

New rules for your pension

View your new pension



Date
6 November 2025

Your pension number

Dear [NAME],

It is almost time. From 1 January 2026, your pension will be subject to the new pension rules. Curious about the changes? Below you can already see how much pension you can expect approximately under the new rules.

We are making a controlled and careful transition to the new pension rules. There are times in November and December when we can still pause the transition. If that happens, this overview will no longer be valid. You will then receive a notification from us as soon as possible and a new overview when the transition does take place.

Your expected pension

Your pension under the new rules

This is roughly what you will receive if you accrue pension until the age of 68:

€9,380

- gross per year
- without state pension or other income

Your pension under the old rules

Previously, this was what you could expect if you accrued pension until the age of 68:

€8,180

- gross per year
- without state pension or other income

We have calculated your new pension using the information known to us on 2 October 2025. We have not taken into account personal changes and any future changes to the scheme. We also estimate how our investments will perform in the future. For that estimation, we apply legal rules. This means that your pension could be higher or lower.

About your new pension

- This is an initial estimate of your pension. We will get back to you with a second calculation after the transition.
- Under the new rules, you accrue a pension sum. Your accrued pension from the old scheme will be transferred to your new pension sum. From the pension sum accrued, you will later receive a pension benefit for the rest of your life.
- Your new pension includes compensation. Currently, your pension contributions always result in the same pension benefit, regardless of your age. Soon that will change. The amount of your pension under the new scheme depends largely on how long we can invest the contribution. You will receive the compensation only if you accrue pension with us on 31 December 2025 and 1 January 2026. If you change jobs or retire before then, you will not receive the compensation. Want to know more? Check Note 3.10.
- If the investments do well, then your expected pension will increase faster. This is because we do not need to hold as many buffers as under the old rules. Your expected pension will also decrease faster if investments do not perform as well. The amount under the new rules is lower if things go very poorly. You can see this under Note 2.
- If you pass away while accruing a pension with us, your partner will receive a partner's pension. You can see the amounts under Note 1.2.

Why your new expected pension is higher

- Your expected pension assumes that the investments will do well. Under the old rules, the proceeds go to our buffer. Under the new rules, however, the money is added more directly to your pension sum. Therefore, your pension is expected to be higher. Since you can still accrue pension for a long time, this is extra beneficial for you. According to the calculations, you will still get a lot of good investment returns.

All amounts of your pension

You will find all the amounts of your new and old pension under 1 Example of your partner's pension and orphan's pension. You can read what the amounts mean under Note 3.

Check your pension even easier on our website

You can easily check your new as well as your old pension on our website. You will then also immediately see how the new rules work for you. Curious? Visit www.oakpensioenfonds.nl/bekijk-pensioen.

Yours sincerely,
on behalf of the board of Oak Pensioenfonds



P.A. de Bruijn-Nooteboom
Chair



Enclosed with this letter

1. Expected pension with all amounts
2. Your new pension in case of windfalls or setbacks
3. Explanation regarding your pension
4. Information regarding your pension



We are ready to help

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



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Not satisfied?

If you are unsatisfied, we would like to hear why. Call us or visit www.oakpensioenfondsnl/klacht. We want to learn from this.

1. Expected pension with all amounts

1.1. Your expected pension

From 1 January 2026, your pension will be subject to the new pension rules. Below you can see your pension under the new and old rules.

Your pension under the new rules

This is roughly what you will receive if you accrue pension until the age of 68:

€9,380

- gross per year
- without state pension or other income

Your pension under the old rules

Previously, this was what you could expect if you accrued pension until the age of 68:

€8,180

- gross per year
- without state pension or other income

- Your new pension includes compensation. Want to know when you will receive compensation? Check Note 3.10.
- Because we continuously invest, the amounts change every year. You will be notified of this every year. Under Note 3.6. you can read how this works.
- We have already factored in future inflation in the amounts. You can read more about this under Note 3.5.

1.2 Pension for your (potential) partner

If you pass away, your (potential) partner 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 will receive:

€6,811

gross per year, 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.

