# We present: Layer 2 of Pension 1-2-3

Welcome to Stichting Pensioenfonds Abbott Nederland. This Pension 1-2-3 tells you what you get if you are a member of our pension scheme. Pension 1-2-3 does not contain personal information about your pension. You can find that at www.mijnpensioenoverzicht.nl.

Pension 1-2-3 consists of three layers. In the first layer, you will read a brief summary of the most important information about your pension scheme. This layer 2 contains more information about all topics in layer 1. Finally, in layer 3, you will find documents containing legal and policy information about our pension fund (available in Dutch only). You can find layer 1 and 3 on our website.

This pension 1-2-3 is about the current pension agreement 2019. If a different pension agreement apply to you check layer 3.

## What do you get in our pension scheme?

### Retirement pension

You participate in Abbott's pension scheme and therefore accrue retirement pension with Stichting Pensioenfonds Abbott Nederland (SPAN). You will receive that retirement pension when you turn 68. About six months before your retirement you will receive a letter about this from our administrator, AZL. Your retirement pension is supplemental to the AOW pension. The AOW pension is the pension you receive from the state when you reach the AOW pension age. More information on the AOW scheme can be found at www.svb.nl.

How much pension you will receive from SPAN at that time depends mainly on the salary you earned, the provisions of the pension scheme you participate in and the number of years you participate. The retirement pension is paid monthly from the age of 68 for as long as you live. You can find the amount of the expected retirement pension at www.mijnpensioenoverzicht.nl.

The pension scheme you participate in is a final salary scheme (the Basic Module) up to an annual salary of € 76,390 (2023, this amount is adjusted annually in April). Your pension benefit for that part is based on your last-earned salary. The gross annual salary that counts towards the pension calculation is thirteen times the monthly salary plus holiday allowance, multiplied by one plus the average shift-work factor. You do not accrue pension for your entire salary. This is because SPAN already takes into account the state pension (AOW) you will receive from the government when you reach the state pension age. The part of your salary for which you do not accrue pension is called the franchise. This franchise is set each year. For 2023, it is € 19.876. The amount that remains after we deduct the franchise from your gross annual salary is called the pensionable base. The pension you accrue for that year over this pensionable base, up to the limit of € 76,390, is 1.657%.

If you earn more than the limit amount, you will accrue pension for the part above it up to a maximum of € 128,810 (as of 1 April 2023) in the defined contribution scheme (the Defined Contribution Module). Here you accrue pension capital through contributions paid by you and your employer. The amount of those contributions depends on your age. The contributions are invested, and ultimately your pension benefit depends on the amount of capital you have accumulated through the contributions and returns on investments. Another important factor for the amount of your pension benefit is the rates for buying a pension benefit at the time of your retirement. You can then choose a fixed lifetime benefit or a variable benefit, the latter of which is based on continued investment after your retirement date. A combination of fixed and variable benefits is also sometimes possible.

If you earn more than € 128,810 a year, your income above that limit no longer counts towards your pension accrual. However, you can then choose to voluntarily save for your pension, from your net salary, in the Net Pension Scheme. This is a defined contribution scheme.

### Example

The following example will help clarify pension accrual.
Suppose you are 40 years old and your gross annual salary is € 90,000. In this case you accrue pension in the Basic Module and the Defined Contribution Module.

### Pension accrual in the Basic Module

Your pensionable base for the Basic Module is therefore € 76,390 (limit amount 2023) – € 19,876 (franchise 2023), which is € 56,514.
You accrue 1.657% pension over € 56,514in that particular year, which is € 936,44.

### Pension accrual in the Defined Contribution Module

Your pension accrual in the Defined Contribution Module is over an amount of €90,000 (your gross annual salary) – € 76,390 (the limit amount), or € 13,610. If you are 40, the total available contribution is 9.7%, so your accrual is 9.7% of € 13,610, which is € 1,320.17. This amount will be added to your pension capital in that year.

## Pension and part-time work

If you work part-time, your pension accrual corresponds to your part-time percentage. For example, if you work 60% of full time, your pension accrual is also 60% of what you would accrue as a full-time employee.

## Partner's pension

If you die, your partner is entitled to a partner's pension. The way that partner's pension is accrued differs between the Basic Module and the Defined Contribution Module.

In the Basic Module, you accrue partner's pension through the contributions paid by your employer and you. If you die while you are still employed by Abbott, your partner will receive a lifelong partner's pension that is 70% of the retirement pension you would have received if you had accrued a pension with SPAN until retirement.

The base for the pension calculation is the last calculated pensionable base before your death. This amount is then increased by 3% for every year until you would have reached age 68. After that, the partner's pension is not increased further.

The specified 70% of the retirement pension for the partner's pension only applies to members who joined Abbott after 1 January 2014. For members who already accrued pension with the pension fund before that date, the partner's pension will be lower than 70% of the retirement pension. This is because, as of that date, the target retirement age was raised from 65 to 67. The previously accrued retirement pension was increased at that time because it will be paid over a shorter period. Then, with effect from 1 January 2018, the target retirement age was raised from 67 to 68. The retirement pension was then increased again. The partner and orphan's pensions were not increased in 2014 and 2018. So if you were employed for many years before 2014, the partner's pension will be further below the level of 70% of the retirement pension than if you joined just a few years before that date. The calculation example below is for someone who entered employment after 1-1-2014.

### Calculation example 1

Suppose you were to die at age 40. Then, based on the pensionable base applicable to you at that time, a calculation would be made to determine what your pension would have been if you had continued to work for Abbott continuously until age 68. Suppose this resulted in a pension amount of €25,000 per year. In that case, your partner would receive 70% of €25,000, which is €17,500. So, this is the amount your partner will receive per year, for life, as partner's pension. In addition, this amount is increased by 3% each year until you would have reached the age of 68. After that, the partner's pension is not increased further.

If you die before your target retirement age (the age at which you would have normally retired) but are no longer employed by Abbott at that time and have not taken your accrued pension with you to your new employer (read more at "*Value* *transfer*” in this layer 2), your partner will receive a lifelong partner's pension based on the amount of retirement pension accrued to the end of your employment.

### Calculation example 2

Suppose you worked at Abbott for several years and then went to work somewhere else. You die before retirement while still employed by the new employer. Suppose you had accrued a total of €7,000 in retirement pension at Abbott. Your partner will then receive 70% of €7,000, which is €4,900, in partner's pension per year for life. In addition, this amount is increased by 3% each year until you would have reached the age of 68. After that, the partner's pension is not increased further.

If you die after retirement, your partner will receive a lifelong retirement pension based on the amount of retirement pension accrued to the end of your employment.

### Calculation example 3

Suppose you die after retirement and your pension is €30,000 per year at that time. Your partner will then receive a partner's pension of €21,000 per year for life. This amount will not be increased, because your death occurred after you had reached retirement age.

