

# New rules for your pension

## Check your new pension

Date

9 June 2026

Your pension number

Dear [NAME],

Your pension will fall under the new pension rules as from 1 January 2026. At the end of last year we already sent you a first, preliminary, calculation of your new expected pension. You hereby receive the second, final, calculation. We now know how the transition to the new rules affects your pension. You can see below what you may expect under the new rules.

Your expected pension

Your pension under the new rules

What you will receive if you accrue a pension until age 68

**EUR**

- gross per year
- without state pension or other income

Your pension under the old rules

What you could expect if you accrued a pension until age 68

**EUR**

- gross per year
- without state pension or other income

*We calculated your new pension using the starting points of 31 December 2025. All changes up until 1 January 2026, in so far as these are known to us on 1 May 2026, are included in the calculation. We also estimate how our investments will perform in the future. We use statutory regulations for that estimate. Your pension may therefore be higher or lower.*

## Regarding your new pension

- Under the new rules you accrue a pension capital. Your accrued pension from the old scheme has been converted into your pension capital. In the future you will receive a pension from those pension capital for the rest of your life. Your pension capital amounted to EUR on 1 January 2026.
- We will continue to invest even during your pension. Because of this, your pension may either increase or decrease every year. We have made arrangements that help prevent large fluctuations.
- Your new pension includes a compensation. Under the previous rules your pension contribution always resulted in the same pension. Your age was not taken into account. This is different now. Under the new rules, your pension amount depends to a significant degree on how long we can invest the contribution amount. You received compensation only if you accrued a pension with us on 31 December 2025 and 1 January 2026. If you changed jobs or retired during this period, you did not receive any compensation. If you would like to know more, please view Note 3.10.
- If the investments do well, your expected pension will increase faster. This is because we need not maintain as many buffers as we did under the old rules. Your expected pension will also decrease faster if investments do less well.
- If you pass away while accruing a pension with us, your partner will receive partner's pension. You can see find the amounts under Note 1.2.

## Why your new expected pension is higher than under the old rules.

- The remaining amounts on 1 January 2026 was divided across the entire pension capital. We have already added your share to your pension capital. Your new expected pension is therefore higher.
- In your expected pension, investments are doing well. Under the old rules, the proceeds were transferred to our buffer. However, under the new rules this money will immediately be transferred to your pension capital. This is why your expected pension is much higher.

## Difference with the first calculation of your new pension.

- Earlier you received the first calculation of your new pension. Your new expected pension is approximately the same in this second calculation. You can read more about this in Note 3.3.
- Your new expected partner's pension in this second calculation is approximately the same. This is the partner's pension upon passing away before the retirement date, exclusive of the temporary partner's pension.

## All amounts of your pension.

You can find all amounts of your new and old pension under Note 1. You can find amounts including those of your partner's pension and orphan's pension, for example. You can read what the amounts mean under Note 3.

## View your pension on our website.

View your pension on our website. There you can immediately see how the new rules affect you. Visit [www.oakpensioenfonds.nl/nieuw-pensioen](http://www.oakpensioenfonds.nl/nieuw-pensioen).

## Do you want to read more about your pension in English?

Go to our website for the English version: [www.oakpensioenfonds.nl/your-pension](http://www.oakpensioenfonds.nl/your-pension).

Yours sincerely,  
on behalf of the board of Oak Pensioenfonds



P.A. de Bruijn-Nooteboom  
Chair

## In this letter

1. Expected pension including all amounts
2. Your new pension if things go really well or really badly
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4. Details of your pension

## We're happy to help

If you have any questions or need any help, we will be happy to assist. You can find a lot of information on our website. You can also call us, e-mail us, or chat with us.

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[www.oakpensioenfonds.nl](http://www.oakpensioenfonds.nl)

## Not satisfied?

If you are unsatisfied, we would like to hear why. Call us or visit [www.oakpensioenfonds.nl/klacht](http://www.oakpensioenfonds.nl/klacht). We are happy to learn from your feedback.

## 1. Expected pension with all amounts

### 1.1. Your expected pension

Your pension will fall under the new rules for pensions as from 1 January 2026. Your pension under both the new and the old rules is set out below.

