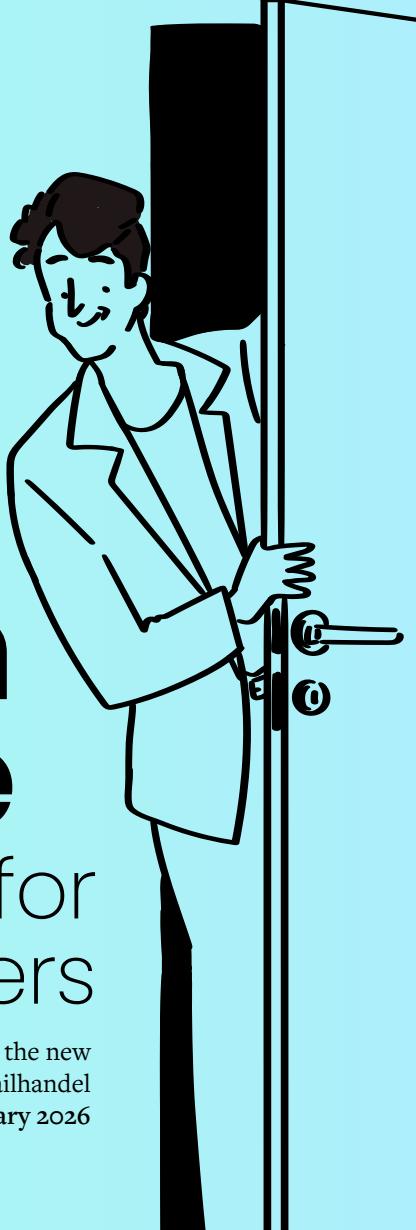


The new pension scheme

Information for employers

Everything employers need to know about the new pension scheme from Pensioenfonds Detailhandel

Planned transition date: 1 January 2026



The transition to the new pension scheme of Pensioenfonds Detailhandel has been postponed. This document still mentions the original date: January 1, 2026.

All about the new pension

What employers need to know

**The new pension scheme is expected
to start on 1 January 2026**

What does this mean for employers?

What will employees notice?

And what exactly changes in the pension
operations and administration.





How were the new pension rules created?

The government worked together with representatives of employers and employees to make new agreements about pensions. These agreements are written in the Future of Pensions Act ('Wet toekomst pensioenen'). Pension funds have until 1 January 2028 to implement these new rules.

You can find the most up-to-date information at: pensioenfondsdetailhandel.nl

Why are there new pension rules?

The world is changing. People change jobs more often, work more flexibly and live longer. The old pension rules no longer fit the way we live and work today. Also, pension funds were often not allowed to increase pensions, because they had to keep large amounts of money in reserve. That is why the rules are being updated.

What happens to the pension people have already accrued?

All pensions that participants have accrued up to 1 January 2026 will be moved into the new pension scheme.* It includes the pension for employees themselves, but also for their partner and children if applicable. Even people who already receive a pension, or used to work in the sector, will move over to the new system.

Where are the agreements documented?

All agreements about the transition are included in three official plans:

- **Transition Plan:** This describes how we will switch to the new pension. These agreements were made by employers and employees from the retail sector.
- **Implementation Plan:** This explains how the pension fund will carry out the transition.
- **Communication Plan:** This describes how participants will be informed.
- **These plans are published on the pension fund's website.**

*The transfer of accrued pensions into the new pension scheme is referred to as 'invaren' in Dutch.



What changes for employers?

For employers, not much will change. The way the pension is managed stays almost the same. However, the content of the pension scheme will be different. That's why employers play an important role in informing their employees clearly and on time.

This will stay the same:

- The contribution percentage and payment, as agreed in the collective labour agreement (cao)
- How employers send pension data via the Uniform Pension Declaration (UPA)
- Use of the employer portal

How do employers send pension data after 1 January 2026?

Employers will continue to send data in the same way as before: via the Uniform Pension Declaration (UPA), from the salary software package. On the employer portal of the pension fund, employers can view and manage their pension administration.

What changes in the calculation of the pension contribution?

The new scheme introduces new rules for how contributions are calculated. Employers are not required to take any action, as these changes will be applied automatically in the salary systems.

Information

Employers can find information about the new pension scheme via:

- The website
- The employer portal on pensioenfondsdetailhandel.nl
- The "Werkgever" newspaper



How does the new pension scheme work?

From 1 January 2026, the new solidarity-based defined contribution pension scheme* will apply to all participants. In this scheme, the amount of contribution is fixed. The amount of pension someone receives later depends on the investment results.

Key features of the solidarity-based defined contribution pension scheme:

→ **Contributions and investments**

Employers and employees both pay a contribution. Pensioenfonds Detailhandel invests these contributions collectively for all participants.

