

1: What do you get in our pension scheme?



Are you going to retire?
From the age of 67 you will receive a monthly pension.



What if you pass away?
Then your partner will receive a partner pension. Your children will receive an orphan pension till they turn 27.



Are you disabled? The accrued pension continues without you paying contribution during the time you are unfit for work. Furthermore you are likely to be entitled to:

- WIA-benefit (Work and Income According to Labour Capacity Act) from the UWV (Institute for Employee Benefit Scheme).
- Additional benefits based on insurance from Robeco Nederland B.V. or OCE Nederland B.V. on the part of the salary that has the social insurance limit (2020: € 57.232).
- Supplementary disability pension from pension fund Robeco for your salary above that limit.



Do you want to know exactly what our pension offers?
Refer to your pension regulations. You can request this at pension fund Robeco, tel. +31 (0) 13 - 462 3591.

2: What do you not get in our pension?

Does not apply.

3: How do you accrue your pension?



You can accrue your pension in three 'ways':

- AOW: the pension you get from the government if you live or work in the Netherlands. You can get information about the state pension (AOW) from the Social Insurance Bank.
- Pension by pension fund Robeco. You accrue this pension with Robeco Nederland B.V. or OCE Nederland B.V.
- Pension that you arrange yourself. For example with annuity or bank savings.



Each year you accrue a part of your pension. The final pension that you accrue is the total amount of all those parts. This is called an average-salary scheme. This rule applies for salaries until the end of scale 100 (2020: € 83.218). The Robeco pension fund invests your pension in a socially responsible way.

Your salary is possibly above this limit. If so, then you accrue on the salary portion above (pension) capital in the gross and/or net surplus plans (UOP). These are defined-contribution schemes. Robeco Nederland B.V. and OCE Nederland B.V. provide a premium for this on a yearly basis. Your premium share is invested based on your personal risk profile. The Robeco pension fund does this in a socially responsible way.

You will receive a pension when you reach the age of retirement. The amount of the pension is based on your pension accrual in these three plans. You will continue to receive a pension for as long as you live.



Your pension accrual in the average-salary scheme amounts to in 2020 1,738% of your gross salary to the maximum of scale 100 (2020: € 83.218) minus the deductible of € 14.600 (full-time). The available premium in the gross and net top-up plans (UOP) depends on your salary and age. This premium is invested and makes up a (pension) capital on your date of retirement, which you can add to your retirement pension.



Your premium share in the average-salary scheme is a maximum of 6% of your gross salary to the maximum scale of 100 (2020: € 83.218) minus the deductible of € 14.600 (full-time). Robeco will pay the remainder of the premium. Your part of the premium is also on your payslip. You pay no contribution for the gross and net top-up plans. Only Robeco puts premium into this plan.

4: What choices do you have?



Are you changing employer? Then you can take your accrued pension to your new pension provider.



When you retire you can convert your retirement pension into an extra partner pension.



You can build up extra pension.



When you retire you can exchange your partner pension for extra retirement pension for yourself. Your partner has to agree.

- You may add the available contributions for top-up plans (in part) to your gross salary.
- Robeco Nederland has an insurance policy that gives you the right to supplement incapacity benefit from the UWV. You can cancel this insurance.
- The fixed retirement age is 67. You can also have earlier or later retirement. Request this in good time.
- When you retire, you can use the accumulated capital in the top-up plan to purchase pension in the average-salary scheme. You can also purchase a benefit from an insurer.
- You can start with a higher or lower pension. Request this in good time.
- Do you want to compare your pension? Use the pension comparison on www.pensioenfondсроbeco.nl.

5: How definite is your pension in the average-salary scheme?

- The amount of your pension is not certain. Namely due to the fact that pension fund Robeco has the following factors to consider:
 - People are getting older on average. We must therefore pay a pension for longer.
 - When interest rates are low, pension fund Robeco needs more money to pay the same pension.
 - Investment returns may be lower than expected.

- We try to let your pension in the average-salary scheme grow annually with the salary increases. This is called indexation and is only possible if the financial situation of our pension fund allows this. The table shows how we have indexed the pensions of active participants over the last few years.

Year	Indexation active participants	Price inflation
2020	1,23%	2,60%
2019	0,85%	1,71%
2018	0,75%	1,40%
2017	0,94%	0,30%
2016	0,0%	0,60%

- If we have a shortage, we take necessary measures. For example, we can not or can not fully index your accrued pension. In extreme cases we can lower your pension.

- In the gross and net top-up plans you build up capital. On your retirement date, you can convert it into your pension. The amount of capital you accrue is not fixed. This depends on:
 - How much contribution you place in the top-up plan.
 - How much yield your chosen investment mix delivers.

6: What are our costs?

- The main costs of pension fund Robeco are administration and asset management fees. Do you want to know more? Read the latest annual report at www.pensioenfondсроbeco.nl.

7: When should you take action?

- Are you changing your employer? Then you can take your accrued pension to your new pension provider.
 - If you are getting married or going to cohabit.
 - Check annually how much you have accrued in total. Look at www.mijnpensioenoverzicht.nl
 - If you get divorced or stop living together.
 - Need help? Please contact us. Check www.pensioenfondсроbeco.nl/contact
 - Via Robeco Nederland B.V. and OCE Nederland B.V. you can additionally insure yourself against loss of income in case of disability. You must specify if you want this stopped.
 - If you move abroad.



Would you like to learn more about your pension?
Look at Section 2 and 3 from Pension 1-2-3 on www.pensioenfondсроbeco.nl