#### Your pension under the new rules

What you will receive if you accrue a pension until age 68:

#### **EUR**

- gross per year
- without state pension or other income

#### Your pension under the old rules

What you could expect if you accrued a pension until age 68:

#### **EUR**

- gross per year
- without state pension or other income

- Your new pension includes a compensation. If you would like to more information on this topic, please view Note 3.10.
- Since we will continue to invest, the amounts change every year. You will be notified of this every year. In Note 3.6 you can read how this works.
- You participate in the 58+ scheme for employers and workers. We have taken this into account for the amounts.
- We have already incorporated future inflation in the amounts. You can read more about this in Note 3.5.

## 1.2. Pension for your partner (if any)

When you pass away, your partner (if any) will receive a partner's pension. Below you can see what your partner gets under the new and old rules.

### Partner's pension under the new rules

If you pass away while accruing a pension with us, your partner receives:

**EUR**

gross per year, for as long as your partner lives

If you pass away while accruing a pension with us, your partner will receive a partner's pension until they receive a state pension.

**EUR**

gross per year

If you pass away after your retirement date and you have accrued a pension until age 68, your partner will receive approximately:

**EUR**

gross per year, for as long as your partner lives

### Partner's pension under the old rules

If you passed away while accruing a pension with us your partner would have received:

**EUR**

gross per year, for as long as your partner lived

You had not insured a temporary additional partner's pension.

**EUR**

gross per year

Previously, if you passed away after your retirement date and you had accrued a pension until the age of 68, your partner could expect to receive:

**EUR**

gross per year, for as long as your partner lived

#### Changes for your partner and your children

- If you pass away while accruing pension, your partner will receive partner's pension. Your children will receive an orphan's pension. When you pass away, they will receive a percentage of your salary, as well as any amounts you may have accrued under the old scheme. Your partner will also receive a temporary partner's pension.
- Under your old scheme the amount of the partner's and orphan's pension depends on the amount of your own pension.
- If you leave the industry, your insurance will continue for a maximum of three months without bearing any charges. After this, you must choose whether you want to extend your insurance. From that point forward we will deduct the costs of such from your pension capital. You can read more on this subject in Note 3.8.
- If you start working more or less this will influence your partner's pension under the new rules, as your partner's pension largely depends on your current salary. This does not apply to the additional partner's pension you may have insured.
- If you stop accruing pension with us, partner's pension is not automatically available to your partner. You can read more about this in Note 3.8.
- The partner's pension can change at the start of every year in the new scheme. We have made arrangements that help prevent large fluctuations.
- We convert the old-age pension on the retirement date as a rule, so the partner's pension is 70% of the old-age pension. In this overview we also did this for the old scheme. This makes it easier to compare the amounts. When you retire, you can choose a different distribution. For more information, see Note 3.8.
- We have already factored in future inflation in the amounts. You can read more about this in Note 3.5.

### 1.3. Pension for your children (if any)

When you pass away, your children (if any) will receive orphan's pension. Below you can read what they will receive under both the new and the old rules.

#### Orphan's pension under the new rules

If you pass away while accruing a pension with us, every child will receive:

#### **EUR**

gross per year under the **new** scheme until 25 years old

#### **EUR**

gross per year under the **old** scheme until 18 years old (or until 27 years old if your child is studying)

If you pass away after your retirement date, every child will receive approximately:

#### **EUR**

gross per year under the **old** scheme until 18 years old (or until 27 years old if your child is studying)

#### Orphan's pension under the old rules

If you passed away while accruing a pension with us, every child received:

#### **EUR**

gross per year until 18 (or until 27 if your child was studying)

This amount has **not** been converted into the **new** scheme.

#### **EUR**

gross per year until 18 (or until 27 if your child was studying)

You have accrued this amount. This amount **has been** converted into the **new** scheme.

Previously, if you passed away after your retirement date and you had accrued pension until the age of 68, every child could expect:

#### **EUR**

gross per year until 18 (or until 27 if your child was studying)

- You can see that the amounts under the new and the old rules are different. Read how this is caused in Note 3.9.
- The orphan's pension can change at the start of every year in the new scheme. We have made arrangements that help prevent large fluctuations.
- We have already factored in future inflation in the amounts. You can read more about this in Note 3.5.

