

# Pension update

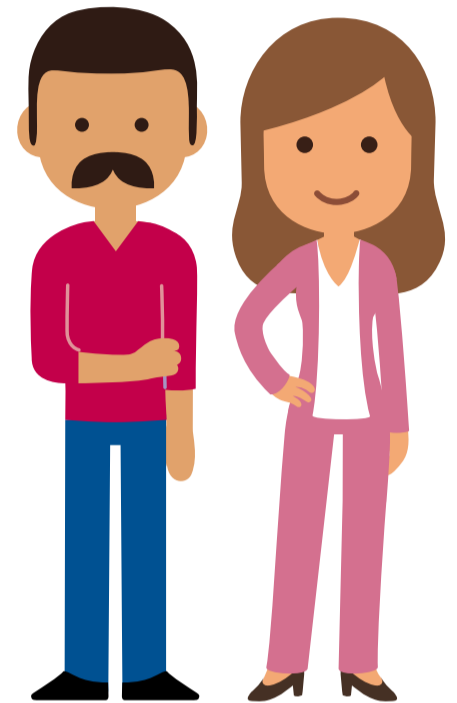


Last year was all about choosing a new pension plan.  
This year, we'll look at the design and implementation of the chosen pension plan.

## WHERE ARE WE NOW?

In the penultimate week of 2022, after extensive discussions, the Second Chamber voted to introduce a new pension system. The law is now pending in the First Chamber. The new system is more flexible, more future-proof and better suited to the labor market. Adjustments will still be possible in the coming years.

The introduction of the new system seems far away, but to meet the deadline of January 1, 2025, we (social partners and Pension Fund APF) are already working on devising and setting up the right plans and systems. In early June 2022, we opted for the **flexible premium scheme**. And in the same month, a risk survey from Pension Fund APF took place where you could share your opinion about how much risk you're willing to take for your pension. The outcome of this survey will now be taken into account in the further design of the Flexible premium scheme.

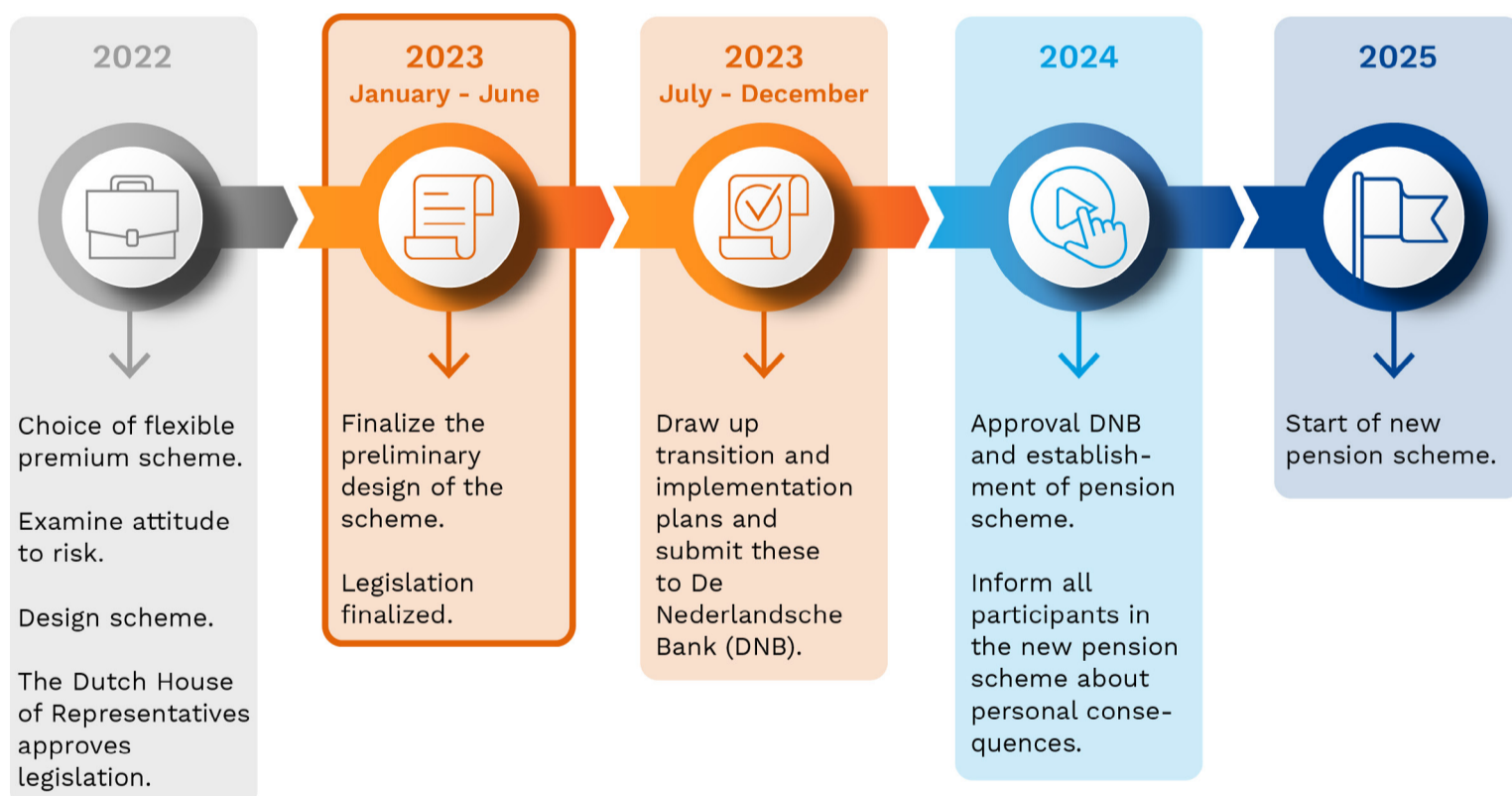


### Flexible premium scheme in brief:

- Investments according to personal attitude to risk (age)
- Personal choice of investment profile possible
- Choice at retirement between variable or fixed benefits with pension fund or insurer

More detailed information about this pension scheme will follow throughout the year. If you're looking for additional information, watch the videos on the [Pension Fund APF website](#).

## TIMELINE



## DESIGN OF THE FLEXIBLE PREMIUM SCHEME

In January, social partners (employers and unions) drew up their wish list regarding the design of the Flexible premium scheme and discussed this with Pension Fund APF. Pension Fund APF will now look at feasibility, costs and comprehension.

## CALCULATIONS

Now that the outlines of the new pension scheme have been drafted, the details will be worked out. For example, calculations will be made which will also look at what the effects are on your pension. This will be done by different project groups within this project.

If you would like to read more about the new pension scheme, we refer you to the website of [Pension Fund APF](#) or [the Government](#).

If you have any questions, please send an e-mail to [info.nl@akzonobel.com](mailto:info.nl@akzonobel.com)

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