If you made use of options to exchange retirement pension and partner's pension, the calculation is based on the choice made.

If you were divorced and had a special partner's pension, it will be deducted from the calculation examples above.

### Orphan's pension

As a member of SPAN, an orphan's pension is arranged for your children.
The way that orphan's pension is accrued differs between the Basic Module and the Defined Contribution Module.

In the Basic Module, you accrue orphan's pension through the contributions paid by your employer and you. If you die while you are still employed by Abbott, your children will receive an orphan's pension until they reach age 18 that is 14% of the retirement pension you would have received if you had accrued a pension with SPAN until retirement, per child. If your children are still enrolled in an educational programme, they will receive the orphan's pension until the age of 27. The orphan's pension is doubled if both parents have died.

If you die before your target retirement age but are no longer employed by Abbott at that time and have not taken your accrued pension with you to your new employer (read more at “*Value transfer*” in this layer 2), your minor children will receive an orphan's pension that is 14% of the retirement pension accrued to the end of your employment, per child.

If you die after retirement and still have minor children at that time, they will receive an orphan's pension based on the amount of the retirement pension accrued to the end of your employment.

The specified 14% of the retirement pension for the orphan's pension only applies to members who joined Abbott after 1 January 2014. For members who already accrued pension with the pension fund before that date, the orphan's pension will be lower than 14% of the retirement pension, per child. This is because, as of that date, the target retirement age was raised from 65 to 67. With effect from 1 January 2018, the retirement age was further raised to 68. The previously accrued retirement pension was increased in 2014 and 2018 because it will be paid over a shorter period. The partner and orphan's pensions were not increased at those times. So if you were employed for many years before 2014, the orphan's pension will be further below the level of 14% of the retirement pension, per child, than if you joined just a few years before that date.

### Partner's pension Defined Contribution Module

In the Defined Contribution Module, the partner's pension is provided through insurance, which applies for as long as you are employed by Abbot. If you die during your employment, your partner will receive a partner's pension that is 1.1599% (for the years you were employed until 1 January 2015, it is 1.225%) of the pensionable base applicable at the time of your death multiplied by the number of years you could have been employed until age 68. In this situation, there is no pension accrual for income above €114,866 (limit amount as of 1 January 2022) per year.

### Calculation example

Suppose you joined the company in 2015 and your salary is €90,000 a year at the time of your death. For this salary, you accrued pension over € 76,390 (the limit amount) in the Basic Module. And thus you accrued pension over € 13,610 in the Defined Contribution Module. Suppose you could have completed 35 years of service by the time you reached age 68. The calculation would then be: 1.1599% of € 13,610 = € 157,66 x 35 = €5,525.18. This is the amount your partner will then receive for life as a partner's pension from the Defined Contribution Module. Of course, your partner will also receive the partner's pension from the Basic Module (around 70% of the retirement pension). The partner's pension in the Defined Contribution Module is also increased by 3% annually until the year you would have reached age 68. After that, the partner's pension is not increased further.

If you die before your target retirement age but are no longer employed by Abbott at that time and have not taken your accrued pension with you to your new employer (read more at "*Value transfer*" in this layer 2) your partner will receive a lifelong partner's pension based on the amount of pension capital accrued to the end of your employment. If there are still any minor children, an orphan's pension is also purchased for them from the capital. The ratio of partner's pension to orphan's pension in approximately 70:14.

It is difficult to give a calculation example, because the amount of the partner's pension and orphan's pension depend on the amount of your accrued pension capital on the one hand and the rates applicable at the time the benefit is purchased on the other. The greater the returns you made on your investments, the more your capital will have grown. And the higher the interest rate, the more pension you can buy with the accumulated capital. There is a choice between a fixed or variable benefit. With the latter, investment continues after you begin to receive benefits, so the amount of the benefit depends on investment returns. Sometimes a combination of fixed and variable benefits is also possible.

If you die after your retirement date, your partner and any children that are still minors will receive the partner's pension or orphan's pension that were purchased when you retired.

### Partner's pension above fiscal maximum for pension accrual

The pension fund does not offer partner's pension for annual income in excess of €128,810 (as of 1 April 2023). The employer does offer coverage of the partner's pension above this limit through insurance.

### Possible surviving dependents (ANW) benefit

If you die, your partner may be entitled to a statutory surviving dependent benefit from the government under the ANW scheme. There are conditions attached to this. Your partner must have been born before 1950 or have one or more minor children to care for or be partially disabled for work. More information can be found on the website of the Dutch Social Insurance Bank (SVB) www.svb.nl.

You can find the amount of the expected partner's pension at www.mijnpensioenoverzicht.nl. The full details of the partner's pension can be found in the pension agreement at downloads.

### Orphan's pension

In the Defined Contribution Module, the orphan's pension is provided through insurance, which applies for as long as you are employed by Abbott.
If you die during your employment, your children will receive an orphan's pension until they reach the age of 18, which is 0.23198% (for the years you were employed until 1 January 2015, it is 0.245%) of the pensionable base applicable at the time of your death multiplied by the number of years you could have been employed until age 68. If your children are still enrolled in an educational programme or are disabled for work, they will receive the orphan's pension until the age of 27.

If you die before your target retirement age but are no longer employed by Abbott at that time and have not taken your accrued pension with you to your new employer (read more at "*Value transfer*" in this layer 2) your children will receive an orphan's pension based on the amount of pension capital accrued to the end of your employment. In this case, the ratio of partner's pension to orphan's pension is approximately 70:14.

If you die after your retirement date, any minor children you then have will receive the orphan's pension that was purchased when you retired.

### Orphan's pension above fiscal maximum for pension accrual

The pension fund does not offer orphan's pension for annual income in excess of € 128,810 (as of 1 April 2023). The employer does offer coverage of the orphan's pension above this limit through insurance.

The full details of the orphan’s pension can be found in the pension agreement at downloads.

### Non-contributory continuation of your pension accrual if you become disabled for work

If you become disabled for work, Abbott is responsible for your income for the first two years. Your pension accrual will continue as normal. If you are still disabled after those two years, you are likely to be eligible for benefits under the WIA (Dutch Work and Income (Capacity for Work) Act). Your pension accrual will then continue, fully or partially, depending on the percentage of your disability for work.

**This is based on the following table:**

| *With disability for work of* | *pension accrual continues at* |
|---|---|
| 0 to 35% | 0% |
| 35 to 45% | 40% |
| 45 to 55% | 50% |
| 55 to 65% | 60% |
| 65 to 80% | 72.5% |
| 80% or more | 100% |

If your degree of disability for work changes, the percentage at which your pension accrual continues also changes. The contribution you pay depends on the continuation rate. For example, if it is 60%, the amount of your own contribution is reduced by 60%.

Pension accrual is based on the pensionable base that applied when you became disabled. If you worked part time, the part-time percentage at the time you became disabled applies. Pension accrual continues for as long as you remain entitled to WIA benefits, but at the latest until your retirement date.

