| Principles and charges | ▪ Mortality table: | ZL 2018, 2.5% actuarial interest rate. |
| | ▪ Disbursement mark-up: | 1.5% of the net single premium. |
| | ▪ Mark-up for insurance of contribution waiver: | 2.9% (successive single premiums, retirement age 68 years) 2.9% (risk premiums, retirement age 68 years). |
| | ▪ Service charges: | 18%, less the percentage volume discount. |

Yield Correction

With Yield Correction, the premium is adjusted depending on the Yield Correction benchmark (the average of the 15, 20, 25, 30, 35, 40 and 50 years Euro SWAP mid interest).

Features of Yield Correction

- Yield Correction provides a mark-up or discount to the actuarial rate premium. There is no sharing of surplus interest ex-post, also not after termination of the administration agreement.
- The discount or mark-up is determined on a daily basis depending on the Yield Correction benchmark (the average of the 15, 20, 25, 30, 35, 40 and 50 years Euro SWAP mid interest).
- Yield Correction is not claimed or granted with respect to insurance of occupational disability pension (if applicable).

Yield Correction has two variants: 'Fixed' and 'Variable'.

The survivor's bridging pension, if insured, always has its own Yield Correction: 'Fixed Yield Correction for NOVP' (with its own percentage of Yield Correction).

Fixed Yield Correction

Fixed Yield Correction is determined on one occasion on the creation of the agreement on the basis of the Yield Correction benchmark (the average of the 15, 20, 25, 30, 35, 40 and 50 years Euro SWAP mid interest) and the average age of the participants. The percentage applies for the whole term of the agreement. Zwitserleven uses the Fixed Yield Correction to adjust the periodic pension premium. This increases or reduces the actuarial rate premium. The Fixed Yield Correction does not apply to:

- the purchase of years of past service at the start of the administration agreement;
- single contributions for indexation;
- inward and outward individual transfers of accrued benefits.

Zwitserleven determines the current price of the guarantee in these cases. Zwitserleven uses Variable Yield Correction in such cases.

Variable Yield Correction

Variable Yield Correction is established monthly on the basis of the Yield Correction benchmark (the average of the 15, 20, 25, 30, 35, 40 and 50 years Euro SWAP mid interest) and the average age of the participants. If survivor's bridging pension is also insured, it always has its own Yield Correction: 'Fixed Yield Correction for NOVP' (with its own percentage of Yield Correction).

Costs of Yield Correction

Solvency and management fees:

- contributory pension contract: 0.25% margin on the market interest rate (the Yield Correction benchmark)
- Non-contributory pension contract: no solvency and management fees*.

* Exceptions are supplements and individual outward transfers of accrued benefits. Variable Yield Correction is used in these cases. This includes the solvency and management fees stated above as a margin on the market interest rate.

Solution for individual transfers of accrued benefits (insured as standard)

An outward individual transfer of accrued benefits entails a risk that the employer may have to make an additional (sometimes substantial) payment. The solution insures the employer against this risk. With the Zwitserleven i-Pensioen Middelloon/Eindloon pension scheme, this is insured as standard. Upon request, an employer may decide not to take this insurance. For the solution, the employer pays a mark-up of 0.9% of the net single premium, disbursement included. Other markups, such as for PVA or administration, are again counted over this mark-up. The cover also applies after termination of the administration agreement for pensions accrued during the term of this administration agreement. Entitlements previously accrued with Zwitserleven are not covered by this insurance. If you would like to know the options available for insuring entitlements accrued in former pension schemes, contact us for further information.

Supplements

No goal-oriented supplement policy on pensions as default. An employer may make additional payments as a one-off single premium. In the average pay scheme, an employer may grant supplements to participants, inactive participants and pensioners. In the final pay scheme, an employer may grant supplements to inactive participants and pensioners.

Volume discount

We adjust our service charges by granting a volume discount. The percentage of this volume discount depends on the total annual premium amount in the pension contract and the average contribution per participant. The threshold amounts are tested by Zwitserleven annually on 1 July and, if appropriate, adjusted on the basis of wage and price index figures.

The premiums for the independent orphan's pension and the survivor's bridging pension are not included in the annual premium amount when calculating the percentage of this discount. We do however grant this established percentage of volume discount on the premiums for these pensions.

