

Welcome to Pensioenkring IFF. This overview tells you what your pension scheme does and does not provide for if you are a former or current member. This overview does not contain any personal information about your pension. This information is provided at www.stappensioen.nl/login and www.mijnpensioenoverzicht.nl.

What will you find in this overview?

You will read key information about your pension scheme. You can find legal and policy information about the pension scheme at www.stappensioen.nl/pensioenkring, such as the pension scheme rules and the investment policy of Pensioenkring IFF.

You can also request these documents from the Front Office by calling (050) 582 79 79. Or send an email to iff@stappensioen.nl.

What do you receive in our pension scheme?



When you retire, you will receive a lifelong retirement pension from us. You will receive this from your 67th birthday.



If you pass away, your partner will receive a partner's pension and your children will receive an orphan's pension.



If you become occupationally disabled, your pension accrual will continue (in part), but you and your employer will no longer pay any contributions.



You can read exactly what you receive in your pension scheme in the scheme rules. Check the rules by logging in at www.stappensioen.nl/login or request them from our Pension Desk.

How do you accrue pension?



You accrue pension in three ways:

- A. state pension to be received from the government. More information on the state pension is available at svb.nl.
- B. pension with Pensioenkring IFF. You accrue this pension through your employer. This Pension 1-2-3 addresses that.
- C. pension that you arrange yourself, e.g. an annuity or bank savings.



You accrue a portion of your pension each year. The pension you accrue in this way is the sum of all these portions. This is called an average salary scheme. From your retirement date, you will receive this pension for as long as you live.



You accrue pension on part of your gross pensionable salary each year, but not on your entire salary. The part of your salary on which you do not accrue a pension is the deductible. The deductible is €23,041 (2025). You will accrue a pension of 1.875% on your gross salary in 2025 (up to a maximum of €76,427 in 2025) minus the deductible.



Your employer and you pay a monthly contribution to your pension. Your employer pays 14% of the pensionable salary. You pay a percentage of the pension base. This percentage depends on your date of employment.

If you joined the company before 1 January 2003, your pension contribution will be 3.5% of the pension base. If you joined after 1 January 2003, your pension contribution will be 7% of the pension base. Your contribution will be deducted from your salary and is stated on your payslip.

If the total contribution (employer and employee contribution) is lower than the smoothed cost-covering contribution, the employer will make an additional payment.

What choices do you have?



If you want to convert part of your partner's pension into additional retirement pension, you can.



If you want to convert part of your retirement pension into a partner's pension for your partner, this is possible at two points in time: when you leave employment or when you retire.



If you want to start with a higher or lower pension, you can only do this when you retire fully.



If you want to retire earlier or later, you can. Discuss this with your employer beforehand.



If you are changing jobs, you can transfer your previously accrued pension to your new pension provider.



If you want to retire partially, you can. Discuss this with your employer beforehand.

How secure is your pension?



The amount of your pension is not fixed. We may not be able to increase your pension to follow price developments. The risks we face include the following:

- On average, people are getting older. As a result, we need to pay out pensions for a longer period of time.
- Low interest rates make pensions more expensive. As a result, more funds are needed to pay the same pension.
- The results of our investments may be below expectations.



We try to grow your pension to keep up with price developments every year. This is called indexation or supplementation. This is only possible if the financial position of Pensioenkring IFF is good enough and the Board of Stap decides to grant a supplement.

In the past five years, the pensions for members have been increased as follows:

	Indexation	Increase in the cost of living
2024	2.34%	2.58%
2023	0.00%	-1.98%
2022	9.57%	16.93%
2021	1.43%	3.28%
2020	0.00%	1.12%

On 1 October 2025, the IFF Pensioenfondsen's pension scheme switched to Stap. The above percentages up to and including 2024 are the percentages determined by IFF Pensioenfondsen.

As long as prices continue to rise, your money will be worth less each year (inflation). After all, you can buy less for the same amount. This means that your (accrued) pension from Pensioenkring IFF will also decrease in value.



If we have a deficit, we take one or more of these measures if necessary:

- Your pension will not (fully) increase in line with any rise in prices.
- Your contribution will increase.
- In the worst-case scenario, we will reduce your pension.

Pensions have not been reduced in the past five years.

What costs do we incur?



Stap incurs the following costs to administer the pension scheme:

- administration costs;
- asset management costs.

When should you take action?



When you change jobs. You can transfer your previously accrued pension to your new pension provider.



If you marry, start cohabiting with someone or enter into a registered partnership, you should carefully consider the consequences for your pension.



If you divorce or end your registered partnership or your cohabitation, you should carefully consider the consequences for your pension. Your ex-partner may be entitled to part of your pension.



Inform the municipality of a move abroad. If you have passed on your new address, we will automatically receive your foreign address from the Register of Non-Residents (RNI). You should also carefully consider the consequences for your state pension.



If you become unemployed, you do not need to notify us, but you should carefully consider the consequences for your pension.



If you become disabled, you do not need to notify us, but you should carefully consider the consequences for your pension.



If you have any questions or if you want to use a particular option, please contact our Front Office on (050) 582 79 79. Or send an email to iff@stappensioen.nl.