### Leaving employment if you are partially disabled for work

If you are partially disabled for work, you may be able to find a new employer for the percentage you are still able to work. In that case, we will continue your pension accrual at the percentage corresponding to your degree of disability for work at the time you left employment with Abbott. If your become further disabled, we will not increase this percentage. If you become less disabled, the percentage will be reduced accordingly.

### Entering employment if you are partially disabled for work

If you join the company while you are partially disabled for work, you will accrue pension with us for the percentage you are employed by Abbott. We will not continue your pension accrual on a non-contributory basis for the percentage you were already disabled. However, your previous pension provider may do so. If you subsequently become more disabled for work than you were when you joined Abbott, we *will* continue your pension accrual for the percentage you became more disabled for work.

It is important to gain a clear understanding of the impact of your disability for work on your pension. You do not have to inform us about your disability for work yourself. This is done automatically by the Employee Insurance Agency (UWV).

The full details of disability for work can be found in the pension agreement at downloads.

### Pension agreement

Want to know exactly what our pension scheme offers you? Check the pension agreement at downloads or request the pension agreement from us. Available in Dutch only.

## What don't you get in our pension scheme?

### No indexation

Many pension schemes in the Netherlands include conditional indexation. That is, pensions are adjusted in line with wage or consumer price developments if the pension fund's financial position allows.

Abbott's pension scheme has no indexation, due to the special nature of the scheme. This is because the Basic Module is a final salary scheme, which is a scheme that practically no longer exists in the Netherlands, because many companies find it too costly.

Abbott, in consultation with the unions and works councils, decided to retain the final salary scheme for the Basic Module, but without indexation of pensions in payment and the entitlements of former members. In a final salary scheme your pension is based on your last-earned salary before you retire. Over the course of your career, your salary will usually increase, not only through increases agreed in the collective bargaining agreement, but also through promotions and changes of position. All those increases are retroactively factored into your pension accrual. As a result, you will have a significantly higher pension benefit at the start of your retirement than under an average salary scheme in which your pension benefit is based on the salary you earned on average over your entire career. Under Abbott's final salary scheme, your pension will not be adjusted after retirement in line with changes in consumer prices. The pension you get at retirement will continue at the same level for the rest of your life.

Due to the nature of a defined contribution scheme, the Defined Contribution Module does not include any indexation. You and Abbott pay contributions. These are invested, and your pension capital grows as you receive returns from those investments. When you are ready to retire, you use that capital to buy a periodic retirement benefit. You do this via an external insurer. Depending on the options insurers offer, you can opt for a fixed or variable benefit or perhaps a combination of the two. With a variable benefit, you continue to invest after retirement and your benefit depends on the returns achieved. At the time you convert your pension capital into a periodic benefit, interest rates are of great importance. The higher the interest rate the more pension you can buy with your capital.

There is one exception in Abbott's pension scheme in which the pension is indexed. If you were to die in active service before your target retirement date, the partner and/or orphan's pension in the Basic Module and Defined Contribution Module is increased by 3% annually until you would have reached the target retirement date.

**No full pension if you become disabled for work**

In the event you become disabled for work, Abbott will continue to pay your income for the first two years. After that, you are eligible for WIA (Dutch Work and Income (Capacity for Work) Act) benefits.
The maximum amount of this benefit is 70 per cent of your last-earned income, up to the WIA wage limit of € 66,956 (2023) per year. If your salary exceeds that WIA wage limit, you will not receive a supplementary disability pension from the pension fund.

**Note**: For the part of your income above the WIA wage limit, Abbott, as employer, has purchased WIA top-up insurance. With this insurance, the part of your salary above the WIA wage limit will not fall below 80 per cent of its previous level. The contribution for this insurance is paid in full by Abbott.

If you become partially disabled for work, you will receive WGA benefits. This benefit is related to your last-earned salary for a number of years. After that, you will receive a continuation benefit based on the minimum wage. To avoid this often steep reduction in income, your employer, Abbott, has purchased insurance for which monthly contributions are deducted from your salary. Participation in the insurance is not mandatory, but the employer recommends it. You will be enrolled by default unless you proactively opt out.

# How do you accrue pension?


### How do you accrue pension?

The pension system in the Netherlands has three components. The amount of your retirement income depends on what you have accrued in each component.

### A. The General Old Age Pensions Act (AOW)

The AOW pension is the state's statutory pension scheme. You accrue AOW pension over 50 years. You only accrue AOW pension if you live and/or work in the Netherlands. At what age you get AOW pension depends on your date of birth. This is because the AOW pension age will rise during the coming years. The amount is also not the same for everyone. The AOW pension amounts are adjusted every year. You can find information about the AOW pension and your AOW pension age at www.svb.nl.

**Note:** If you have not always lived or worked in the Netherlands, your AOW pension may be lower.

### B. The pension you accrue through your work

You can find the amount of this pension on your Uniform Pension Overview (UPO). You receive the UPO once a year for as long as you accrue pension with SPAN. The UPO shows the retirement pension you have accrued so far. On the UPO you will also find details of the partner and orphan's pension. This is pension for your partner and children if you die. Also see www.mijnpensioenoverzicht.nl. There you will find an overview of all the pension you have accrued in the jobs you have held and the pension you are expected to receive once you reach your target retirement age. Your AOW pension is also included in the complete overview.

### C. The pension supplement you arrange yourself

You can arrange to supplement your AOW pension and the pension you accrue through Abbott yourself. This can be done, for example, through bank savings or by taking out insurance, such as an annuity. You will have to consider your financial and personal situation to decide whether this is necessary. A financial adviser can help you make choices. While you are employed by Abbott, the employer offers you the opportunity to have your financial situation reviewed by an independent financial adviser once every five years.


### Basic module

Each year, you accrue a piece of your pension. The pension you accrue in this way is the sum of all those pieces. Abbott's pension scheme consists of two parts, which differ in terms of how the pension is accrued.
The **Basic Module** is a final salary defined benefit scheme in which your pension benefit is based on your last-earned salary. You will receive that pension until the end of your life. The Basic Module applies up to a certain salary limit, set annually in April. For 2023,

that limit is € 76,390. Your pension benefit for that part is based on your last-earned salary. The gross annual salary that counts towards the pension calculation is thirteen times the monthly salary plus holiday allowance, multiplied by one plus the average shift-work factor. You do not accrue pension for your entire salary. This is because the pension fund already takes into account the state pension (AOW) you will receive from the government when you reach the state pension age. The part of your salary for which you do not accrue pension is called the franchise. This franchise is set each year. For 2023, it is € 19,876. The amount that remains after we deduct the franchise from your gross annual salary is called the pensionable base. The pension you accrue for that year over this pensionable base, up to the limit of € 76,390, is 1.657%.