€5,000

gross per year

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

€6,580

gross per year, as long as your partner lives

Partner's pension under the old rules

Previously, if you passed away while accruing a pension with us, your partner received:

€7,492

gross per year, as long as your partner lived

No additional partner's pension was insured for you.

€0

gross per year

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

€5,730

gross per year, as long as your partner lived

- You can see that the total partner's pension before the retirement date is different under the new rules than under the old rules. This is because new arrangements have been made regarding the partner's pension. You can read more about these arrangements under Note 3.8.
- If you start working more or less, it will affect the partner's pension under the new rules. This is because your partner's pension depends largely on your current salary. This does not apply if you have insured additional partner's pension yourself.
- Under the new rules, if you no longer accrue pension with us, there is no automatic partner's pension for your partner. You can read more about this under Note 3.8.
- Under the new scheme, the partner's pension can change every year after commencement. We have made arrangements to minimise the risk of a lower pension.
- Under the new scheme, we exchange old-age pension by default, so that the partner's pension is 70% of the old-age pension. We have done the same for the old scheme in this

overview to make 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 under Note 3.5.

1.3. Pension for your children (if any)

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

Orphan's pension under the new rules

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

€6,811

gross per year from the **new** scheme until they are 25 years of age.

€0

gross per year from the **old** scheme until they are 18 years of age (or 27 if your child is studying)

Orphan's pension under the old rules

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

€1,498

gross per year until they were 18 years of age (or 27 if your child was studying)

This amount will not be carried over to the **new** scheme

€0

gross per year from the **old** scheme until they were 18 years of age (or 27 if your child was studying)

As you accrued this amount, this **will** be carried over to the **new** scheme.

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

€0

gross per year from the **old** scheme until they are 18 years of age (or 27 if your child is studying)

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

€1,498

gross per year until they were 18 years of age (or 27 if your child was studying)

- You can see the amounts are different under the new rules. The reasons for this are set out in Note 3.9.
- Under the new scheme, the orphan's pension can change every year after commencement. We have made arrangements to minimise the risk of a lower pension.
- We have already factored in future inflation in the amounts. You can read more about this under Note 3.5.

1.4 Incapacity for work

If you become incapacitated for work, you may continue to accrue pension with us. We pay the contribution for the part of your incapacity for work. This will remain the same under the new rules.

1.5 You may receive a supplement to your benefit

If you receive a WIA benefit because you are between 80% and 100% incapacitated for work and there is no chance of recovery, you are considered fully incapacitated for work and receive benefits under the Fully Disabled Persons Income Scheme from the Employee Insurance Agency UWV. You will then receive a supplement to this benefit from Oak Pensioenfond's if you accrue pension with Oak Pensioenfond's when you receive benefits under the Fully Disabled Persons Income Scheme. The supplement stops when you no longer receive benefits under the Fully Disabled Persons Income Scheme.

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 will be 5% of the part-time pensionable salary.

2. About your new pension

In case of windfalls or setbacks

The amount of your pension is not fixed. We cannot say in advance how much pension you will receive over a number of years. We make an estimate for 3 situations: if things go as expected, or if they go really well or very poorly.

2.1. Your pension is not fixed

- How much pension you will receive later depends, among other things, on investment results, average life expectancy in the Netherlands and interest rates.
- We have calculated your new pension using the information known to us on 2 October 2025. We have not taken into account personal changes and any future changes to the scheme. We also estimate how well our investments will perform in the future. For that estimation, we apply legal rules. This means that your pension could be higher or lower.
- Your pension may even be lower or higher still than the left or right amount below.
- The closer you get to your retirement age, the more accurate our estimate will be.
- We have already factored in future inflation in the amounts.

