

Amsterdam, April 2025

Subject: Initial Estimate of Your Pension Under the New Pension Scheme

Dear Sir/Madam,

On 1 June 2026, your new pension scheme with Provisum will start. From that date, you will start to accrue pension capital in your new personal pension account with Provisum. Each month, pension contributions paid in by you and your employer will be added to your personal pension account. Provisum will invest the money in personal pension account on your behalf. Investment returns are intended to increase your personal pension account, but the value may also decrease. Upon retirement, the personal pension account will be converted into a monthly pension payable for the remainder of your life.

Your current pension will be transferred

The current scheme ends on 31 May 2026. The pension accrued up to that date will be transferred into your new personal pension account. Any pension capital built up with ABN AMRO under the voluntary supplementary or excess scheme will also be transferred to your new personal pension account. The pension amounts mentioned in this letter already include the expected pension derived from that capital.

Initial estimate of your pension

Current pension scheme	New pension scheme
Expected pension for you from age 67: € XX gross per annum	Expected pension for you from age 67: € XX gross per annum
Expected pension for your partner when you die: € XX gross per annum	Expected pension for your partner when you die: € XX gross per annum



The above amounts exclude the State Pension (AOW). Your AOW will start when you reach your statutory State Pension age. For the purpose of the calculations in this letter, we have assumed a retirement at age 67.

The figures above show what your pension may be worth in the future. In calculating these, we have taken into account future price rises (inflation). If prices rise and your pension remains the same, your purchasing power will decrease; in other words, you

will be able to buy less with it in the future. That is why we try to ensure that pensions grow and keep pace with price rises. In the figures above, we have also taken into account the expected increases in your pension in the future. This allows you to compare these figures with, for example, your current salary.

Pensions follow the economy and investment performance

Under the new scheme, your pension will be more closely linked to economic developments and investment performance. Your final pension may therefore be higher or lower than the estimates provided. These figures are based on your personal data and the financial position of the pension fund as at 1 March 2026. After the transition to the new pension scheme, you will receive an updated statement of your pension which will be based on the financial position of our pension fund as at 31 May 2026. You will also see your personal pension account as of 1 June 2026.

IMPORTANT: check out the detailed overview included in this letter!

In the detailed overview, we explain why the amounts in the new pension scheme are different. Furthermore, we do not know how the economy will perform in the future or what investment returns you will achieve on your personal pension account. That is why in the detailed overview we have provided an estimate of your pension in the event of favourable or unfavourable economic conditions and investment returns. We are also required to show the expected development of your pension when you reach the age of 77. These amounts are also included in the detailed overview.

We are here to help you

If you have any questions, please contact us on working days at 020 6213 891 or email info@provisum.nl. Further information is available at www.provisum.nl.

Yours faithfully,
Stichting Pensioenfonds Provisum

J.P.M. van Engers
Director

Your pension data

We have based the calculation of your initial pension estimate on your personal data and circumstances and the financial position of our pension fund as at 1 March 2026. It is important to be aware that it is the situation at the time of transfer that will determine the personal pension account with which you will start on 1 June 2026.

Reference date: 1 March 2026



Changes after this date have not been included in this initial estimate

Your personal information

Name:

Date of birth:

Employer

Pension administration number

Your partner

Name:

Date of birth:

Your pension details

Pension provider: Stichting Pensioenfonds Provisum

Date of employment:

Start date of participation current scheme:

Retirement age used for the calculation: 67 year

Full-time pensionable salary: [amount]

Pensionable salary threshold: € 17,855

Percentage of part-time work:

Contribution before 1 June 2026*: age-dependent percentage

Contribution after 1 June 2026* up to € 75,864: 25%

Contribution after 1 June 2026 from € 75,864 to € 137.800: 14%

Scheme type before June 2026: Defined Benefit and Defined Contribution (if applicable excess scheme)

Scheme type from June 2026: Collective Defined Contribution (solidarity-based) scheme

* Check your payslip (later) to see how much you're contributing towards your pension.

