

**Why compare your pension plan**

Pension schemes differ. This comparison tool gives you an idea of the differences between two pension schemes. For example, you can see what you will receive and what you won't receive. You can see what the differences are and how this affects you.





As a result you may choose to arrange something yourself. Insight into the differences is also one of the steps in the choice of value transfer: do you take your pension with you to your new pension fund or not?





**Compare your pension plan in five steps**


Take level 1 of Pensioen 1-2-3 of your current pension scheme and ask your future employer (or your future pension fund or insurer) for level 1 of the new pension scheme. Complete the Pension Comparison tool step by step. The terms used are explained in level 1.

**STEP 1: What do you get and what won't you get in the pension schemes?**

<p><b>Explanation</b> In this step, you compare your current and future pension scheme. You can see what you will receive and what you won't receive. If something is not included in the pensionscheme, you can recognize this by the cross that is placed through an icon.</p>	<p><b>Name of pension fund, insurer or employer</b>  Stichting Pensioenfonds NIBC</p>	<p><b>Name of pension fund, insurer or employer</b>  .....</p>
<p> Are you accruing an old-age pension? If so, what is the retirement age?</p>	<p><input checked="" type="checkbox"/> Yes, pension age 68 <input type="checkbox"/> No</p>	<p><input type="checkbox"/> Yes, pension age ... <input type="checkbox"/> No</p>
<p> When you die, will your partner receive a pension benefit?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> Yes, if I still work for this employer <input type="checkbox"/> No</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> Yes, if I still work for this employer <input type="checkbox"/> No</p>
<p> Do your children, if any, receive a pension benefit when you die?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> Yes, if I still work for this employer <input type="checkbox"/> No</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> Yes, if I still work for this employer <input type="checkbox"/> No</p>
<p> Will your pension accrual continue if you (partially) become incapacitated?</p> <p>Do you receive a supplementary pension if you become incapacitated for work?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>

**STEP 2: How do you accrue pension?**




<p><b>Explanation</b> There are different types of old-age pensions. In level 1 at the section <i>How do you accrue pension?</i> You can see how your pension accrues. You will see one of the icons on the right. You won't see the other icons. Which icon is used?</p> <p>Subsequently in the section <i>How do you accrue pension?</i> more information is included about the following subjects</p>	<p><input type="checkbox"/> EIND LOON    <input checked="" type="checkbox"/> MIDDEL LOON <input type="checkbox"/> PREMIE    <input type="checkbox"/> KAPITAAL <input type="checkbox"/> VAST BEDRAG</p>	<p><input type="checkbox"/> EIND LOON    <input type="checkbox"/> MIDDEL LOON <input type="checkbox"/> PREMIE    <input type="checkbox"/> KAPITAAL <input type="checkbox"/> VAST BEDRAG</p>
<p> What is the threshold amount (the franchise)? <b>Note:</b> <i>The lower the threshold, the more pension you accrue.</i></p> <p>What percentage of pension do you accrue each year? <b>Note:</b> <i>This can only be filled in for final pay and average salary.</i></p>	<p>Threshold amount € 14.167.00</p> <p><input checked="" type="checkbox"/> 1.875% <input type="checkbox"/> Not applicable</p>	<p>Threshold amount €.....</p> <p><input type="checkbox"/> .....% <input type="checkbox"/> Not applicable</p>
<p> Up to what maximum salary do you accrue pension? This maximum salary is called the maximum pensionable salary. If you earn more than the maximum pensionable salary, you do not accrue pension on the portion of your salary above that maximum.</p>	<p>Maximum salary € 110.111.00 <input type="checkbox"/> Not applicable</p>	<p>Maximum salary €..... <input type="checkbox"/> Not applicable</p>

	<b>Name of Pension fund, insurer or employer</b> Stichting Pensioenfonds NIBC	<b>Name of pension fund, insurer or employer</b> .....
 <p>Do you pay (part of) the contribution for the pension yourself? <b>Note:</b> this is not included in level 1. Look at your salary slip, or ask the employer if you pay a personal contribution and how high it is.</p>	<input checked="" type="checkbox"/> Yes, € ..... <input type="checkbox"/> No	<input type="checkbox"/> Yes, € ..... <input type="checkbox"/> No

### STEP 3: What choices do you have?

#### Explanation




In step 1 you have been able to see what you will receive and what you won't receive as standard in the pension schemes. In addition to this, you can sometimes choose a number of items yourself. In this step you will see which options you have in both pension schemes.

 <p>Can you choose to arrange a voluntary (supplementary) partner's pension, orphan's pension or disability pension?</p>	<u>Voluntary</u> <input type="checkbox"/> Partner pension <input type="checkbox"/> Orphan's pension <input type="checkbox"/> Incapacity for work-pension <input checked="" type="checkbox"/> Not applicable	<u>Voluntary</u> <input type="checkbox"/> Partner pension <input type="checkbox"/> Orphan's pension <input type="checkbox"/> Incapacity for work-pension <input type="checkbox"/> Not applicable
 <p>Can you choose to arrange an extra old-age pension?</p>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
 <p>If you earn more than € 110.111 per year, can you choose to participate in a separate pension scheme?</p>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No

### STEP 4: How certain is your pension?

#### Explanation

It is often still uncertain how much pension you will ultimately receive. In this step you will see whether or not the level of your pension is fixed, whether your pension will grow in line with the general increase in prices or wages, and whether your pension can possibly be reduced when the policy funding ratio is too low. **Please note:** *the lower the policy funding ratio, the greater the chance that your pension will be reduced.*

 <p>Is the amount of the pension benefit already fixed?</p>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
<p>Does the amount of the pension benefit depend on investment results?</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
 <p>Does the pension accrue in line with, for example, prices or wages (indexation)? If so, by what percentage has this been the case in recent years? <b>Please note:</b> <i>You can only fill in this question if you entered final pay, average salary or fixed amount in step 2.</i></p>	<input type="checkbox"/> No <input checked="" type="checkbox"/> Yes, over 2019 0.00% 2018 0.00% 2017 0.67%	<input type="checkbox"/> No <input type="checkbox"/> Yes, over 2019 .....% 2018 .....% 2017 .....%
 <p>Can the pension be reduced due to underfunding? If so, has the pension been reduced in recent years? <b>Please note:</b> <i>that you can only fill in this question if you entered your final salary, average salary or fixed amount in step 2.</i></p>	<input type="checkbox"/> No <input checked="" type="checkbox"/> Yes, over 2019 0% 2018 0% 2017 0%	<input type="checkbox"/> No <input type="checkbox"/> Yes, over 2019 .....% 2018 .....% 2017 .....%

### Step See how important the differences are for you

You now know what the differences are between the two pension schemes. **See how important these are for you and consider what the differences mean to you.** It may be that you want to arrange something extra for yourself. Would you like more information about the differences and what these mean for the amount of your pension? Check [www.mijnnibcpensioen.nl](http://www.mijnnibcpensioen.nl) or mail to [pf-nibc@azl.eu](mailto:pf-nibc@azl.eu) or contact an advisor.