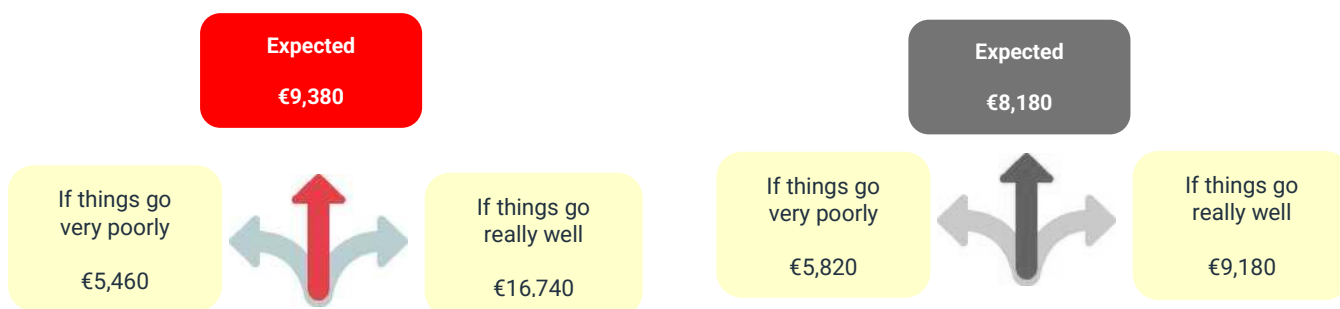
2.2. Why the three amounts are different under the new rules

- If there is money left over on 1 January 2026, we will divide it among all pension sums. This is possible if our financial situation remains as good as it is now. We have already added your share to your pension sum. As a result, your new expected pension is higher.
- Your expected pension assumes that the investments will be doing well. Under the old rules, the proceeds go to our buffer. Under the new rules, however, the money is added more directly to your pension sum. Therefore, your pension is expected to be higher.
- Conversely, the same applies when investment results are poor. Still, the amount under 'If things go very poorly' under the new rules is higher than under the old rules. This is mainly due to the additional increase in your pension sum on 1 January 2026.
- Under the old rules, we had to cap your pension. This is regulated by law. Under the new rules, this is not necessary. As a result, the amount under 'If things go really well' is much higher under the new rules.

2.3. If you retire

68 years – under the new rules

68 years – under the old rules



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

2.4 If you are already retired

- Even when you are retired, we continue to invest for you. As a result, the amount of your pension may change every year. Here you can see your expected pension when you have been retired for 10 years.
- The amounts show what your pension will be worth in the future. Inflation affects the value of money, even though your benefit in euro's stays the same.
- We have made arrangements to minimise the risk of a lower pension. You can read more about these arrangements under Note 3.7.
- Future inflation has been taken into account in the amounts. According to our expectations, we cannot fully grow your pension in line with inflation.

78 years – under the new rules



- If your expected pension is €9,380 at the age of 68.
- All amounts are gross per year and without state pension or other income.

2.5. Your pension without future inflation

Future inflation has been taken into account in all amounts. For the sake of completeness, we also show your pension without future inflation.

Your pension under the new rules without inflation

You will get approximately this amount at age 68 if you stop accruing pension with us from 1 January 2026:

€1,550

gross per year
without state pension or other income

Your pension under the old rules without inflation

Previously, this was what you could expect at age 68 if you stopped accruing pension with us from 1 January 2026:

€424

gross per year
without state pension or other income

This is roughly what you will receive if you accrue pension until the age of 68:

€14,060

gross per year
without state pension or other income

Previously, this was what you could expect if you accrued pension until the age of 68:

€8,784

gross per year
without state pension or other income

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

3. Explanation regarding your pension

The overview lists all kinds of amounts. Here we explain what those amounts mean and what will change in the new scheme.

3.1. Choices when you retire

When you retire, you have a number of choices to make:

- When you want to retire. You can retire as early as 5 years before your state pension starts. You may also retire later. If you retire earlier, your pension will be lower because you are already using part of your pension.
- Start with a higher pension. For example, you can supplement your income by choosing a higher pension first until you receive state pension. After that, you get a lower pension.
- Partially retire. You can retire partially from 5 years before your state pension starts. If you retire partially, your pension will be lower because you are already using part of your pension.

3.2. Distribution of money on 1 January 2026

We will distribute the money we have when we transition to the new rules on 1 January 2026:

- We will set aside part of the money to administer the pension scheme.
- Most of the money goes into your pension sum and that of everyone else who has a pension with us.
- Part of the money goes to a reserve. This reserve is there for everyone who receives pension. If we expect your pension to go down, we will top up your pension from this reserve. We will do so for as long as there is enough money in our reserve.
- Some people who accrued pension with us will get compensation, an extra amount in their pension sum, because their expected pension under the new rules is lower than under the old rules. We will use part of our money for this compensation.
- The money we have left will be divided among all pension sums.