| Average premium per participant (from - to) in EUR | Annual premium volume (from - to) in EUR | | | | | | | | |
|--|--|---------------|---------------|---------------|----------------|-----------------|-----------------|-------------------|---------------------|
| | less than 20,000 | 20,000-40,000 | 40,000-60,000 | 60,000-80,000 | 80,000-120,000 | 120,000-300,000 | 300,000-750,000 | 750,000-1,500,000 | 1,500,000 and above |
| 0 - 2,000 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 1.75% | 2.25% | 3.50% |
| 2,000 - 3,000 | 0.00% | 0.00% | 0.00% | 0.00% | 0.50% | 4.25% | 6.00% | 6.50% | 7.75% |
| 3,000 - 4,000 | 0.00% | 0.00% | 0.00% | 0.75% | 2.25% | 6.25% | 7.75% | 8.25% | 9.75% |
| 4,000 - 5,000 | 0.00% | 0.00% | 0.00% | 1.75% | 3.25% | 7.25% | 8.75% | 9.50% | 10.50% |
| 5,000 - 6,000 | 0.00% | 0.00% | 0.00% | 2.25% | 4.00% | 7.75% | 9.50% | 10.00% | 10.75% |
| 6,000 - 7,000 | 0.00% | 0.00% | 0.00% | 2.75% | 4.25% | 8.25% | 10.00% | 10.50% | 11.00% |
| 7,000 - 8,000 | 0.00% | 0.00% | 0.00% | 3.00% | 4.75% | 8.50% | 10.25% | 10.75% | 11.25% |
| 8,000 - 9,000 | 0.00% | 0.00% | 0.25% | 3.25% | 5.00% | 8.75% | 10.50% | 11.00% | 11.50% |
| 9,000 - 10,000 | 0.00% | 0.00% | 0.25% | 3.50% | 5.25% | 9.00% | 10.75% | 11.25% | 11.75% |
| 10,000 - 12,500 | 0.00% | 0.25% | 0.50% | 3.75% | 5.50% | 9.25% | 11.00% | 11.50% | 12.00% |
| 12,500 - 15,000 | 0.00% | 0.25% | 0.75% | 4.00% | 5.75% | 9.50% | 11.25% | 11.75% | 12.25% |
| 15,000 - 17,500 | 0.00% | 0.50% | 1.00% | 4.25% | 5.75% | 9.75% | 11.25% | 12.00% | 12.50% |
| 17,500 - 22,500 | 0.00% | 0.50% | 1.25% | 4.50% | 6.00% | 10.00% | 11.50% | 12.25% | 12.75% |
| 22,500 and above | 0.00% | 0.75% | 1.50% | 4.75% | 6.25% | 10.25% | 11.75% | 12.50% | 13.00% |

Combinations

You can combine several pension schemes into a single administration agreement, for instance:

- a different accrual percentage for different participant groups;
- a different personal contribution for different participant groups.

Other charges

Divorce: No charges
 Inward transfer of accrued benefits: No charges
 Hourly rate: € 146.57 (2024) for exceptional changes or calculations.

We index this amount annually based on the average increase in the consumer price index figure and the CAO-lonen (collective labour agreement) wage index.

Eindloon (final pay) scheme: € 1,500 additional service charges, once per (new) contract period.

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

Distribution strategy

The Zwitserleven i-Pension Middelloon/Eindloon scheme is a complex product and requires advice. An employer should therefore take proper advice regarding the purchase of the Zwitserleven i-Pensioen Middelloon/Eindloon scheme. Zwitserleven works with professional independent advisers who are able to assess whether the Zwitserleven i-Pensioen Middelloon/Eindloon scheme is suitable for the employer and its employees. If an adviser recommends the Zwitserleven i-Pensioen Middelloon/Eindloon scheme to parties outside the target market stated in this product card, they will be able to substantiate that this product is suitable for the employer and its employees.

**More information or
apply for an offer?**

Please visit mijn.pensioennavigator.nl. There, you can apply for an offer of the Zwitserleven i-Pensioen Middellood.

For an annual premium volume of more than € 150,000 we will be pleased to make a specific offer for you. Your (Internal) Account Manager will be pleased to arrange this for you and can also make you an offer for the Zwitserleven i-Pensioen Eindlood (Final pay) scheme.

At zwitserleven.nl/level-of-rendementscorrectie you will find the current levels of Fixed and Variable Yield Correction.

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For the most recent version, please visit: zwitserleven.nl*

Appendix Sustainability Investments

The information in this overview relates to the sustainability characteristics of Zwitserleven i-Pensioen Middellood/Eindlood. Based on this information, an employee can determine whether the product fits their sustainability goals and/or preferences. For this product, Zwitserleven manages the investments itself. The sustainability degree of this product is determined by Zwitserleven's investment policy for own investments. Zwitserleven applies Athora's Corporate Social Responsibility policy and its Sustainability Framework.

Classification based on European legislation and regulations (SFDR)

This product is classified as a product that promotes environmental or social sustainability characteristics (ESS characteristics). This product does not have a sustainable objective.

Minimum share of SFDR sustainable investments

This product has no required minimum share of sustainable investments within the meaning of the SFDR.

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.

Adverse impacts on sustainability factors

This product takes account of adverse impacts on sustainability factors through climate and other environmental indicators and indicators for social and labour conditions indicators, respect for human rights, anti-corruption and anti-bribery.

Sustainability characteristics of this product

This financial product promotes the following environmental or social sustainability characteristics:

- Climate change mitigation and adaptation: achieving net-zero greenhouse gas emissions in line with the Paris Agreement, with intermediate targets for a 50% reduction in greenhouse gas emissions by 2030 and 75% by 2040 compared to 2020.
- Biodiversity and ecosystems: full restoration of nature by 2050 in line with the Kunming-Montreal Agreement.
- Human rights and living wage: ensuring compliance with fundamental human rights in line with the UN Guiding Principles (UNGPs) and the payment of a living wage.

More information

For more sustainability information, please visit zwitserleven.nl/en/about-zwitserleven/european-rules-on-sustainable-finance-disclosure/