### Defined Contribution Module

If you earn more than the salary limit for the Basic Module, you accrue pension in the **Defined Contribution Module** for your salary above that limit up to an annual salary of € 128,810 (as of 1 April 2023). Here you accrue pension capital through contributions paid by you and your employer. The amount of the contributions depends on your age.

More information on the level of those contributions you can read in "*Abbott and you jointly pay the contribution*" in this layer 2. Those contributions are invested for you and form a pension capital on your retirement date. You then use this to purchase a periodic benefit from an external insurer. The interest rate at the time your capital is converted to a benefit is important. The higher the interest rate, the more pension you can buy with your capital. Depending on what the insurers offer, you can choose between a fixed or variable benefit or possibly a combination of the two. With a variable benefit you continue to invest. Your benefit then changes based on the investment returns achieved.

We invest the money held in your pension investment account. Are you almost 68? Then you cannot afford to take much risk with your pension. We therefore invest less and with less risk as your retirement date approaches. We call this investing based on the lifecycle principle. If you already know that you are likely to want to opt for a variable benefit later, you can opt for the 'Continued investment' investment mix, which reduces risk even more gradually. If you want to make other choices concerning your investments, you have several options within our Defined Contribution Module. Read "*Investment choice*" in this layer 2 for more information.

If you earn more than € 128,810 a year, your income above that limit no longer counts towards your pension accrual. However, you can then choose to voluntarily save for your pension, from your net salary, in a defined contribution scheme, the Net Pension Scheme.

For more information and a calculation example, see "*Retirement pension*" of this layer 2.

## More about accrual

Every year you accrue pension based on part of the gross salary you earned in that year. Abbott's pension scheme has two components: the Basic Module, up to a limit amount set annually in April. For 2023, this is an annual salary of € 76,390. If you earn more, you will accrue pension over the remaining portion, up to a maximum of € 128,810, in the Defined Contribution Module.

In the Basic Module, you do not accrue pension over your entire salary up to the limit amount. There is a threshold amount (the franchise) over which you do not accrue pension, because the fact that you will also receive state AOW pension later is also taken into account. This threshold amount is called the franchise. For 2023 it is € 19,876.

### Calculation example

Suppose you are 40 years old and your gross annual salary is € 90,000. In this case you accrue pension in the Basic Module and the Defined Contribution Module.

### Pension accrual in the Basic Module

Your pensionable base for the Basic Module is € 76,390 (the limit amount) – € 19,876(the franchise), which is € 56,514. You accrue 1.657% pension over € 56,514 in that particular year, which is € 936.44.

### Pension accrual in the Defined Contribution Module

Your pension accrual in the Defined Contribution Module is over an amount of € 90,000 (your gross annual salary) – € 76,390 (the limit amount), or € 13,610. If you are 40, the total available contribution is 9.7%, so your accrual is 9.7% of € 13,610, which is € 1,320.17. This amount will be added to your pension capital in that year.

## Abbott and you jointly pay the contribution

You and your employer pay pension contributions every month. That contribution is different for the Basic Module and the Defined Contribution Module. For the Basic Module, a cost-covering contribution is set annually that is sufficient to meet current and future obligations. You pay a fixed annual contribution of 4.1% of your pensionable base in the Basic Module. Abbott pays by far the largest share of the contribution, which in 2019 was around 30% for the Basic Module

In the Defined Contribution Module the contribution Abbott and you pay depends on your age. Here, as in the Basic Module, you pay a fixed contribution of 4.1%. In this case, of your pensionable base in the Defined Contribution Module. The table showing the age-related contribution for the Defined Contribution Module is as follows:

### Contribution for Defined Contribution Module

| *Age* | *Your contribution* | *Employer's contribution* | *Total contribution* |
|---|---|---|---|
| 20-24 | 4.1% | 0.3% | 4.4% |
| 25-29 | 4.1% | 1.3% | 5.4% |
| 30-34 | 4.1% | 2.4% | 6.5% |
| 35-39 | 4.1% | 3.9% | 8.0% |
| 40-44 | 4.1% | 5.6% | 9.7% |
| 45-49 | 4.1% | 7.8% | 11.9% |
| 50-54 | 4.1% | 10.4% | 14.5% |
| 55-59 | 4.1% | 13.8% | 17.9% |
| 60-64 | 4.1% | 18.2% | 22.3% |
| 65-68 | 4.1% | 22.7% | 26.8% |

### Calculation example

Here is an example to illustrate the contribution you pay.
We will take the same calculation example we used for your pension accrual. Suppose you are 40 years old and your gross annual salary is €90,000.

### Contribution in the Basic Module

Your pensionable base for the Basic Module will then be € 76,390 (the limit amount as of 1 April 2023) – € 19,876 (the franchise), which is € 56,514. Your annual contribution is 4.1% of € 56,514, which comes to € 2,317.07.

### Contribution in the Defined Contribution Module

The amount of your pensionable base in the Defined Contribution Module is € 90,000 (your gross annual salary) – € 76,390 (the limit amount), and that is € 13,610. Your annual contribution is therefore 4.1% of € 13,610 or € 558,01.

So, in total you pay € 2,317,07 + € 558,01 = € 2,875.08 per year in pension contributions. This means that per month you pay € 2,875.08: 12, which is € 239.59. Your employer deducts your share of the pension contribution from your gross salary every month. This amount is shown on your pay slip. The contribution paid by the employer does not appear on your pay slip.

Read more about the financing of the pension scheme in the ABTN (Actuariële en Bedrijfstechnische Nota) at downloads

# What choices do you have?

### Value transfer

If you change employers and, as a result, switch to a different pension scheme, you can choose to take your accrued pension with you. We call this ‘value transfer.’ You request this via your new pension provider. Ensure that you are well informed beforehand. Whether value transfer is a good choice depends, among other things, on the financial situation of Stichting Pensioenfonds Abbott Nederland (SPAN) and your potential new pension provider and on the provisions of your old and your new pension schemes.

If you join Abbott and earn less than the Basic Module salary limit (2023: € 76,390), it will generally be beneficial to take your pension with you to Abbott because in Abbott's final salary scheme all salary increases are included in pension accrual. If you are leaving Abbott and are still relatively young, it might also be wise to take your pension with you to your new employer's administrator because Abbott does not apply indexation and thus your pension will no longer be adjusted in line with wage and price trends if you leave it where it is. If you opt for value transfer, notify your new pension provider.

If you decide not to request value transfer, your pension will remain with SPAN and be paid to you from age 68. You no longer pay contributions to SPAN and continue to accrue pension in your new employer's scheme.

Prior to 2019, pension providers were allowed to buy out pensions lower than €594.89 gross per year (limit amount for 2023) via a lump-sum payment. From 1 January 2019 pension providers are obliged to cooperate in accepting incoming value transfer from these small pensions.
For outgoing value transfer from small pensions, pension providers may choose whether or not to participate in automatic value transfer. SPAN has chosen to participate in automatic outgoing value transfer for small pensions.

