

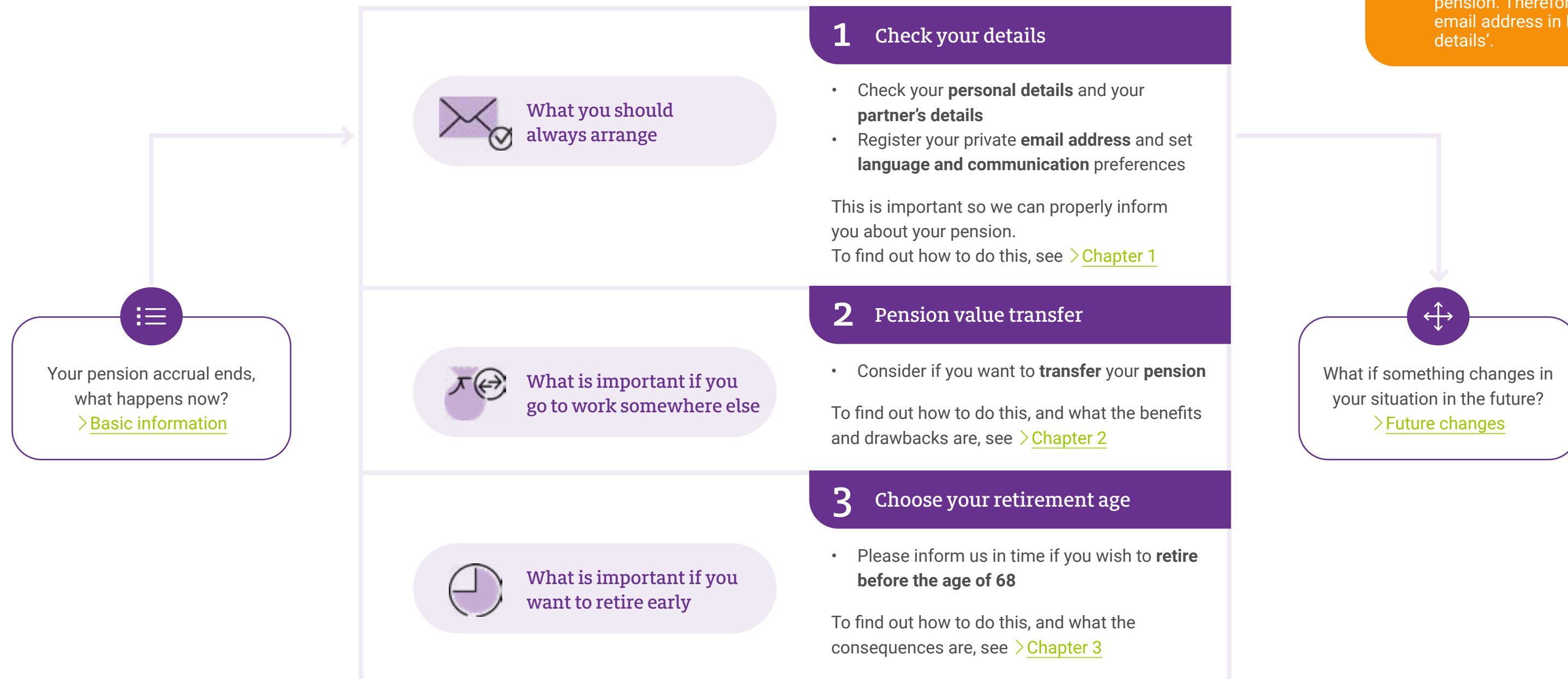


Your pension accrual with us will end
Arrange your pension properly in 3 steps

e-brochure
End of employment



✓ In 3 steps your pension properly arranged



Action! It is important that we can continue to inform you about your pension. Therefore, register your private email address in MijnPPF under 'My details'.



Basic information

You have left the company. That means your pension accrual with Philips Pensioenfond's will also stop. This will change your pension situation. We will organize a number of pension matters on your behalf. However, you also have some personal choices to make. Will you start working for a different employer? In most cases, your pension can be transferred to your new employer.

Please read this e-brochure to see what you must do now in order to ensure your pension and that of your partner are in order when the time comes.

Your pension accrual ends

Your pension situation will change after leaving Philips, Signify of Versuni. Soon after this termination date, you will receive an overview of the pension rights that you have accrued with Philips Pensioenfond's.

What will happen to the survivor's pension?

As soon as you leave the company, your participation in the flex pension stops. This means that you no longer accrue any survivor's pension. The amount that you accrued up to the date of termination of your employment will remain in place. When you retire, you may exchange some or all of the survivor's pension rights for a higher retirement pension. If you do not have a partner when you retire, we will automatically convert the entire survivor's pension into a higher retirement pension.