#### 1.4. Incapacitated for work

If you become incapacitated for work, you could continue accruing a pension with us. We pay contribution on the part you have become incapacitated for work. This will remain the same under the new rules.

#### 1.5. You may receive a supplement to your benefit

If you are receiving a WIA benefit because you are between 80% and 100% incapacitated for work and is there no prospect of recovery, you are fully incapacitated for work and will receive a benefit under the Dutch Fully Disabled Persons Income Scheme from the Employee Insurance Agency UWV. In that case, you will receive a supplement to this benefit from Oak Pensioenfonds if you are accruing pension with Oak Pensioenfonds at the time you start receiving the benefit under the Dutch Fully Disabled Persons Income Scheme (IVA). The supplement will cease if you stop receiving an IVA benefit.

Under the old rules that supplement was 5% of the daily wage. The daily wage is the salary you earned per day before you became incapacitated for work. Under the new rules, the supplement is 5% of the part-time pensionable salary.

## 2. Your new pension

### If things go really well or really badly

The amount of your pension is not fixed We cannot say in advance how much pension you will receive in the future. We will provide an estimate for 3 situations: if things go as expected, or if things go really well or really badly.

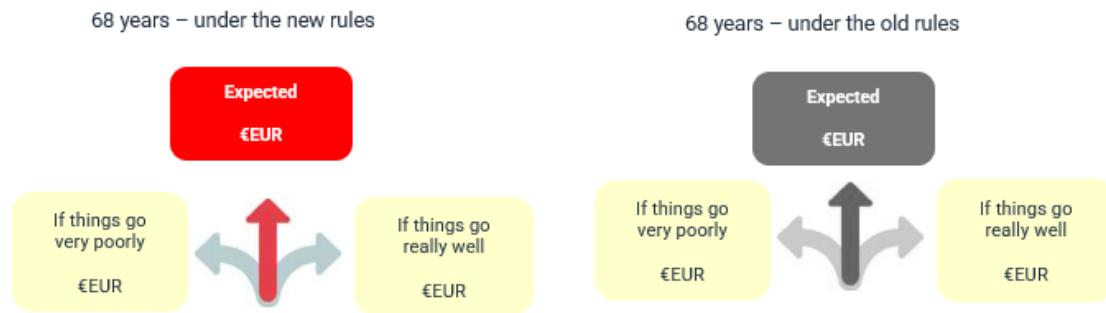
#### 2.1. Your pension is not fixed

- The amount of pension you will receive in the future depends on factors including our investment results, the average life expectancy and interest rates.
- We calculated your new pension with the information we had access to on 1 May 2026. We took into account any (personal) changes until 1 January 2026. We also estimate how our investments will perform in the future. We use statutory regulations for that estimate. Your pension may therefore be higher or lower.
- Your pension can also be lower or higher than the amount on the left (if things go very badly) or the amount on the right (if things go really well).
- The closer you are to your retirement age, the more accurate our estimate will be.
- We have incorporated future inflation in the amounts, reflecting your actual purchasing power. You can read more about this in Note 2.4.

#### 2.2. Why the three amounts are different under the new rules

- The remaining amounts on 1 January 2026 was divided across the entire pension capital. We have already added your share to your pension capital. Your expected pension is therefore higher.
- Alternatively, this also applies to bad investment results. Nevertheless, the amount under “If things go very badly” is much higher under the new rules than under the old rules. This is caused in particular by the additional increase of your pension capital on 1 January 2026.
- Under the old rules we had to hold a maximum amount for your pension. This was prescribed by law. We are not subject to this requirement under the new rules. Because of this, the amount under “If things go really well” is much higher under the new rules.