Exactly how we distribute the money depends on our financial situation on 1 January 2026. Our financial situation is good at this time. If this continues, we will soon have money left over for an additional increase. We have already included this additional increase in the amounts.

3.3. Your new pension scheme from 1 January 2026 will be a collective defined contribution scheme

This is a scheme where we agree in advance how much money (contribution) employees and employers contribute. We then invest this money for you. This is how you accrue a pension sum. From the pension sum accrued, you will later receive a pension benefit. The amount of your pension benefit depends, among other things, on the amount of the pension sum. It is a scheme where everyone who participates in the scheme shares windfalls and setbacks.

Your old pension scheme until 1 January 2026 is an average earnings scheme. This is a scheme where you accrued a bit of pension each year on your salary. You therefore knew beforehand how much pension you could expect when you retired. And after your pension started, the amount of your pension was less dependent on the investments. Every year we tried to make your pension grow with inflation. Read more about the pension increase over the past 5 years at www.oakpensioenfonds.nl/verhogen-of-verlagen.

We will convert the pension you accrued in the old pension scheme into the pension sum in the new pension scheme.

3.4. Second calculation to follow after transition

This is an initial estimate of your new pension. We will get back to you with a second calculation after the transition. This will be more accurate and may show an increase or decrease in your expected pension.

- By then, we will also know our financial situation on 1 January 2026, and therefore what your accrued pension will be worth under the new rules.
- The information we use to calculate your pension may have changed. You can find this information under Note 4.

3.5 We have already factored in future inflation in the amounts

When you retire, everything will be more expensive than now. You don't have to calculate yourself what this means for your pension, as we have already included an estimate of future inflation in your pension. So you can just compare your pension with your income. That way, you will know right away if you will have enough money later on.

The amounts also take into account our investment returns, interest rates and life expectancy. After all, these also affect the amount of your pension.

3.6 Your pension is changing

We cannot say in advance with certainty how much pension you will get later. This is partly because we invest for the best possible pension. We invest the money from all pension sums in the same way. What share of the investment return you get depends, among other things, on your age. This is new, as previously we did not take your age into account. If you are young, your pension sum moves more than if you are older. That way, your pension sum grows when it can and becomes more secure when it needs to. You will receive an estimate of your pension every year.

3.7. If you are retired

Even when you are retired, we continue to invest for you. As a result, the amount of your pension may change every year. We have made arrangements to minimise the risk of a lower pension:

- We spread investment returns over several years. We share these results with everyone who receives a pension.
- If we expect your pension to go down, we will top up your pension from our reserve. We will do so for as long as there is enough money in our reserve. If there is too little money in our reserve, your pension could fall significantly.

3.8. Pension for your potential partner

The amounts of the partner's pension under the new rules and the old rules differ. This is because new arrangements have been made regarding the partner's pension.

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

- In the event that you pass away while still accruing pension with us, your partner will receive:
 - 20% of your salary (the full-time pensionable salary from January times the average part-time factor from January of the relevant year until the time of death) as a partner's pension for as long as your partner lives,
 - plus temporary additional partner's pension from the time of your death until your partner receives their own state pension. The temporary additional partner's pension is €5,000 gross per year.
- You may be able to insure additional partner's pension yourself. Your partner will receive this extra partner's pension until your partner receives state pension. For the terms and conditions, visit www.oakpensioenfondsen.nl/extra-geld-tot-je-partner-aow-krijgt.
- If you are no longer accruing a pension with us, then the partner's pension is no longer insured with us.
 - If you get another job, the partner's pension may be arranged there again. Sometimes your partner's pension insurance with us is extended: the first 3 months if you do not have a new employer or as long as you receive an unemployment or sickness benefit. After that, you can choose to insure the partner's pension yourself with us. You pay the premium from your pension sum.
- If you pass away during your retirement, the partner's pension depends on the amount of your pension sum and the choices you made when you retired. For example, you may have chosen to exchange the partner's pension for a higher pension for yourself or vice versa.