→ **Personal pension capital**

Each participant has their own pension capital. This amount grows with the contributions paid and the returns from investments.

→ **Solidarity reserve**

A small reserve is available to help keep pensions stable during periods of poor investment results.

→ **Risk sharing**

Risks like living longer or becoming unable to work are shared. This gives participants more security.

→ **Variable pension payments**

After retirement, the pension capital stays invested. The amount you receive may go up or down depending on investment results. The solidarity reserve helps limit large fluctuations.

→ **Transfer of existing pensions**

All pensions built up before 1 January 2026 will move to the new scheme. This means your existing pension will be added to your personal pension capital.

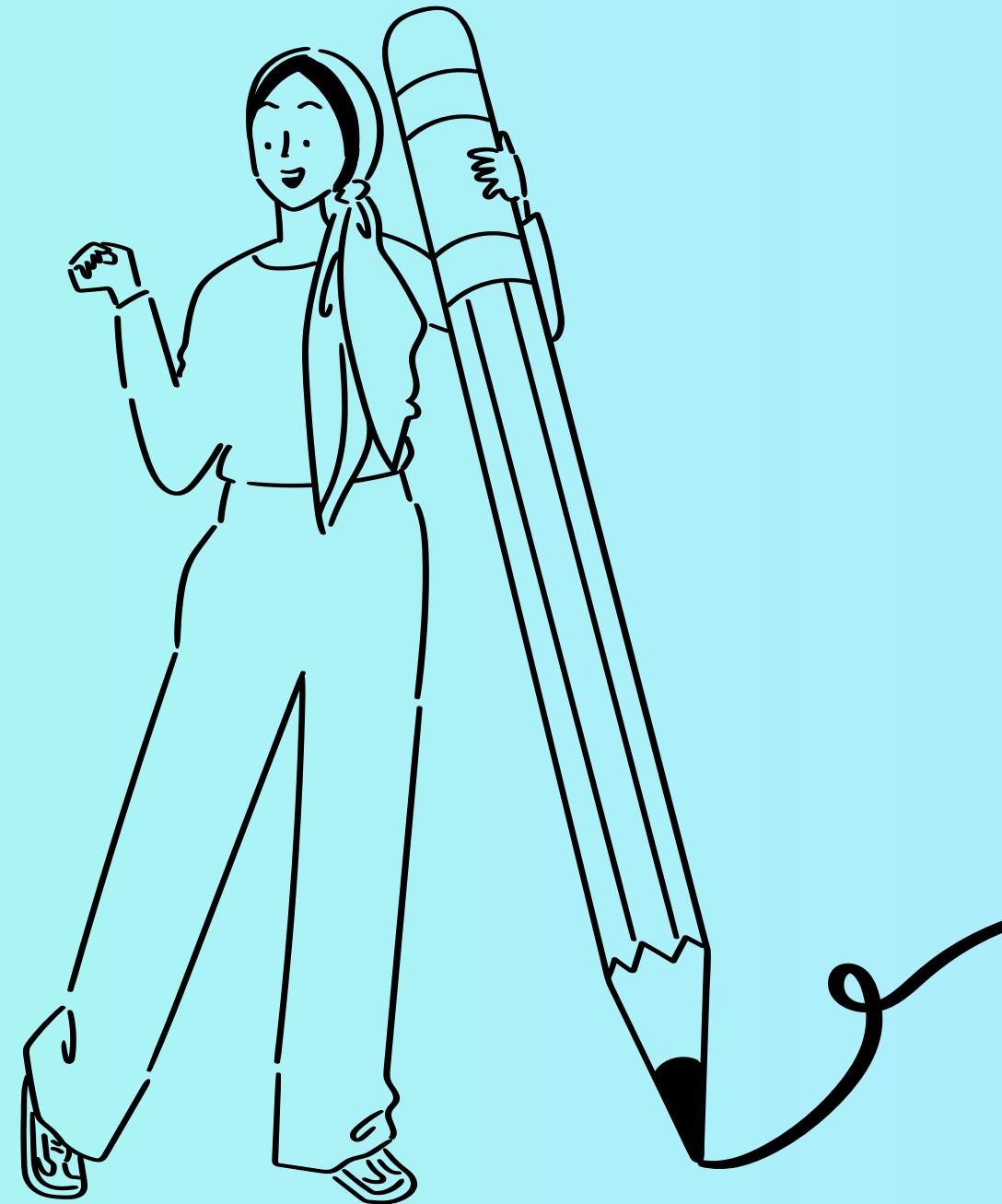
* In Dutch: solidaire premieregeling

How is the contribution made up?

- The total contribution is usually 24.75% of the pensionable salary.
- The employer pays 75%, and the employee 25%.
- Some sectors use a different division.
- The pensionable salary is the part of the employee's salary used to calculate the pension.