### 2.3. When you retire

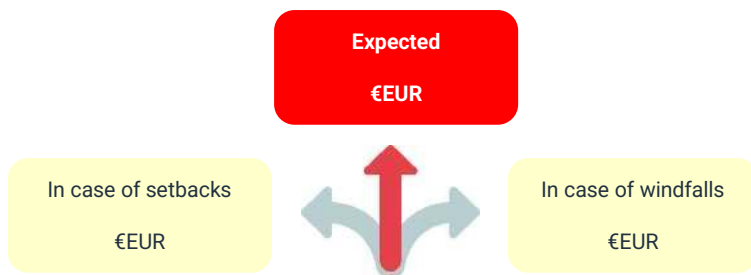


*All amounts are gross per year and without state pension or other income.*

#### 2.4. If you have already retired

- We will continue to invest for you, even after your retirement. Because of this, the amount of your pension can change every year. This is why you can see your expected pension here after you have been retired for 10 years.
- We have made arrangements that help prevent large fluctuations. Read more about these arrangements in Note 3.7.
- In the amounts we will take future inflation into account. It is expected that your pension cannot fully increase alongside inflation.

78 years – under the new rules



- If your expected pension at 68 years old is EUR.
- All amounts are gross per year and do not include any state pension or other income.
- In this letter we show pension amounts adjusted for inflation, i.e. your pension's purchasing power. This means that we take the expected future inflation into account. It states what the pension is worth in terms of purchasing power. Prices increase every year due to inflation. We show nominal pension amounts only in the next paragraph. These are the pension amounts in euros in today's prices. The amount adjusted for inflation (your pension's purchasing power) is lower than the nominal pension amount. That provides a more realistic picture of your income and quality of life in the future. Please note: this is an estimate.

## 2.5 Your pension without future inflation

We took future inflation into account for all previous amounts. For the sake of completeness we will also show your pension amount without future inflation.

Your pension under the new rules without inflation

Your pension under the old rules without inflation

You will receive this approximate amount at 68 years old if you have no longer been accruing pension with us since 1 January 2026:

**EUR**

gross per year  
without state pension or other income

This is what you could expect to receive this at 68 years old if you had no longer been accruing pension with us since 1 January 2026:

**EUR**

gross per year  
without state pension or other income

What you will receive if you accrue a pension until age 68:

**EUR**

gross per year  
without state pension or other income

What you could expect if you accrued a pension until age 68:

**EUR**

gross per year  
without state pension or other income

You can see that the amounts under the new and the old rules are different. This is because we keep into account future investment results in your new pension. We have not done this for your pension under the old rules.

### 3. Explanation of your pension

The overview lists all kinds of amounts. We will explain what these amounts mean in these notes, as well as what changed under the new scheme.

#### 3.1. Options for retirement

When you retire, you have several options:

- You can choose when to retire. You can retire up to 5 years before your state pension commences. You can also continue to work longer. If you retire early, your pension amount will be lower, because you are already using part of your pension.
- Start with a higher pension. As an example, you can supplement your income by first choosing a higher pension until you receive your state pension. After that, you get a lower pension.
- Partially retire. You can partially retire up to 5 years before your state pension commences. You can then keep working for the other part. If you partially retire, your pension will be lower because you are already using part of your pension.

#### 3.2. Money divided on 1 January 2026.

We divided the money we held on 1 January 2026:

- Part of the money was set aside for the performance of the pension scheme.
- The large majority of the money was transferred to your pension capital and the pension capital of all other persons that have a pension with us.
- Part of the money was transferred to a reserve fund. This reserve fund is available to everyone receiving a pension. If we expect pensions to decrease, we will supplement pensions from this reserve fund for as long as enough money is kept in reserve.
- We were required to hold large buffers under the old rules. We divided these buffers for the transition on 1 January 2026. Part of that money was used for compensation. Because of this, we did have less money to increase everyone's pensions now.
- We divided the remaining amounts across the entire pension capital.

On 1 January 2026 our financial situation was good. Because of this we had extra money for an additional increase. We have already incorporated this additional increase in the amounts.

### 3.3. A new calculation after the transition

Earlier you received the first calculation of your new expected pension. We now know how the transition to the new rules affects your pension. We made a second calculation with the information available to us on 31 December 2025. All changes up until 1 January 2026, in so far as these are known to us on 1 May 2026, are included in the calculation.

- You started working more or less. This affects the pension capital.
- Your new expected pension is approximately the same in this second calculation.
- Your new expected partner's pension is approximately the same in this second calculation. This is the partner's pension upon passing away before the retirement date, exclusive of the temporary partner's pension.
- Please note. It is important to consider whether the amount of the (potential) partner's pension is sufficient in your situation.

