

Explanatory notes on your detailed pension statement 2024

Your net pension to change in 2024

Precisely how much higher or lower your new pension will be depends on your age and the amount that you receive in pension and whether you use the payroll tax credit. The payroll tax credit has been increased for everyone. On the other hand, the tax rate in the lowest bracket will also increase slightly by 0.04%. The income-linked contribution to the Dutch Healthcare Insurance Act (Zvw) will be lower as from January 2024: from 5.43% to 5.32%. The maximum Zvw contribution wage has been increased from € 66,956 to € 71,628 from January 2024.

For most participants, this means that they receive slightly more net than in the year 2023.

Visit www.philipspensioenfonds.nl/en/withholdings to find out more about what amounts are withheld from your pension.

Decision on indexation for 2024

The Board of Philips Pensioenfonds has the ambition to increase pensions in line with price increases. At the beginning of 2023, the Board decided to increase the pensions as of 1 April 2023. On our website you can find information about the indexation allocation: www.philipspensioenfonds.nl/en/indexationtable.

All members received a personal message in March 2023 with information about the indexation decision of Philips Pensioenfonds.

www.philipspensioenfonds.nl/en/indexationpolicy
Here you will find more information about our indexation policy.

MijnPPF

To view your personal pension information, visit www.philipspensioenfonds.nl/en/mijnppf and log in to MijnPPF. MijnPPF is your personal and secure environment on our website, where you can view, and in some cases update, your personal settings. Under 'Profile' in MijnPPF, you can change your bank account number.

Current pension information at www.mijnpensioenoverzicht.nl

Visit www.mijnpensioenoverzicht.nl to see how much pension you receive from Philips Pensioenfonds. You can also see how much survivor's pension your partner will receive in the event of your death. While these details are of course included in your annual pension overview, the information at www.mijnpensioenoverzicht.nl is updated four times every year. You can also see how much state pension you receive at www.mijnpensioenoverzicht.nl.

Withholdings

Read on to find out more about what amounts are withheld from your pension.

Payroll tax

One of the amounts that is withheld from your pension is payroll tax, which includes wage tax and national insurance contributions.

Payroll tax credit

Everyone in the Netherlands is entitled to a rebate on their payroll tax, called the payroll tax credit. The payroll tax credit is the collective name for a number of different tax credits that we can apply to your pension, including for example the general tax credit and the senior citizens' tax credit.

However, the payroll tax credit can only be applied to a single source of income. By filling out a payroll tax credit application form (loonbelastingverklaring), you can indicate whether you wish to have the payroll tax credit applied to your pension benefits or to another source of income. If your detailed pension statement says 'Payroll tax credit: no', this means that we do not apply the tax credit to your pension; instead, it might be applied by another organisation where you have income. If your detailed pension statement says 'Payroll tax credit: yes', however, this means that we do in fact apply the tax credit to your pension. For most retirees who have reached state retirement age, the payroll tax credit is applied to their state pension, which offers the highest amount of the rebate. The amount of your payroll tax credit is linked to your income: as your income goes up, you receive less rebate on your tax.

To find out what the current rates are, visit:
www.philipspensioenfonds.nl/en/withholdings

Income-linked contributions under the Healthcare Insurance Act

Under the Dutch Healthcare Insurance Act (Zvw), an income-linked contribution is withheld from your pension income. To see how much that contribution is, visit www.philipspensioenfonds.nl/en/withholdings. If you have any specific questions about the statutory healthcare insurance contribution, visit the website of the Tax and Customs Administration:
www.belastingdienst.nl.

Other withholdings

Other amounts might also be withheld from your pension, for example your contribution to the Dutch Cancer Society or your dues for membership of one of the associations of retired Philips employees.

Other information

Survivor's pension

If you have a partner and have insured a survivor's pension for him or her, your pension overview shows how high that pension is. Your pension overview is sent to you in April.

Payment dates for 2024

We pay each month's pension on the first business day of that month. The precise moment when your pension is credited to your account can vary from one bank to another, however. The payment dates for 2024 are shown below. They are also available at www.philipspensioenfonds.nl/en/paymentdates

| | | |
|-----------|------------|-------------|
| 2 January | 1 February | 1 March |
| 2 April | 2 May | 3 June |
| 1 July | 1 August | 2 September |
| 1 October | 1 November | 2 December |

Annual income statement 2023

Your annual income statement for 2023 is published at the same time as the detailed pension statement of January 2024. You can find both documents in MijnPPF. If you receive your pension item on paper,

you will have received both documents shortly before the January 2024 pension payment. Your annual income statement shows the pension values that you received during the period from 1 January to 31 December 2023 and what amounts were withheld from your pension. You need this information when you file your tax return for 2023.

Relocation/emigration and changes in marital status

If you live in the Netherlands:

If you move house but stay living in the Netherlands, you must pass on your change of address to the municipal authorities (in the municipality of your new address, whether that is a new municipality or the same one as before). The municipal authorities will pass that information on to us: changes of address within the Netherlands and changes in marital status (marriage, divorce and death) are sent to us automatically through the local authority. If you are living together without being officially registered as partners, changes in your situation are not passed on to us automatically.

If you live abroad:

If you are living outside the Netherlands and move house, you must change your address details yourself. You can do this by visiting www.philipspensioenfonds.nl/en/mijnppf and updating your Profile page in MijnPPF.

Death

If you pass away while you are living in the Netherlands, we will be notified through the local authority. If you live outside the Netherlands, your relatives must send Philips Pensioenfonds written notice of your death: either a photocopy of the death certificate or a printed card announcing your death.

Any questions?

If you have any questions about your pension specification or about these explanatory notes, please contact our Service Desk. Our telephone number is 088 - 015 79 00. We can be contacted on working days between 9 am and 5 pm. You can also get in touch with us by email (info@philipspensioenfonds.nl) or by letter.

Every month a new detailed pension statement is published in MijnPPF. If your net pension for a particular month has changed compared with the previous month, you will be notified about this.