Explanation of the differences in amounts and schemes

WHY IS YOUR EXPECTED PENSION HIGHER UNDER THE NEW SCHEME?

There are a number of reasons for this:

- **We are distributing our current fund assets**

Under the current scheme, we are required to maintain substantial reserves to cushion the impact of economic downturns. Under the new scheme, we are allowed to maintain a smaller reserve which means we may be in a position to distribute some of these reserves to members of the pension scheme.

First, we will convert your (accrued) pension into a capital amount which we will put into your new personal pension account. Second, we will set aside some of the remaining part to pay compensation to those who are entitled to it. The remaining amount will be held in an operational reserve and a reserve designed to protect pensions already being paid to pensioners against possible future declines.

Based on our current calculations, there will reserves left over and we will be able to put some extra money into your new personal pension account. We have already taken this into account in these calculations. Your expected pension is therefore higher under the new pension scheme than under the current scheme.

- **Increases are capped under the current scheme**

The value of your personal pension account will grow in the future if the economy performs well and investment returns are favourable. Under the new scheme, there is no (statutory) cap on the increase in your pension. This differs to the current scheme, where we are only permitted to increase your pension by a maximum of the rate of inflation or wage growth from the previous year.

- **Different investment strategy**

We tailor our investments to your age.

For those aged up to 57, we will invest the majority of the capital in shares and property. This is expected to yield higher returns and, if there are fluctuations in the value of the pension account, there is still plenty of time to make up for any disappointing results before retirement.

From the age of 57, we gradually over time reduce investments in shares and property into investments in (government) bonds. Although these investments may yield a lower return they will provide greater certainty of pension ahead of retirement.

We distribute the returns from the investments directly across the personal pension assets. This includes not only the profits but also the losses.



WHY DOES THE EXPECTED PENSION UNDER FAVOURABLE CONDITIONS IN THE NEW PENSION SCHEME DIFFER FROM THAT IN THE CURRENT SCHEME?

Your pension could grow (significantly) under the new scheme if both the economy and the value of the investments yield exceptionally high returns over a long period. You can see this in the diagrams on pages 8 and 9 .

You should not attach too much significance to these higher amounts as the likelihood that the economy will maintain such growth over a long period is very small.



WHY DOES THE EXPECTED PENSION UNDER THE NEW PENSION SCHEME DIFFER FROM THAT UNDER THE CURRENT SCHEME IF THINGS GO BADLY?

Your pension may fall (significantly) if things go badly. This is the case if the investments perform exceptionally poorly over a long period. The amounts we quote under the arrow 'if things go very badly' are therefore lower in the new scheme.



WHY IS THE PENSION FOR YOUR PARTNER AND/OR CHILDREN HIGHER UNDER THE NEW SCHEME?

This is because, in addition to the new rules for the partner and orphan's pension, you will also retain the accrued pension from the current scheme. If you have been accruing pension for some time under the current scheme, there will be a 'double' partner and orphan's pension under the new scheme.

ABOUT THIS ESTIMATE

Whilst this initial estimate of your pension under the new pension scheme has been prepared with great care, we cannot guarantee that all the information is complete, up to date or accurate. You cannot therefore derive any rights from this information. We have based our calculations on the data available to us at the time, and on the rules set out in both your current and the new pension regulations. Ultimately, the official pension regulations will determine your pension.

Like all pension funds in the Netherlands, Provisum is supervised by De Nederlandsche Bank (DNB) and the Dutch Authority for the Financial Markets (AFM). The Dutch Data Protection Authority (AP) supervises compliance with privacy legislation.

Your pension

POSSIBLE COMPENSATION DUE TO THE CHANGE IN PENSION CONTRIBUTION

The pension contribution you pay together with your employer is changing. The percentage of the pension contribution will be the same for everyone in the new pension scheme. The transition to this different pension contribution may be disadvantageous for some employees. These employees will receive compensation in the form of a one-off payment into their personal pension account. To be eligible, a person must still be employed by their current employer on 1 June 2026. We will only be able to calculate definitively whether you will receive compensation and how much it will be at the time of the transition.

