

You are accruing pension with Stap Pensioenkring Eastman. This overview lists everything that is and is not included in your pension scheme in case of occupational disability. It does not contain any personal details about your pension. That information can be found on www.stappensioen.nl/mijnpensioen and on www.mijnpensioenoverzicht.nl.

What is included in this overview?

This is a short summary of the most important information about your pension scheme. Please go to www.stappensioen.nl/mijnpensioen to find legal and policy information about the pension scheme, such as the pension regulations and investment policy that apply to Stap Pensioenkring Eastman. You do first need to log in with your DigiD.

These documents can also be requested from the Pension Desk by calling (050) 522 50 70. Or send an email to eastman@stappensioen.nl.

What will you receive as part of our pension scheme?



Are you retiring? Then you will receive a life-long retirement pension from us. You will receive this as of the month in which you turn 68.



If you pass away while working at your employer, your partner will receive a partner pension. Your children qualify for an orphan's pension.



If you become incapacitated for work, your pension accrual will continue (in part), but you will no longer pay any contributions yourself. You may also be entitled to a disability pension; this depends on your salary.



The pension regulations state exactly what your pension scheme provides.

What will you not receive as part of our pension scheme?



If you pass away while you are no longer working for this employer, your partner will not receive partner pension from us, and your children will not receive orphan's pension. Unless you have decided, at the end of participation or on the pension commencement date to convert the retirement pension into a combination of retirement and partner pension (plus orphan's pension).

How do you accrue pension?



You accrue pension in three ways:

- A. State retirement pension (AOW): you receive this pension from the government if you live or work in the Netherlands. Read more about AOW at www.svb.nl.
- B. Pension at Stap Pensioenkring Eastman You accrue this pension through your employer. This is explained in this Pension 1-2-3.
- C. Pension you arrange yourself. By way of an annuity or bank savings, for instance.



Each year, you accrue part of your pension. The pension you accrue in this manner is the sum total of all those pieces. This is referred to as the average pay scheme. You will receive this pension for as long as you live from your retirement date.



Each year, you accrue pension over part of your gross [pensionable salary](#). You will not do so over your entire salary. The part of your salary over which you do not accrue pension is called the [offset](#). The offset is €17,545(2024). You accrue 1.875% pension over your gross salary (up to €137,800) minus the offset every year. This percentage currently does not deviate from the target percentage of 1.875% because the fixed annual contribution for this year is sufficient.



Your employer pays a fixed contribution for your pension. The contribution is fixed until 31 December 2024.

What choices do you have?



Do you wish to exchange part of your partner pension for extra retirement pension? The retirement pension that was commuted into partner pension at the end of participation can be commuted back into retirement pension on the retirement date.



Do you wish to exchange part of your retirement pension for extra partner pension for your partner? This is possible at two points in time: when you leave employment or when you retire.



Do you want to start off with a higher pension or, conversely, a lower pension? This is only possible when you take full retirement.



Do you want to take early or late retirement? That is possible. Discuss this with your employer in advance.



If you change jobs, you may transfer your previously accrued pension to your new pension administrator.



Do you want to take partial retirement? That is possible. Discuss this with your employer in advance.

How secure is your pension?



The amount of your pension is not fixed as we are faced with a number of risks, including the following:

- The average age of people in the Netherlands is increasing. This means that we have to pay their pension for a longer period of time.

- Low interest rates mean that pensions become more expensive. This means that we require more money to be able to pay the same pension.
 - The results of our investments may be disappointing.
- Stap and socially responsible investment policy

Stap uses the ESG criteria in its socially responsible investment policy. ESG stands for Environmental, Social and Governance and refers to the three most important aspects that determine how sustainable an investment is.

All pension funds fall under the Sustainable Finance Disclosure Regulation (SFDR) agreements. It is not yet opportune for Stap to examine the negative sustainability impact of investment choices on society (as explained in EU SFDR agreements) and to adjust them where necessary. Stap currently does not have the right information to do so. More information about this can be found in the Actuarial and operating memorandum (ABTN, investment principles).

During your membership of the pension scheme, we will index the pension you have accrued each year on the basis of the CLA wages.

In the last five years the pensions for participants increased as follows:



	Indexation	Price increase
2023	0,00%	-1,39%
2022	5,54%	17,16%
2021	0,25%	2,57%
2020	0,00%	0,99%
2019	0,80%	1,64%

Until 2015, EASTMAN had a final salary scheme. Pensions automatically increased in line with wages. In that case, indexation is not necessary.



If we have a shortfall a recovery plan applies for the pension scheme. It contains the following measures:

- Your pension does not increase (entirely) in line with the prices.
- Your contribution increases.
- As a last resort we will lower your pension.

In the last five years the pensions have not been lowered.

What costs do we incur?



Stap incurs the following costs when administering the pension scheme:

- Costs of asset management.
- Administrative costs.

When should you take action?



You may choose to take your accrued pension with you when you change jobs. This can be favourable, for example if your new employer has a better pension scheme. Or if you want to have a single administrator for all your pensions. You will receive this pension for as long as you live.



You are not required to notify us, but you should carefully consider the consequences for your pension.



If you divorce or terminate your cohabitation or registered partnership, take a careful look at the consequences for your pension. Your ex-partner may qualify for part of your pension.



When you are moving to another country, you must inform the municipality. Have you passed on your new address? We will automatically receive your address abroad from the Registration of Non-Residents (RNI). You should also carefully consider the consequences for your state retirement pension.



Once a year, check how much you have already accrued at www.mijnpensioenoverzicht.nl.



If you have questions or if you would like to select one of the options, please contact our pension desk by calling +31 (0)50 522 50 70 or send an email to eastman@stappensioen.nl.