If you want to request value transfer, you can download the request form via the Mijn Pensioencijfers portal. Click here to go to the form in the portal.

The full details of value transfer can be found in the pension agreement at downloads.


### Comparing pension schemes

The Pension Comparer is a tool that allows you to compare Abbott's pension scheme with other pension schemes. For example, you see what you do and do not get. See what the differences are and what they mean for you. Then you can decide whether you want to make further arrangements yourself. Understanding the differences is also important with respect to taking a decision about value transfer: will you take your pension with you to your new pension provider or not?

To make the comparison, you need your old and new employers' Pension 1-2-3 and Pension Comparer. Click here to download the Pension Comparer for the Abbott Pension Fund.


### Net Pension Scheme if you earn more than € 128,810

In Abbott's pension scheme you accrue pension up to the limit amount of € 76,390 (April 2023) in the Basic Module and above that, up to a maximum of € 128,810 (April 2023), in the Defined Contribution Module. Due to a legal change that took effect on 1 January 2015, contributions for pension accrual above a certain annual income are no longer tax deductible. From 1 January 2023, that limit is € 128,810. However, the government did create an option to accrue pension above that limit from the net salary. In this case, the pension benefit you receive later is not taxed, and the saved pension capital above this limit is exempted from taxation in box 3.

Abbott offers employees with an income above this limit the opportunity to voluntarily participate in the Net Pension Scheme. The pension fund provides the Net Pension Scheme in the form of a defined contribution scheme.

Click here to see the regulations of the Net Pension Scheme.

#### The scale that applies for accrual above the amount of € 128,810 is as follows

| *Age* | *Contribution* |
|---|---:|
| 20-24 | 4.4% |
| 25-29 | 5.4% |
| 30-34 | 6.5% |
| 35-39 | 8.0% |
| 40-44 | 9.7% |
| 45-49 | 11.9% |
| 50-54 | 14.5% |
| 55-59 | 17.9% |
| 60-64 | 22.3% |
| 65-68 | 26.8% |

### Exchanging retirement pension for partner's pension

When you retire or leave Abbott prior to retirement, you have a one-time choice to exchange part of your accrued retirement pension for a higher partner's pension. You can do this if you would like your partner to have a bit more income after your death. Your retirement pension will be lower, but your partner will receive a higher partner's pension in the event of your death.

You must request this exchange at least six months before you retire or within two months after your membership in the fund ends.

If you are previously divorced, you cannot request an exchange for the part of the retirement pension from which your ex-partner derives entitlements.

If you choose to exchange part of your retirement pension for partner's pension, the partner's pension after the exchange may not exceed 70% of the remaining retirement pension.

**Note:** this is a one-time choice! Once you have chosen to make an exchange or not to do so, this decision cannot be changed.

Read more about exchanging pension in the pension agreement at downloads.

### Exchanging partner's pension for retirement pension

When you retire, you have a one-time choice to exchange all or part of the accrued partner's pension for a higher retirement pension. If you do not have a partner at the time you retire, SPAN will make this arrangement for you automatically. If you do have a partner, you must request this exchange at least six months before you retire. You can do this, for example, if your partner has a good retirement pension of their own. Your partner has to agree to the exchange and you both have to realise that after the exchange, your partner will receive no partner's pension, or less, if you die. You have the choice of exchanging 100%, 75%, 50% or 25% of your partner's pension for a higher retirement pension.

If you are previously divorced, you cannot request an exchange for the special partner's pension to which your ex-partner is entitled.

**Note:** this is a one-time choice! Once you have chosen to make an exchange or not to do so, this decision cannot be changed.

The full details of exchanging pension can be found in the pension agreement at downloads.

### If you partially retire

If you want more free time earlier than at age 68 but do not want to stop working completely yet, partial retirement is an attractive option. You then retire for part of your working hours. You continue to work for the remaining part, and for this part you continue to accrue pension. Your total pension will be slightly lower because you take some of it earlier, but with partial retirement the reduction is not as large as for early retirement.

At Abbott you have the option to opt for partial retirement from age 60. You can take partial retirement in steps of 10% of your hours worked, with a minimum of 20%. You must request partial retirement six months in advance. When you do so, you must specify the percentage of your employment for which you want to retire and the percentage for which you will continue to work. Your employer must agree with that choice. Once made, the choice in irrevocable. You cannot increase the number of working hours again later.

If you partially retire and participate in the Defined Contribution Module (this also applies to the former Voluntary Supplemental Savings Module), when your partial retirement begins you will have to use part of your available pension capital for an immediately effective retirement pension and a corresponding partner's pension. You buy that pension from an external insurer. Depending on the options offered by the insurer, you can opt for a fixed or variable benefit or a combination of the two.

### Early or deferred retirement


#### Early retirement

You can choose to retire earlier than age 68. At Abbott, this is possible from age 60. This does mean, however, that your retirement pension will be lower. The earlier you stop, the lower the pension benefit becomes. Therefore, early retirement has financial implications. Pension accrual stops earlier and the retirement pension is reduced. You should also bear in mind that the AOW pension is likely to start later than your early retirement pension. Visit www.svb.nl to see when the AOW pension starts for you.
If you want to retire early, you must notify the pension fund in writing six months before your desired retirement date. The choice you make at that time is irrevocable.

#### Deferred retirement

Instead of retiring at age 68, you can choose to work longer and defer the start of your retirement pension. At Abbott, you can do this until you turn 70, at the latest. If you defer retirement, you will accrue more retirement pension. If you work longer, your pension accrual continues. However, during deferred retirement, as soon as your entitlement to retirement pension combined with the AOW pension reaches 100% of your pensionable salary, membership in the pension fund is terminated and your retirement pension starts immediately. If you want to continue working longer, you must request this at least three months prior to your target retirement date.

Read more about your options when you retire in the pension agreement at downloads.


### Varying the amount of pension benefit received

#### First higher and then lower pension

You can choose to receive a higher retirement pension for a few years first and then a lower retirement pension. When that second period begins, your retirement pension will be lower than the original lifelong retirement pension.

#### First lower and then higher pension

You can also choose to receive a lower retirement pension for a few years first and then a higher retirement pension. With this choice, when that second period begins you will have a higher retirement pension than the original lifelong retirement pension.

In this exchange, the lower benefit cannot be less than 75% of the higher benefit. You must request this exchange at least six months prior to your desired retirement date.

In addition to the above options, if you choose to retire early, you can vary your pension so that from the retirement date until the target retirement age of 68 you receive an additional pension benefit of up to twice the amount of the AOW benefit. After age 68, your lifelong pension will then be lower.

**Note:** that varying the pension benefit is a one-time choice! Once you have chosen, you can no longer change your decision. Read more in the pension agreement at downloads.