### 3.4. Your new pension scheme with effect from 1 January 2026 is a solidarity contribution scheme.

This is a scheme in which we arrange in advance how much money (contribution) is deposited by employees and employers. We invest this money for you. This way you accrue a pension capital. You will receive a pension from this pension capital in the future. The amount of your pension depends on factors including the amount of your pension capital. This is a scheme in which every participant in the scheme shares the windfalls and setbacks.

Your old pension scheme up to 1 January 2026 was an average earnings scheme. This is a scheme in which you accrued a part of your pension on your salary every year. You therefore knew in advance how much pension you could expect to receive upon retirement. We tried to have your pension increase alongside inflation every year. Read more about the increase of pensions during the past 5 years on [www.oakpensioenfonds.nl/verhogen-voor-2026](http://www.oakpensioenfonds.nl/verhogen-voor-2026).

The pension you accrued under your old pension scheme has been converted into a pension capital in the new pension scheme.

### 3.5. We have already incorporated future inflation in the amounts.

When you retire, everything will be more expensive than it is now. You are not required to calculate how this will affect your pension, since we have already incorporated an estimate of the future inflation in your pension. Therefore, you can simply compare your pension with your income, so you immediately know whether you will have enough money in the future.

We also take into account our investment results, interest rate and life expectancy in the amounts. These factors also influence the amount of your pension.

There is a small chance that your pension can fully keep up with the prices increases, especially during the first years after the transition. Your pension could also be lower if the results are bad for a longer period of time.

### 3.6. Your pension changes

We cannot predict with certainty the pension amount you will receive in the future. This is in part because we invest in order to achieve the best possible pension. We invest the money from all pension capitals in the same way. The part of the investment result you will receive depends on factors including your age. This is a new rule, since we did not take into account your age before. If you are young, your pension capital will fluctuate more than if you are older. This way, your pension capital will grow when possible and will become steadier when they need to. You will receive an estimate of your pension every year.

### 3.7. After retirement

We will continue to invest for you, even after your retirement. Because of this, the amount of your pension can change every year. We have made arrangements that help prevent large fluctuations.

- We divide the investment results across multiple years. We divide these results among everyone receiving a pension.
- If we expected your pension to be lower, we will supplement your pension from our reserve fund for as long as enough money is kept in reserve. If there is too little money in our reserve fund, your pension amount may significantly decrease.
- Please note. These measures do not protect you from price increases due to inflation.

### 3.8. Pension for your partner (if any)

The amounts for the partner's pension under the new rules and under the old rules differ. This is because new arrangements were made on the partner's pension.

When you pass away, your partner will also receive partner's pension under the new rules.

- If you pass away while still accruing pension with us, your partner will receive:
  - 20% of your salary (the full-time pensionable salary since January, multiplied by the average part-time percentage since January of the relevant year until your passing away) as partner's pension, for as long as your partner continues to live.
  - an additional temporary partner's pension. From the time of your death until your partner receives state pension themselves. The temporary partner's pension is EUR 5,000 gross per year.
- It is possible for you to insure additional partner's pension yourself. Your partner will receive this additional partner's pension until your partner starts to receive state pension themselves. See [www.oakpensioenfonds.nl/extra-geld-tot-je-partner-aow-krijgt](http://www.oakpensioenfonds.nl/extra-geld-tot-je-partner-aow-krijgt) for the terms and conditions.
- If you are no longer accruing a pension with us, then the partner's pension is no longer insured with us.
  - If you switch jobs, partner's pension may be arranged for there as well. Sometimes partner's pension is insured with us beyond your employment: the first 3 months if you fail to find a new employer, or for as long as you receive unemployment benefit or sickness benefit. After this you can choose to insure your partner's pension with us yourself. You pay the contribution from your pension capital.
- If you pass away during your retirement, the partner's pension depends on the amount of your pension capital and the choices you made when you retired. For example, you can exchange the partner's pension for a higher pension for yourself, or vice versa.

For the sake of completeness, we will also explain how the partner's pension operated under the old rules.

- If you passed away before your retirement date, your partner received approximately 70% of the pension you would have received from us upon retirement. This was a pension for as long as your partner lived.
- If you have stopped accruing pension with us, you could have chosen to convert a percentage of your pension into a pension for your partner.
- If you retired during this period, you could have exchanged the partner's pension for a higher pension for yourself, or vice versa.