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

- If you passed away before your retirement date, your partner received about 70% of the pension you would receive from us when you retired. This was a pension for as long as your partner lived.
- If you were no longer accruing pension with us, then you could choose to convert a percentage of your pension into a pension for your partner.
- When you retired, you could choose to exchange the partner's pension for a higher pension for yourself, or vice versa.

Did you accrue pension before 1 Januari 2012?

- If you accrued partner's pension before 1 January 2012 and left employment, then the partner's pension remained with us until your retirement date.
- If you stopped accruing pension after 1 January 2012, then the partner's pension was no longer insured with us. However, you could choose to convert a percentage of your pension into a higher pension for your partner.
- When you retired, you could choose to exchange the partner's pension for a higher pension for yourself, or vice versa.

Who is your partner?

We consider as your partner the person you are married to or have a registered partnership with. If you are cohabiting we may also consider you partners, but there are conditions. Under the new rules, you do not need a cohabitation agreement to prove that you are partners. More information on this can be found on our website after 1 January 2026.

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 the age of 25. They receive 20% of your salary (the full-time pensionable salary from January times the average part-time factor from January of the relevant year until the time of death). Plus possibly part of the orphan's pension from the old scheme.
- If you are no longer accruing a pension with us, then the orphan's pension is no longer insured with us.
 - If you get another job, the orphan's pension may be arranged there again. Sometimes your orphan's pension insurance with us is extended: the first 3 months if you do not have a new employer or as long as you receive an unemployment or sickness benefit. After that, you can choose to insure the orphan's pension yourself with us.
 - Your children will, however, receive any accrued orphan's pension converted from the old scheme to the new scheme. Your children will receive this part of the orphan's pension until they reach the age of 18, 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 also explain how the orphan's pension worked 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 were studying.
- If you passed away during your retirement, the orphan's pension was approximately 20% of the partner's pension your (potential) partner received from us.

3.10. Your new pension includes compensation

Under the new pension rules, pension contributions are the same for all ages. This benefits young people. However, this is unfavourable if you have been accruing pension for some time. That is why you receive compensation; an extra amount added to your pension sum. The amount of compensation depends on your age, salary and our financial situation. We have calculated the compensation based on your information on 2 October 2025.

- You will receive the compensation if you accrue pension with us on 31 December 2025 and 1 January 2026. If you change jobs or retire before then, you will not receive the compensation.
- If you start working less or earning less, you will receive less compensation.

Want to know more? You can find all of the details on our website www.oakpensioenfond.nl/nieuwe-regels-voor-pensioen.

Check our website for a summary

You can find a summary of the new pension rules on our website. You will also find the new pension scheme rules there. Visit www.oakpensioenfonds.nl/nieuwe-regels-voor-pensioen.

You can find your total pension at www.mijnpensioenoverzicht.nl

If you'd like to know how much pension you have accrued in total, visit www.mijnpensioenoverzicht.nl. There you will also find your pension accrued with other pension funds and insurers. For now, this still shows your pension with Oak Pensioenfonds under the old rules.

4. Information regarding your pension

We have calculated the amounts using the information of 2 October 2025.

4.1. Personal details

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

4.2. Details for the partner's pension

- Your partner:
- Date of birth:

You accrue pension at: Oak Pensioenfond.

4.3 Data we use to calculate your new pension

Retirement age: 68 years.

Your employer:

Full-time pensionable salary: €

We use this salary to calculate your pension.

Full-time deductible: €

You accrue pension on part of your salary. The part on which you do not accrue pension is called the deductible. You do not have to accrue pension on your entire salary, as you also receive a state pension from the government.

Full-time pensionable earnings: €

This is the salary on which you accrue pension. Pensionable earnings = Pensionable salary - deductible

Part-time percentage: %

If you work part-time, you only accrue pension on the hours you work.

Contribution from you and your employer: %

Your payslip shows how much you pay yourself. Your employer pays the rest.