

stichting pensioenfonds

Provisum



Summary of the Provisum pension schemes

BRIEF SUMMARY OF THE PROVISUM PENSION SCHEMES AS OF 2025

This is a very concise summary. Rights can only be derived from the full text of the pension regulations.

This describes the scheme in 2025. Due to new legislation, the pension schemes will have to be adjusted. All pension funds must do this before 2028. The future changes are not included in the text below.

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A. B pension scheme

The B scheme is an average salary scheme based on an official retirement age of 67 years. The scheme was introduced on 1 January 2001 for staff joining C&A Nederland or one of the other affiliated companies after 31 August 2000.

Under this scheme, pension is accrued over a maximum annual salary of € 75,864 (2025), less a deductible of € 17,065 (2025). On the salary in excess of € 75,864 up to € 137,800 (2025) pension is accrued under an additional scheme, the B top-up scheme (*B-excedentregeling*). This is a defined contribution scheme.

The minimum age for joining the B scheme is 18 years. There is no waiting period (immediate membership upon employment). Members pay a maximum contribution of 2.0% of the pension base towards the scheme. Part-time staff pay a pro rata contribution. The contribution will be withheld from the gross salary and can be found on the monthly salary specification.

A retirement pension and a survivor's pension are accrued under the scheme. Orphan's pensions are insured on an insured-risk basis. The survivor's pension equals 70% of the retirement pension; an orphan's pension equals 14% of the retirement pension. Full orphans are entitled to twice that amount.

Retirement pension is accrued at a rate of 1.679% p.a. The pension base is the pensionable annual salary (full-time employment), including holiday pay with a maximum of € 75,864, less the € 17,065 deductible. For part-time staff the pensionable salary is prorated.

Example:

For someone who works 3 days a week (=60%) and earns € 2,000 a month, given a deductible of € 17,065, the pension base is calculated as follows:

Pensionable annual salary: $12 * € 2,000$ plus 8% holiday pay = € 25,920. The full-time equivalent of this is € 43,200 (€ 25,920 divided by 60%, the part-time percentage). This results in a pension base of € 26,135 (€ 43,200 minus € 17,065).

In the example retirement pension is accrued at 1.679% of € 26,135 * 60% = € 263.28 per year.

The B scheme offers the following options in respect of pension commencement date:

- early retirement, from 10 years before the state pension, AOW (in 2025: 67 years);
- high-low or low-high pension;
- extra payments until age 67 in the event of early retirement;
- a variable pension where there is a high (or low) pension until 67 or until 5 years after 67. The ratio is 100:75 (or 75:100).
- exchanging retirement pension for survivor's pension and vice versa.

The relevant gender-neutral rates, factors and conditions are laid down in an appendix to the regulations.

Pensions in payment and pension entitlements of (in-)active members are adjusted as at 1 January of each year on the basis of the price index, the financial position of the fund permitting. The applicable price index is the consumer price index 'all households', published by Statistics Netherlands (CBS).

B. Top-up scheme

Members of the B pension scheme whose annual pensionable salary exceeds € 75,864 (2025) build up extra pension in the B top-up pension scheme (*B-excedentregeling*). The maximum annual salary in this scheme is € 137,800 (2025). This is a defined contribution scheme. The salary above € 137,800 is not pensionable.

Every year the employer has to pay Provisum a contribution equal to a specific percentage of the excess pensionable salary (the top-up pension base).

The following percentages apply.

Member's age on 1 January	Contribution available p.a. (% of pension base)
18-19 years	5.3%
20-24 years	5.9%
25-29 years	6.9%
30-34 years	8.0%
35-39 years	9.3%
40-44 years	10.8%
45-49 years	12.6%
50-54 years	14.7%
55-59 years	17.3%
60-64 years	20.4%
65-66 years	23.7%

Example:

For someone who earns € 85,000 and is 52 years old the yearly contribution paid by the employer is: € 9,136 (= € 85,000 - € 75,864) * 14.7% = € 1,343.

In addition, the employer pays insurance premium for:

- a supplement to the survivor's pension, in the event the member dies during employment, resulting in a survivor's pension equalling the aggregate of 1.089% of the top-up pension base per year of service attainable if the member had lived until the age of 67;
- disability pension;
- continued pension accrual, including a survivor's pension where applicable, in the event of disability, without contributions being due.

The premiums are fully borne by the employer.

From 1 July 2024 the contributions result in an additional pension with Provisum. If you were a member before 1 July 2024 you also have an accrued capital, administrated by

ABN AMRO. You can continue to follow the development of the value of the capital via the web portal: <https://mijnportaal.abnamropensionservices.nl/>.

Upon retirement, the balance on the account can be used to buy a stable pension with Provisum in the B scheme (the basic scheme) or with a Dutch insurer. If extra pension is bought with Provisum, the options open to B scheme members as shown above will also apply to the extra pension. It is also possible to continue investing after retirement and have a variable pension. A variable pension must be bought with a Dutch insurer because Provisum doesn't offer the possibility to continue investing after retirement.

If employment is terminated before retirement date, the following applies:

- if the ex-member transfers their entitlements under the basic scheme to a different pension provider, the entitlements under the top-up scheme will also be transferred;
- if the ex-member leaves their entitlements with Provisum, any capital accrued under the top-up scheme will remain invested with ABN AMRO until retirement commences.

C. Voluntary supplementary scheme

As of 1 January 2025 it will no longer be possible to contribute additional voluntary contributions into the Voluntary Supplementary Pension Scheme.

If you were a member before 1 January 2025 you also have an accrued capital, administrated by ABN AMRO. You can continue to follow the development of the value of the capital via the web portal: <https://mijnportaal.abnamropensionservices.nl/>.

Upon retirement or termination of employment any balance accrued must be used to buy extra pension with Provisum under the B scheme. The rates at which pension can be bought with Provisum are gender-neutral; they vary depending on the interest rate as at 1 January of the year of purchase.

Upon termination of employment the balance will be converted in to pension under the B scheme and may, alternatively, be transferred to a different pension provider (within EU).