### Investment choice

If you accrue pension in the Defined Contribution Module, the contributions paid by Abbott and you will be invested by Goldman Sachs. This is done in accordance with the lifecycle principle.
This means that the risk in the investment portfolio is reduced as you get closer to your retirement date. If you are still young, you can afford to take more risk because there is still plenty of recovery time in the event of any downturns. More risk can potentially mean higher returns. If you are older, you cannot afford as much risk because the time until retirement (the recovery time) is short. At that point, above all, you want to safeguard your accumulated capital.

#### Important to establish your risk profile

The contributions that Abbott and you pay for your participation in the Defined Contribution Module are invested in your personal pension account with Goldman Sachs. You have received login details for this pension account. Through this account you can make various investment choices yourself. It is important that you are well informed about all the ins and outs of these investment choices. After all, SPAN believes it is important that you understand what investing for your retirement means, the risks you face in doing so and how to establish a portfolio of investments that matches your risk profile. Several short videos with more information about these components are therefore provided on the website, here: Mijn Pensioen | Log in (nnip.com). Before establishing your risk profile or choosing a different investment approach, watch these videos.

If you do not log into your pension account and establish your risk profile, your contributions will automatically be invested for you in the default option chosen by the SPAN board for members: Neutral Lifecycle Mix.

The default investment method is the Lifecycle Mix. With this option you do not have to do anything yourself; your contributions are invested for you. As your retirement date approaches, the risk is automatically reduced. If you do not establish your risk profile yourself via the website, you are choosing to invest based on the standard Neutral risk profile.

If you do not wish to invest in the standard Lifecycle Mix, you can choose Self-allocation & Saving. With this option your contributions are invested by NN Investment Partners, based on the distribution key you specified, in the funds you have selected from the offerings available on the website.

From 15 years prior your retirement date, you can specify whether you want to continue investing after retirement. This variant is specially designed for members who plan to opt for variable benefits after retirement. They therefore continue to invest after retirement. As a result, risk is reduced less gradually than in the standard Lifecycle Mix.

**Returns**

The returns on your investments in the Defined Contribution Module, the no longer available Voluntary Supplementary Savings Module and the voluntary Net Pension Scheme depend on the investment choices you make. The vast majority of members in these modules participate in the Neutral Lifecycle Mix, which the board chose as the default option. The board chose this neutral mix as the default because many members do not log into their personal pension account. The average return from the Neutral Lifecycle Mix over the past five years was as follows:

| *Year* | *Average return* |
|---|---:|
| 2018 | -2.3% |
| 2017 | 2.9% |
| 2016 | 8.1% |
| 2015 | -0.7% |
| 2014 | 16.9% |

The percentages shown above are the average of the returns of all members investing in the Neutral Lifecycle Mix. Returns differ by age cohort, because the risk profiles differ. A young member has a higher risk profile than an older member. More information on investment results can be found in the annual reports at downloads.


### Buying pension benefits

If you participate in the Defined Contribution Module, the Net Pension Scheme and/or the former Voluntary Supplemental Savings Module, your pension capital is released on your retirement date. You must then use . the pension capital to buy a pension benefit from a pension insurer. This is a statutory requirement. A pension benefit is a periodic benefit you receive for as long as you live. You do not buy that pension benefit from the pension fund; you choose which pension insurer to buy it from.

What form that pension benefit takes is also up to you. Depending on the options offered by the insurer, you choose whether to receive a monthly or quarterly payment. Since 1 September 2016, legislation has been in force that makes it possible to opt for a fixed lifetime benefit, a variable benefit or a combination of the two. With the variable benefit, your pension capital continues to be invested after your retirement date, which entails investment risk. The options available to you obviously depend on the choices offered by different insurers.

If you have a preference for variable benefits, Abbott's pension scheme already allows you to prepare for this during the accrual phase by opting for the lifecycle investment mix ‘Continued investment’, which is geared towards continued investment after retirement.

You will receive a pension for yourself. In many cases, you will have also arranged a partner's pension. This provides your partner with a pension if you die. If you do not want to buy a partner's pension or do not have a partner, you can choose to add the partner's pension to your own pension. Your pension will be higher, but if you have a partner they will receive nothing after your death. Your partner must agree to this exchange.

## How secure is your pension?


### What are the risks?

Pension accrual and payment take place over a very long time. The period from the start of accrual to the last pension payment can be as long as 80 years. During such a period, the world changes, which can entail risks that threaten your retirement. SPAN has a policy of trying to identify all possible risks as best as possible and managing those risks as much as possible. Nevertheless, there may be unexpected, intense developments that could potentially lead to a shortfall that SPAN must take measures to eliminate. For more information on those measures, see "*If there is a shortfall*" in this layer 2.

Thus, SPAN tries to be prepared for the risks that could threaten your pension. In the past, this has not always gone well. For example, due to the rapid rise in life expectancy. Indeed, that rate of increase is greater than we had accounted for. As members live longer on average, their pensions must be paid out for longer. SPAN must then have more money than first anticipated.

Interest rates affect the value of pensions. Pension providers estimate in advance how much money they will need to pay out pensions. The lower the interest rate is, the more money SPAN needs to have 'on hand' to pay out all the pensions later. Therefore, when interest rates remain low for a long time, pensions become more expensive.

Investments may also underperform. Therefore, SPAN ensures that investments are spread across multiple investment types. Gains on one investment can compensate for losses on another. A pension administrator can also hedge investment risks. However, this incurs costs.

There are other risks that SPAN must take into account to protect your pension to the best extent possible. SPAN must therefore literally 'manage' those risks. More information on SPAN's risk management and investment policies can be found in the annual reports and the ABTN (Actuarial and Technical Business Report) at downloads.

For the Defined Contribution Module, your pension benefit depends on the amount of the defined contribution, the returns on your investments and the rate that insurers charge at the time of purchase of your pension. Insurers base their rate on interest rates, people's life expectancy and remuneration for the costs they incur.

For more information on the final amount of your pension, please visit www.mijnpensioenoverzicht.nl.

**No indexation**

Many pension schemes in the Netherlands include conditional indexation. That is, pensions are adjusted in line with wage or consumer price developments if the pension fund's financial position allows. Abbott's pension scheme has no indexation, due to the special nature of the scheme. This is because the Basic Module is a final salary scheme, which is a scheme that practically no longer exists in the Netherlands, because many companies find it too costly.

Abbott, in consultation with the unions and works councils, decided to retain the final salary scheme for the Basic Module, but without indexation of pensions in payment and the entitlements of former members. In a final salary scheme your pension is based on your last-earned salary before you retire. Over the course of your career, your salary will usually increase, not only through increases agreed in the collective bargaining agreement, but also through promotions and changes of position. All those increases are retroactively factored into your pension accrual. As a result, you will have a significantly higher pension benefit at the start of your retirement than under an average salary scheme in which your pension benefit is based on the salary you earned on average over your entire career. Under Abbott's final salary scheme, your pension will not be adjusted after retirement in line with changes in consumer prices. The pension you get at retirement will continue at the same level for the rest of your life.