Sector-specific contribution divisions:

- **Wholesale of textile goods and related products:**
Employer: 16.8% – Employee: 8.25%
- **Beverage industry:**
Employer: 16.2075% – Employee: 8.5425%
- **Shoe repair sector:**
Employer: 12.375% – Employee: 12.375%
- **Leather and leather goods industry:**
Employer: 15.525% – Employee: 9.225%





Compensation scheme for active participants

When the new pension scheme starts, employees (active participants in Pensioenfonds Detailhandel) are expected to build up less pension than they would have in the current scheme. To limit that difference as much as possible, this group will receive compensation. The exact amounts are not yet known.

How the compensation works:

If the compensation can be fully paid from the pension fund's assets, it will be given in 2026. This works as follows:

- Employees who are 31 or older will receive an extra monthly amount for their pension in 2026. This is called a compensation contribution.
- New employees aged 31 or older who start work in 2026 will receive this extra amount from their first month of work until the end of 2026.
- The compensation contribution stops if the employee leaves the company.
- If the employee leaves and later returns in 2026, the contribution starts again for the remaining months of that year.
- The contribution also stops if the employee retires or turns 67 in 2026.
- If an employee becomes disabled, the compensation still applies for the part where no pension contribution needs to be paid.

What if the pension fund's funding ratio is too low?

If the funding ratio is below 112% on the transition date, the full compensation may not be possible from the fund's own assets. In that case, part of it will be paid from the regular contributions.



What changes for partners and children in the new pension scheme?

If an employee dies, their partner and children may receive a pension. This is called partner's pension and orphan's pension.

Partner's pension

If an employee dies while still working for an employer, the partner will receive a lifelong partner's pension. This is 25% of the employee's salary, based on the last 12 months before death. If the employee leaves their job and does not immediately start with a new employer, the partner's pension stays insured for a maximum of 6 months through Pensioenfonds Detailhandel. After that, the employee can continue the insurance voluntarily with the pension fund. If the employee starts working for a new employer, the partner's pension is usually insured again there.

Good to know:

Any partner's pension that was built up before 1 January 2026 will remain valid.

Orphan's pension

If an employee dies during their employment, each of their children will receive an orphan's pension until the age of 25. This is 10% of the employee's salary over the last 12 months before death. If both parents have passed away, this increases to 20%. If the employee is not hired by a new employer right after leaving, the orphan's pension stays insured for up to 6 months. After that, they can voluntarily continue the insurance with the pension fund.

Good to know:

Any orphan's pension built up before 1 January 2026 will remain valid.

Important:

When changing jobs, employees should always check how the partner's and orphan's pension are arranged with the new employer.

What happens if an employee becomes disabled?



If an employee becomes disabled, they will still continue to build up pension. Neither the employer nor the employee has to pay contributions for this. This is called non-contributory pension accrual.

How much pension is built up depends on the level of disability:

- Less than 35% disabled: no pension accrual
- 35% to 45% disabled: 40% accrual
- 45% to 65% disabled: 50% accrual
- 65% to 100% disabled: 100% accrual

Good to know:

If someone is partially disabled, the employee and employer continue to pay contributions for the part the employee still works. The other part is built up automatically without payment.



Transition to the new pension scheme

1 July 2023

The Future of Pensions Act took effect. Pension funds have from 2023 to 2028 to adjust everything and introduce the new pension rules. Pensioenfonds Detailhandel is actively working on this.

July 2024

Employers and employees (social partners) agreed on how the new scheme should look and how the transition will take place. These agreements are documented in the Transition Plan. The Transition Plan and clear summaries for employers, payroll administrators and participants are available on the website. The pension fund has also drawn up: an Implementation Plan (how everything will be carried out), and a Communication Plan (how everyone will be informed).

January – October 2025

The regulators Dutch Central Bank (DNB) and the Authority for the Financial Markets (AFM) will review all the plans. They mainly check whether the transition is fair and clear for all participants.