Action! Go to MijnPPF and check your personal details and those of your partner. If your details are incorrect you can change them or inform us of the correct partner details using the 'Partner registration' form, which can be found at philipspensioenfond's.nl/en/downloads. Having the correct details is important as it can affect the pension amounts in the Pension Planner.

Your ANW shortfall insurance is stopped

Perhaps you took out ANW shortfall insurance (to compensate for the lack of ANW benefit). This insurance stops automatically as from the moment you are leaving the company. You have not accrued capital in the ANW shortfall insurance, as it is a risk-based insurance. This means that if you die after your employment ends, your partner will not receive any benefits from ANW shortfall insurance.

Value of the survivor's pension

The overview of the pension rights that you have accrued with Philips Pensioenfond's is called a 'non-contributory policy'. Your non-contributory policy:

- shows how much retirement pension you have accrued;
- shows how much survivor's pension you have accrued;
- shows how much orphan's pension you have accrued. If you have children, this is the orphan's pension that they will receive if you pass away before they turn 21.

Your non-contributory pension is governed by the pension plan rules that continue to apply. Any future changes to those rules will also apply to you. The pension plan rules are available at philipspensioenfond's.nl/en/downloads

How will we inform you?

During your employment, you could find information about your pension in Philips Pensioenfonds' MijnPPF and Pension Planner. Now you have left the company, you still have access to this information. There you will find current information about your pension. A current overview of your pension will be posted in MijnPPF once per year.

[Go to MijnPPF](#)



We inform you:

- About the amount of your pension via the Pension Planner and MijnPPF.
- Annually providing a pension overview in MijnPPF.
- A few months before you retire. We then send you the information pack, in which you can read more about the pension options you then have.



Tip! To keep informed about developments at Philips Pensioenfonds after you leave the company, you can subscribe to our digital newsletter Gener@ties in MijnPPF under 'My details'.



1 Check your details



What you should
always arrange

Check your personal details and your partner's details

Go to 'My details' in MijnPPF, where if necessary you can also change your details. If your partner's details are incorrect, fill in the 'Partner registration' form and send it to us. You can download the form from philipspensioenfonds.nl/en/downloads

Register your private email address and set your language/communication preferences

Was your business email address registered in MijnPPF? Then enter the correct, new email address in MijnPPF. Here you can also indicate in which language and in what way you want to be informed about your pension.

Go to MijnPPF



Visit MijnPPF

In MijnPPF you will find your personal details and your current pension situation. Here you can also access the Pension Planner to apply for your pension and to make choices regarding your pension. Log on at philipspensioenfonds.nl/en/mijnppf using your DigiD or another EU-approved electronic identification.

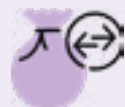
Easily arrange it yourself on your 'My details' page

It is important that we can continue to inform you about your pension. Was your business email address registered before leaving employment? Then enter your private email address. You can also set your language and communication preferences on your 'My details' page. You can choose between Dutch and English. If you choose English, we will send you your pension information in English. Don't forget to subscribe to our magazine Generaties and our digital newsletter Gener@ties for up-to-date pension information.

Review your personal information and your partner's details

It is also important that the information about your potential partner is correct. This is important because of the payment of the survivor's pension. Are your partner's details incorrect? Fill in the 'Partner registration' form and send it to us. You can download the form from philipspensioenfonds.nl/en/downloads

2 Pension value transfer



What is important if you go to work somewhere else

Consider whether you want to transfer the value of your pension

Do you wish to transfer your pension rights? First check mijnwaardeoverdracht.nl (in Dutch). Is your new pension administrator not affiliated with this website? Ask your new employer's pension administrator for a value transfer.

Value transfer or not?

If you start accruing pension with a new employer, then you can transfer your pension to your new pension administrator. This is called a 'value transfer'. Alternatively, you may leave your pension at Philips Pensioenfonds..

How do you know if you want to transfer your pension?

Whether it is wise to transfer your pension depends on the differences between your new employer's pension plan and the flex pension from Philips Pensioenfonds. You cannot make a considered decision until you understand the differences. This is why we recommend carefully reviewing both plans, and if necessary, seeking advice.

Matters that may be relevant when comparing the pension plans include:

- Is the retirement age the same or different?
- How is the survivor's pension arranged?
- Is there a difference in the annual increase (indexation) in the pension that the pension fund aims for?
- Would you prefer to receive your pension from one or more pension administrators?



Tip! Use the Pension Comparison Tool under 'Pension 123' at philipspensioenfonds.nl to help you decide whether or not to transfer the value of your pension rights.

How does a value transfer work?