Due to the nature of a defined contribution scheme, the Defined Contribution Module does not include any indexation. You and Abbott pay contributions. These are invested, and your pension capital grows as you receive returns from those investments. When you are ready to retire, you use that capital to buy a periodic retirement benefit. You do this via an external insurer. Depending on the options insurers offer, you can opt for a fixed or variable benefit or perhaps a combination of the two. With a variable benefit, you continue to invest after retirement and your benefit depends on the returns achieved.  At the time you convert your pension capital into a periodic benefit, interest rates are of great importance. The higher the interest rate the more pension you can buy with your capital.

There is one exception in Abbott's pension scheme in which the pension is indexed. If you were to die in active service before your target retirement date, the partner and/or orphan's pension in the Basic Module and Defined Contribution Module is increased by 3% annually until you would have reached the target retirement date.

Read more in the pension agreement at downloads.

### If there is a shortfall

It may happen that, despite all the precautions, SPAN will still fall short of the money needed to pay all pensions in the long term. Then something will have to be done. SPAN is tasked with weighing up the best solution as carefully as possible in close consultation with employers, works councils and trade unions. If there is a financial shortfall, the pension fund board must immediately notify De Nederlandsche Bank (DNB).

A recovery plan must then be drawn up with measures leading to resolution of the shortfall within a maximum of ten years. The board can take various measures to achieve this. The implementation agreement between SPAN and Abbott states that, within certain limits and with consideration for the available financial resources, the employer is obliged to make an additional payment. If there is a shortfall, SPAN will make agreements concerning the necessary payment in consultation with Abbott in the Netherlands and Abbott's parent company in the U.S. Increasing the contribution is a second option to resolve a financial shortfall. Only in extreme cases may SPAN decide to reduce your accrued pension or pension benefit. (

More information can be found in the ABTN (Actuarial and Technical Business Report) at downloads.

## What costs do we incur?

### What costs does SPAN incur?

SPAN incurs various costs to operate the pension scheme. These include administrative costs, for example. This includes costs such as paying out the pensions and collecting contributions. We also incur costs for communication, such as for preparing and sending the annual Uniform Pension Overview (UPO), newsletters and maintaining the website.

In addition, there are costs to manage the assets. For example, we pay the parties we ask to invest the assets. We also incur transaction costs. These are, for example, the costs charged by the stock exchange when buying or selling shares or bonds. The board endorses the Federation of Dutch Pension Funds' Recommendations on Administrative Costs. The pension fund operates with a budget that provides quarterly insight into how the costs compare with the budget. Fixed price agreements are established with each service provider for the defined set of tasks. Quotations are requested for ad hoc tasks, and prices for these are established in advance.

In the annual reports at downloads you will find information on the financial state of affairs and thus the costs of SPAN. They also include an overview of the implementation costs per member.

If you participate in the Defined Contribution Module, the contributions you and your employer pay will be invested in your personal ‘My Pension’ account with Goldman Sachs. No fees are charged for the buying and selling of mutual funds. However, mutual funds do charge annual management fees that are already factored into the funds' prices. Those costs vary by fund. On the ‘My Pension’ website, Mijn Pensioen | Log in (nnip.com),which can be accessed with your personal login details, you can find an overview of the available funds and the management fees the various funds charge.

## When must you take action?

### If you change pension providers

If you change employers and, as a result, switch to a different pension scheme, you can choose to take your accrued pension with you. We call this ‘value transfer.’ You request this via your new pension provider.

Ensure that you are well informed beforehand. Whether value transfer is a good choice depends, among other things, on the financial situation of SPAN and your potential new pension provider and on the provisions of your old and your new pension schemes.

If you join Abbott and earn less than the Basic Module salary limit (2023: € 76,390), it will generally be beneficial to take your pension with you to Abbott because in Abbott's final salary scheme all salary increases are included in pension accrual. If you are leaving Abbott and are still relatively young, it might also be wise to take your pension with you to your new employer's administrator because Abbott does not apply indexation and thus your pension will no longer be adjusted in line with wage and price trends if you leave it where it is. If you opt for value transfer, notify your new pension provider.

If you decide not to request value transfer, your pension will remain with SPAN and be paid to you from age 68. You no longer pay contributions to SPAN and continue to accrue pension in your new employer's scheme.

If you joined Abbott and want to transfer pension entitlements accrued with your previous employer to Stichting Pensioenfonds Abbott Nederland, you can download the form from the Mijn Pensioencijfers portal to request an offer for value transfer. Click here to go to the form within this portal.

Previously, pension providers were allowed to buy out pensions lower than € 594.89 gross per year (limit amount for 2023) via a lump-sum payment. From 1 January 2019 pension providers are obliged to cooperate in accepting incoming value transfer from these small pensions.
For outgoing value transfer from small pensions, pension providers may choose whether or not to participate in automatic value transfer. SPAN has chosen to participate in automatic outgoing value transfer for small pensions.

Read more about value transfer in the pension agreement at downloads.

### If you become disabled for work

If you are more than 35% disabled for work for over two years, your pension accrual will be continued on a non-contributory basis for the percentage you are no longer able to work.

**Pension accrual continues on a non-contributory basis in accordance with the following table:**

| *With disability for work of* | *the continuation rate is* |
|---|---:|
| 0 to 35% | 0% |
| 35 to 45% | 40% |
| 45 to 55% | 50% |
| 55 to 65% | 60% |
| 65 to 80% | 72.5% |
| 80% or more | 100% |

It is important to gain a clear understanding of the impact of your disability for work on your pension. You do not have to inform us about your disability for work yourself. This is done automatically by the UWV.

The full details of disability for work and pension can be found in the pension agreement at downloads.

### If you get married or enter into a registered partnership or cohabitation agreement

Your pension scheme provides a partner's pension. This means that your partner will receive a benefit from SPAN after your death. The amount of that benefit partly depends on the age at which you die and whether you are still employed or not. You can read more about this under partner's pension.

#### Marriage or registered partnership

Only the spouse or legally registered partner is entitled to a partner's pension without question. No distinction is made between marriage and registered partnership for the purposes of your pension scheme. If you get married or enter into a registered partnership in the Netherlands, you do not need to inform SPAN. We are notified of this directly through the Municipal Personal Records Database (BRP). However, if you get married abroad, you must inform the pension fund yourself, by submitting a form that you can download from the Mijn Pensioencijfers portal. Click here to download this form from the portal.

#### Cohabitation

If you live together without getting married or entering into a registered partnership, your partner, if he or she qualifies as a partner under the pension agreement, can also claim a partner's pension. To do so, however, your partner must be registered with AZL, the administrator of SPAN. You must then also submit a copy of the cohabitation agreement. Click here to go to the form on the Mijn Pensioencijfers portal to register your partner.