YOUR PENSION

You have accrued pension under the current pension scheme. Below, we have shown how much pension you have accrued as at the reference date, 1 March 2026. We have also shown how much your pension will be following conversion to a personal pension account under the new pension scheme. The conversion takes into account the current financial situation of our pension fund, which allows us to make a one-off additional payment into your personal pension account.

Current pension scheme	New pension scheme
Accrued pension from age 67: € XX gross per annum	Accrued pension from age 67: € XX gross per annum

This is a current estimate as at 1 March 2026. The transfer will take place on 1 June 2026 and will be based on the pension you have accrued at that date. After the transfer, you will receive a new statement.

If you continue to accrue pension until the age of 67, your pension under the current and new schemes would be as follows:

Current pension scheme	New pension scheme
Pension from age 67: € XX gross per annum	Expected pension from age 67: € XX gross per annum

Under the current scheme, we do not take into account annual increases to keep pace with inflation (indexation). This refers to the pension you can accrue up to the age of 67; in other words, without future indexation.

YOUR PENSION IS LOSING VALUE DUE TO INFLATION

Prices for goods and services typically rise every year which means that the same amount of pension will buy you less and less over time. The amounts mentioned above under 'Your pension' do not take these price rises into account. This means that the amount you will receive at the age of 67 will buy you less than it does now.

Under the current scheme, we have aimed to increase your pension annually by at least the rate of inflation. This ensures that, on the date your pension starts, you can buy the same with your pension. Your pension therefore retains its purchasing power.

Under the new pension scheme, investment returns are intended to increase your pension ideally to beat inflation. However, these may also fall from time to time which means your pension will therefore fluctuate in line with the investment returns achieved.

IF WE DO TAKE PRICE INCREASES INTO ACCOUNT

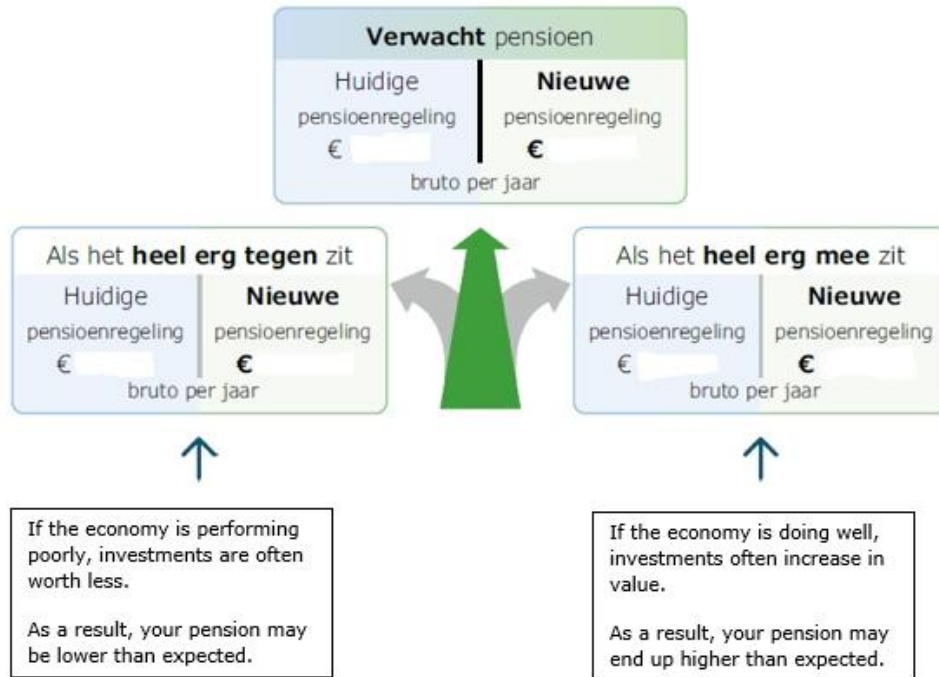
It is important to know whether, on the date you start taking your pension, whether your expected pension will still buy you the same things as it would today. That is why we have made calculations that take future price increases (inflation) into account.