#### Your partner

We consider your partner to be the person you married or with whom you entered into a registered partnership. We will also consider you partners if you cohabit, though this is subject to conditions. Under the new rules you do not need a cohabitation agreement to prove you are partners. You can find more information on this subject on [www.oakpensioenfonds.nl/trouwen-en-samenwonen](http://www.oakpensioenfonds.nl/trouwen-en-samenwonen).

### 3.9. Pension for your children (if any)

- If you pass away while accruing a pension with us, your children will also receive an orphan's pension under the new rules. Children receive orphan's pension until they reach 25 years of age. They will receive 20% of your salary (the full-time pensionable salary since January, multiplied by the average part-time percentage since January of the relevant year until your passing away). They could also potentially receive part of the orphan's pension from the old scheme.
- If you have stopped accruing a pension with us, the orphan's pension will no longer be insured with us.
  - If you switch jobs, orphan's pension may be arranged for there as well. Sometimes orphan's pension is insured with us beyond your employment: the first 3 months if you fail to find a new employer, or for as long as you receive unemployment benefit or sickness benefit. After this you can choose to insure the orphan's pension with us yourself.
  - Your children will receive the potentially accrued orphan's pension converted into the new scheme from the old scheme. Your children will receive this part of the orphan's pension until they reach the age of 18 years old, or 27 if they are studying.
- If you pass away during your retirement, your children will receive any accrued orphan's pension converted from the old scheme to the new scheme.

For the sake of completeness, we will also explain how the orphan's pension operated under the old rules.

- If you passed away before your retirement date, your children received orphan's pension until they reached the age of 18 or 27 if they are studying.
- If you passed away during your retirement, the orphan's pension amounted to approximately 20% of the partner's pension which your partner (if any) received from us.

### 3.10. Compensation

Under the new rules for pensions the pension contribution is equal for all ages. This is beneficial for younger people, but detrimental if you have been accruing pension for a longer period of time. This is why you will receive compensation, an additional amount in your pension capital. The amount of the compensation depends on your age and salary, and on our financial situation.

You have received compensation in the amount of EUR . We calculated the compensation using the starting points on 31 December 2025. All changes up until 1 January 2026, in so far as these are known to us on 1 May 2026, were included in the calculation.

#### Visit our website for a summary

On our website you can find a summary of the new pension rules. You can also find the pension scheme rules there. Visit [www.oakpensioenfonds.nl/nieuwe-regels-voor-pensioen](http://www.oakpensioenfonds.nl/nieuwe-regels-voor-pensioen).

#### You can find your total pension amount on [www.mijnpensioenoverzicht.nl](http://www.mijnpensioenoverzicht.nl)

If you want to know your total pension amount, please visit [www.mijnpensioenoverzicht.nl](http://www.mijnpensioenoverzicht.nl). You can also view your pension with other pension funds and insurers there.

## 4. Details of your pension

We calculated the amounts using the starting points that applied on 31 December 2025. All changes up until 1 January 2026, in so far as these are known to us on 1 May 2026, are included in the calculation. Think of changes to your salary, working less hours, a different job, divorce, or becoming incapacitated for work.

### 4.1. Personal details

- Name:
- Date of birth:
- Pension number:

### 4.2. Details for partner's pension

- Your partner:
- Date of birth:

You accrue a pension with: Oak Pensioenfonds

#### 4.3. Details we use to calculate your new pension

Retirement age: 68 years old

Date of joining your current employer:

Your employer:

Full-time pensionable salary: EUR

We use this salary to calculate your pension.

Full-time deductible: EUR

You accrue a pension on part of your salary. The part on which you do not accrue a pension is referred to as the deductible. You are not required to accrue a pension on your full salary, because the government will also provide you with a state pension.

Full-time pensionable earnings: EUR

You accrue a pension on this salary. Pensionable earnings = pensionable salary - deductible.

Part-time percentage: %

If you work part-time, you accrue a pension only for those hours you have worked.

Contribution paid by you and your employer: 26.30%

Your payslip shows how much you must pay yourself. Your employer will pay the remaining amount.