November 2025

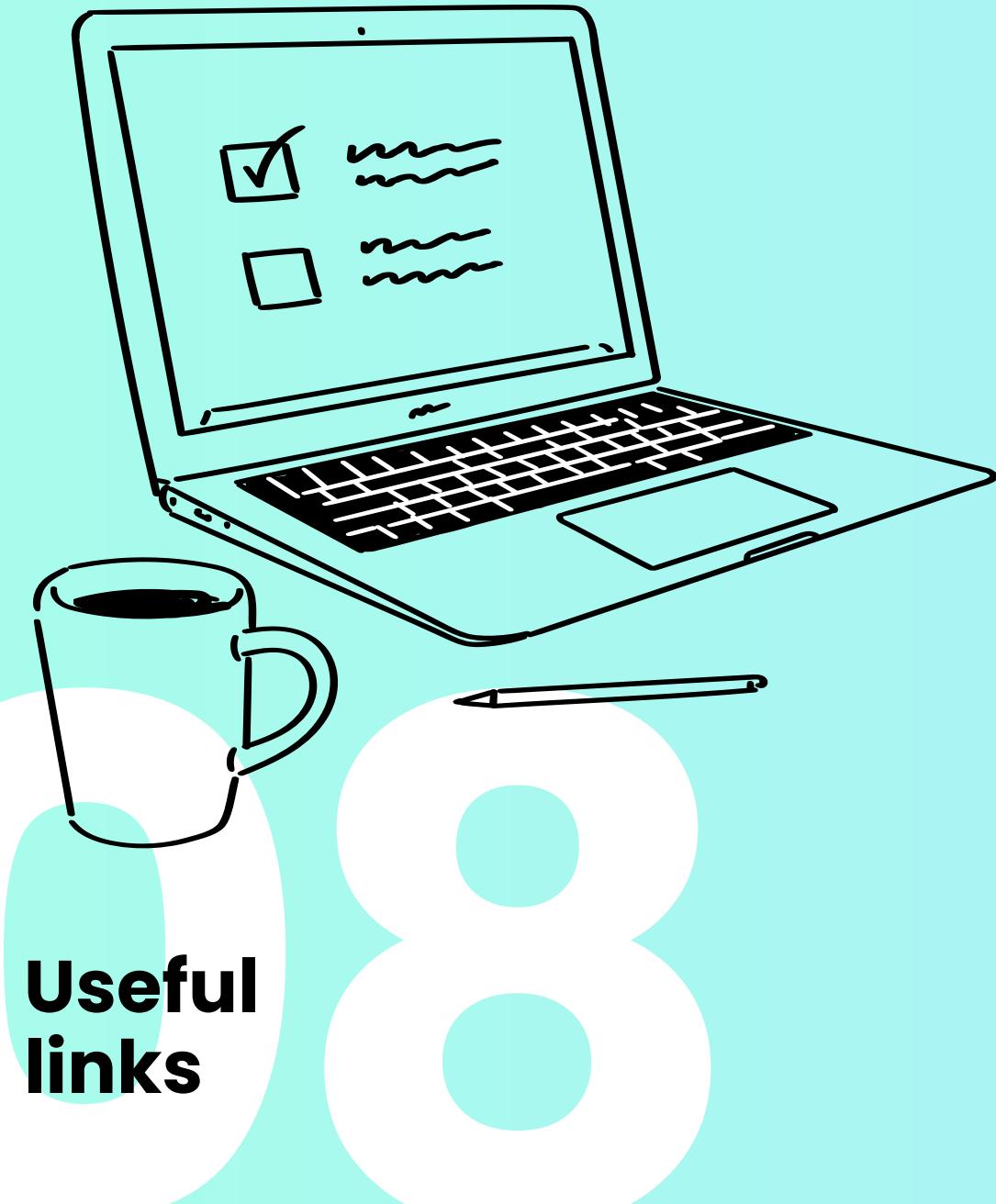
All participants will receive a personal letter with a preliminary calculation of their pension in the new scheme. This letter will also explain what changes and how this differs from the current scheme. Please note: this calculation is not yet final.

1 January 2026

This is the official transition date. All accrued pensions will be moved into the new pension scheme. From that moment, each participant will have their own pension capital.

May – June 2026

After the transition, all participants will receive a second letter. This will contain the final calculation of their pension in the new scheme, and explain why this amount may differ from the estimate sent in November 2025.



Useful links

Useful links with up-to-date and extra information about the transition to the new pension scheme:



What the transition means for employers

pensioenfondsdetailhandel.nl/nieuwe-pensioenregeling-voor-werkgevers



What the transition means for your employees

pensioenfondsdetailhandel.nl/nieuwe-pensioenregeling



The Transition Plan and all the details about the new pension scheme

pensioenfondsdetailhandel.nl/content/publications/Transitieplan.pdf



Background information in the 'Werkgever' newspaper

pensioenfondsdetailhandel.nl/publication/de-werkgever-magazine



A unique take on the new pension by Kamagurka (on Jij&Wij Online)

jijenwijonline.nl/kamagurka



Information from the government

werkenaanonspensioen.nl

Pensioenfonds Detailhandel

Need support or up-to-date information?

Visit the service page:
pensioenfondsdetailhandel.nl/werkgevers

Or contact the Employers' Desk
werkgever@pensioenfondsdetailhandel.nl
020 - 244 54 00
(Mon-Fri, 08:00-17:00)

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