To enable you to compare your current pension with your new pension, we have included the annual pension increases and expected price rises in the calculations below. This allows you to see whether the annual increases under the current scheme and the increases resulting from investment returns under the new scheme are expected to be sufficient to keep pace with the expected price rises.

The amounts below therefore reflect the purchasing power of your pension. This enables you to compare the amounts with your current salary. The amounts do not include the state pension (AOW).

How the economy grows in the future is unknown. That is why we have also calculated what will happen to your pension if the economy performs well (right-hand arrow), but also if the economy performs less well (left-hand arrow). There is a good chance that your pension will be close to the expected pension (middle arrow).

Expected pension at the age of 67



HOW WILL WE KEEP YOUR PENSION PAYMENTS STABLE IN THE FUTURE?

Under the new pension scheme, your pension will be more closely linked to the investment returns achieved. These may be favourable or unfavourable.

From the age of 57, we will gradually reduce investments in assets such as shares and property. We will then invest more each year in (government) bonds. Government bonds are less risky and therefore will give you greater certainty about your pension payments when you retire.

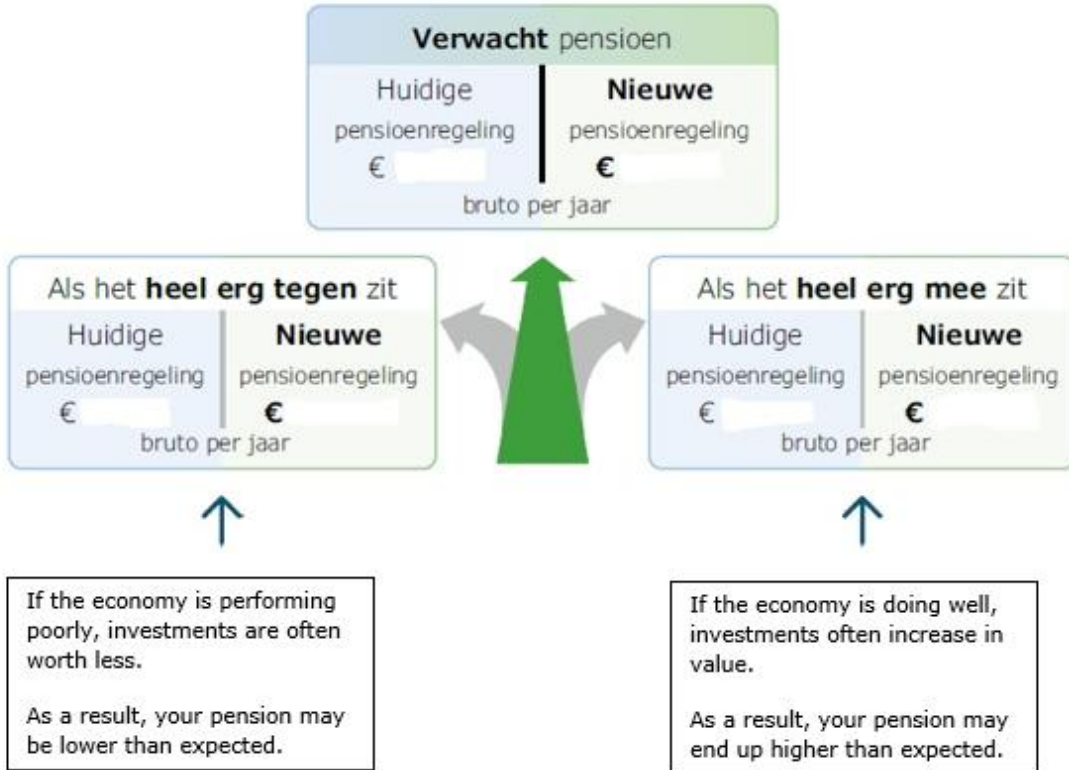
Once you have started drawing your pension, we no longer process the investment results all at once. We spread them over three years. We do this to prevent any potential reductions in your pension payments. If investment performance is poor for several years in a row, it may still be necessary to reduce pension payments. Using a reserve, we try as far as possible to prevent a reduction in your pension payment compared to the previous year. By using the reserve and by spreading the investment results over three years, the likelihood of your pension payment actually decreasing is low. After retirement, we determine your new pension amount once a year.