### If you get divorced or end your registered partnership or cohabitation agreement

When you and your partner decide to end your relationship, it is important to also consider your pension. After all, a divorce can have a big impact on your pension.

#### For a marriage or registered partnership

Were you married or in a civil partnership, and are you ending the relationship? Then your ex-partner will be entitled to half the retirement pension you accrued during the marriage or registered partnership. The division of retirement pension is also called equalisation of retirement pension. Your ex-partner has two years to submit a request for equalisation of the retirement pension to AZL, the administrator of SPAN. The address details can be found under contact information. After these two years, SPAN is no longer obliged to honour this request and you must arrange division of the retirement pension with your ex-partner yourself. If your ex-partner submitted the request for equalisation on time, he or she will be entitled to the equalised part of the retirement pension when you reach retirement age. If your partner also works and accrues pension, you are likewise entitled to half the retirement pension they accrued during the marriage or registered partnership.

Besides half of the accrued retirement pension, your ex-partner is also entitled to the partner's pension accrued up to the end of the marriage or registered partnership. We call this a special partner's pension. It will be paid to your ex-partner for as long as they live after your death.

### For a cohabitation agreement

Were you living together under a cohabitation agreement? Then the end of your relationship will not affect your retirement pension, but it will affect the partner's pension. Your ex-partner will then be entitled to the partner's pension you accrued until the end of your relationship. If you inform AZL, the administrator of SPAN, of the end of your relationship, SPAN will ensure that your ex-partner receives an entitlement to this partner's pension. We call this a special partner's pension. It will be paid to your ex-partner for as long as they live after your death.

You and your ex-partner may decide to make other arrangements for the division of the pension. Those arrangements should then be laid down in a divorce agreement.

### Forms to report agreements made in the event of divorce or termination of partner relationship

Click here to download a form from the Mijn Pensioencijfers portal to report the agreements you have made with your ex-partner concerning the retirement pension and partner's pension after a divorce.
Click here to download the form from the Mijn Pensioencijfers portal to deregister the partner you were cohabitating with in the event the relationship ends.

Read more about pension and divorce in the pension agreement at downloads.

## If you move outside the Netherlands

### If you move within the Netherlands

If you move within the Netherlands, you do not need to pass on any information to SPAN, as this is done automatically. Note that you must always inform your employer of this.

### If you move outside the Netherlands

If you live abroad and are moving or you are moving abroad, always notify SPAN and your employer of the change of address.
Moving abroad may also affect the amount of your state pension (AOW). For more information, visit www.svb.nl.

### If you become unemployed

If you become unemployed, pension accrual stops. You will still be entitled to the retirement pension, partner's pension and orphan's pension that you accrued up to the time your employment ended. It is important to gain a clear understanding of the impact of your unemployment on your pension. You do not have to inform us about your unemployment yourself. The Employee Insurance Agency (UWV) informs us of this automatically.

### If you start working more or less

If you work full time and start working less, it will affect your pension accrual. This is also the case if you work part time now and start working more hours. For example, if you switch from full-time employment to 50% employment, your pension accrual will also be 50% of what you would have accrued based on full-time employment. If you used to work 40% and start working 80%, the part-time factor of your pension accrual goes up from 40% to 80%. If you start working less, you should be well aware that you will then accrue less pension than before.

If you start working less in connection with part-time retirement, different rules apply. For more information, see the specific text about “*Partial retirement*” in this layer 2. .

### If you take a leave of absence

When you take holiday leave or are on sick leave, your pension accrual will continue as normal. However, the same is not true for unpaid leave. The general rule is that if you take unpaid leave, you do not accrue. pension during the leave period. There is an exception, and it has to do with the life-course savings scheme, if you still have it. If you withdraw an amount from your life-course savings scheme credit that is equal to at least 70% of your last earned salary for the period of your unpaid leave of absence, your pension accrual will continue. However, if you take less than 70% of your last earned salary, you will not accrue pension over the unpaid leave period.

You can choose to continue pension accrual yourself during the unpaid leave period. To do so, however, you not only have to pay your own employee contribution but also the employer contribution. Bear in mind that the employer contribution is much higher than the contribution you pay yourself.
If you decide, for a period of time, to partly work and partly take unpaid leave, you will only accrue pension for the part you work.

### Partner and children insured during unpaid leave of up to 18 months

These rules apply to the accrual of the retirement pension and partner's pension. However, should you die unexpectedly during your period of unpaid leave, your partner will receive 70% of the retirement pension that was insured for you prior to your period of unpaid leave. Orphans receive 14% of the retirement pension. These rules for the partner and orphan's pensions apply for a maximum period of 18 months of unpaid leave. If you take a longer period of unpaid leave, this insurance no longer applies.

### Pension accrual resumes on return

When you return to work fully or partially after a period of unpaid leave, your pension accrual will resume based on your salary, and part-time percentage if applicable, in effect at the time of your return.

If you are considering taking a period of unpaid leave, it is prudent to take into account the impact this will have on your pension accrual.

### MijnPensioenoverzicht.nl

The website www.mijnpensioenoverzicht.nl is a joint initiative of all pension providers and the government. On that website you will find not only the most up-to-date details for your pension with SPAN but also for the pension entitlements you accrued with all your previous employers and the AOW pension. So, there you will find your complete pension package, in both gross and net amounts, in one overview. To log in, you need a DigiD. This is a digital identity code that you can request via the website www.digid.nl.

It is a good idea to log into www.mijnpensioenoverzicht.nl at least once a year to see how your pension is doing. Do the figures you see there meet your needs and expectations or not? In the latter case, you may be able to do something about it yourself by, for example, saving extra for your retirement. In the coming years www.mijnpensioenoverzicht.nl will be expanded to include more information concerning choices related to your pension. In other words, you will find this important website to be a valuable resource.

### If you want to make use of an option

Abbott's pension scheme offers you several options, such as partial retirement or retiring earlier or later. You can swap part of your retirement pension for a higher partner's pension or, conversely, swap all or part of your accrued partner's pension for a higher retirement pension. Furthermore, you can get a higher retirement pension for a number of years first and then a lower benefit for life or vice versa.

## Questions?

### Questions concerning the pension scheme

If you have any questions about our pension scheme or the moments at which you must take action and/or decisions, please contact our administrator, AZL:

AZL
PO Box 4471
6401 CZ Heerlen
The Netherlands
Telephone: +31(0)88 116 3001
Email: pf-abbott@azl.eu

### Investment questions

For questions about your login details for or the investments in the Defined Contribution Module, please contact the customer service for Goldman Sachs: Phone: 0800 645 6736 (from the Netherlands) or +31 70 379 1001 (from abroad)
E-mail: info@mijnpensioen.nnip.com