

# Overview indexation

## Pension accrual

### What adjustments have been made in recent years?

*Below is an overview of the pension increases for participants who are currently accruing pension with Philips Pensioenfond.*

#### **Increases in your pension**

Every year, we try to increase your accrued pension to reflect the collective scale adjustments under the collective labour agreement at Philips (even if you work for Signify or Versuni). This is our ambition, as described in our indexation policy. However, this indexation is not an automatic given. Every year, the Board of Trustees decides whether your pension can be increased, and if so by how much. Whether or not we can realise our ambition depends on what the law permits, based on our financial health. Another factor is that we want to be in a solid financial position on 1 January 2027 when we switch to the new pension system. The indexation needs to be prudent with that in mind too. On [this page](#) you will find information about the pension increases in relation to our ambition and in relation to the price increases.

#### **Reduction in your pension**

In exceptional circumstances, we might be forced to lower your pension. We have not reduced your pension in recent years. At this moment it is very unlikely that we will be forced to lower your pension.

Date	Indexation
<b>01-04-2025</b>	6.00%
<b>01-04-2024</b>	4.00%
<b>01-04-2023</b>	2.10%
<b>01-04-2022</b>	1.98% <sup>1</sup>
<b>01-04-2021</b>	0.00%
<b>01-04-2020</b>	0.64%
<b>01-04-2019</b>	2.25%
<b>01-11-2018</b>	0.38% <sup>2</sup>
<b>01-04-2018</b>	0.22%
<b>01-04-2017</b>	0.00%
<b>01-04-2016</b>	0.00%
<b>01-04-2015</b>	0.00%

<sup>1</sup> including 0.38% compensation for missed indexation

<sup>2</sup> additional indexation as per 1 November 2018