HOW IS YOUR PENSION EXPECTED TO DEVELOP ONCE IT HAS STARTED?

We have calculated how your pension is likely to develop after it starts at the age of 67. This is important because it gives you an idea of whether your pension, once it starts, will be able to keep pace with expected price rises. The figures therefore show the purchasing power of your pension. Below you can see an estimate of the amount

of your pension under the current scheme and under the new scheme when you are 77. The middle arrow shows where the amount of your pension is expected to be closest. The left arrow shows what will happen to your pension if the economy and investment returns take a significant downturn. And the right arrow shows what will happen to your pension if the economy and investment returns improve significantly.

Expected pension at the age of 77



What will your partner (if you have one) receive when you die?

WHEN YOU DIE, YOUR PARTNER WILL ALSO RECEIVE A PENSION.

We will convert the accrued pension for your partner under the current scheme into a personal pension account. As a result, this part of the partner's pension will also depend on investment returns, just as with your own pension. Every year, you will receive a statement from us showing, among other things, the amount of the partner's pension.

IF YOU DIE WHILE YOU ARE STILL ACCUMULATING A PENSION WITH US:

Current pension scheme	New pension scheme
Partner pension: € XX gross per annum	Expected converted partner pension from current scheme: € XX gross per annum
	Insured partner pension (40% of your salary): € XX gross per annum
	Total expected partner pension: € XX gross per annum



If you leave the company, the partner's pension under the current scheme will be lower than the partner's pension mentioned above. The amount of the partner's pension depends on when you leave the company.



Are you leaving the company? In that case, under the new pension scheme, the insured partner's pension will cease after six months as standard. You may choose to continue this cover on a voluntary basis.

Just as is the case now, your partner may also be eligible for a temporary benefit until their state pension age if they do not receive an ANW benefit from the government.

IF YOU DIE AFTER RETIRING:

Current pension scheme	New pension scheme
Partner pension: € XX gross per annum	Expected partner: € XX gross per annum

In our calculation, we have assumed that your pension will start at the age of 67. You can also choose to start your pension earlier. If you do so, the amount for your partner will be lower.

What will your children (if you have any) receive if you die?

Under the new pension scheme, your children will also receive a pension should you die. You can see below how much this amounts to under the current and the new schemes.

Current pension scheme	New pension scheme
Orphan's pension until the age of 18*: € XX gross per annum	Expected converted orphan's pension from current scheme*: € XX gross per annum Insured orphan's pension until the age of 25 (10% of your salary): € XX gross per annum Total expected orphan's pension: € XX gross per annum

* Under the current scheme, an orphan's pension is payable until the age of 18. Children aged 18 and over are entitled to a pension until the age of 27, provided they are still in education. The rules of the current scheme will continue to apply to the converted orphan's pension



If you leave the company, the orphan's pension under the current scheme will be lower than the orphan's pension mentioned above. The amount of the orphan's pension depends on when you leave the company.



Are you leaving the company? In that case, under the new pension scheme, the insured orphan's pension will cease after six months as standard. You may choose to continue this cover on a voluntary basis.

Your pension if you become unable to work

The provisions relating to incapacity for work remain unchanged under the new pension scheme. If you become (partially) incapacitated for work, your pension accrual will continue (partially).

The pension for your partner and children in the event of your death remains insured. Provisum will pay (a part of) your pension contribution, depending on the degree of your incapacity for work.

Is your salary above the WIA income limit (in 2026: €79,409)? If so, you will also receive a supplement to your WIA benefit.

The non-contributory accrual and the supplement to the WIA benefit depend on the extent of your incapacity for work.