Do you wish to transfer your pension? Then this is the procedure:

1. Apply to your new employer's pension administrator for the value transfer or arrange it via mijnwaardeoverdracht.nl (in Dutch).
2. The new pension administrator requests information from Philips Pensioenfond. This concerns details on accrued pension rights and the value to be transferred.
3. The new pension administrator prepares a proposal for you. In this proposal, the pension you accrued with Philips Pensioenfond is converted into pension with your new employer.
4. After reading the proposal, you make a choice: transfer the value or not?
5. If you decide to transfer your pension, you are no longer entitled to pension from Philips Pensioenfond.

The transfer of value is always on a 'financially neutral basis'. This means that no money is lost through the value transfer. The value of your pension cannot be transferred if either Philips Pensioenfond or your new pension administrator has a policy funding ratio of less than 100%.

Value transfer in the event of a takeover, merger or division

The choice of whether or not to transfer your pension is not always yours to make. In some cases, collective value transfer is the only option available. Collective value transfer means that Philips Pensioenfond, acting at your employer's request, transfers the value of all its employees' pensions to a new pension administrator at the same time. Your employer might decide on collective value transfer if it switches to a different pension fund, for example following a takeover, merger or division. Only your employer can ask your new pension fund for collective value transfer. The request will be reviewed by various entities, including the Dutch central bank (DNB), to determine whether the collective value transfer raises any objections. If all the conditions are satisfied, you may decide for yourself whether or not to agree to have your pension value transferred.



Action! If you want to transfer your pension to your new employer, you should contact your new employer's pension administrator. The new pension administrator will inform you how to apply for a value transfer.

Please note! If it is not possible to arrange value transfer via mijnwaardeoverdracht.nl, the process may take at least six months to one year. However, this will not affect the value to be transferred.

Automatic value transfer for small pensions

Have you accrued pension for a short time with us? If your accrued pension is less than the statutory commutation limit (in 2025 € 613.52 per year), we will automatically transfer your pension to your new pension administrator when you switch jobs. No action on your part is required. Your new pension administrator will inform you as soon as the value transfer has been completed. If you do not have a new pension administrator after five years, we will make you a proposal for commuting your small pension. You will be notified automatically.

If your pension is less than € 2 per year, it will lapse. You will then not be entitled to a pension from Philips Pensioenfond, and your partner will not be entitled to a survivor's pension in the event of your death. The reason for this rule is that the costs of administering these very small pensions are disproportionately high.

If you would like more information on the transfer of value of your pension, then visit:

philipspensioenfond.nl/en/outgoingvaluetransfer

Wish to leave your accrued pension at Philips Pensioenfonds?

We will pay out your pension on your retirement date. Of course, we will update you on your pension regularly. And we will try to increase your pension each year, in order to maintain your purchasing power as much as possible.

A higher pension

Every year, we try to raise your pension to reflect rising prices. 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 in 2026 when we switch to the new pension system. The indexation needs to be prudent with that in mind too.

To find out more, visit > philipspensioenfonds.nl/en/indexationpolicy



Tip! At > mijnpensioenoverzicht.nl the following is available:

- an overview of all pensions you have accrued with your various employers, including an indication of your net pension;
- information regarding your state pension from the Social Insurance Bank (Sociale Verzekeringsbank);
- information regarding your pension at Philips Pensioenfonds. The amounts stated on this website are updated at least three times a year.

You can log onto this website with your DigiD or another European recognized way to log in and view your personal details.



3

Choose your retirement age



What is important if you want to retire early

If you wish to retire before the age of 68

Six months before you want to receive your pension, please contact our Customer Service. You can find the contact details at the back of this e-brochure.



Tip! If you would like more information on the options upon retirement, then visit: philipspensioenfonds.nl/en/almostretired

Also take a look at the Pension Planner, which will show you how the various options affect your pension.

If you prefer to move your retirement forward or back

You can arrange for payment of your pension to start before you reach the age of 68. If so, your annual pension income will be lower. Early retirement is allowed from the age of 55. If the starting date of your pension is more than 10 years before the starting date of your state pension (AOW) then you must stop working completely and also have no plans to work again in the future. You can also move retirement back. Your chosen retirement age must then be between the ages of 68 and 70. Your annual pension income will be higher.

Do you want to retire earlier or later than 68? Then we would like to be informed about this six months before your desired retirement date. Does your desired retirement date take place earlier than 6 months? We will do our best to arrange your pension as soon as possible. Please contact our Customer Service.

What are your options upon retirement?

Upon retirement, you will have various options in order to ensure your retirement income matches your wishes:

- exchange (a part of) your survivor's pension or not
- purchase a bridging pension
- the 'high-low' arrangement

Six months before you retire, you will receive an information package and an invitation to enter your choices in the Pension Planner.

Future changes

This e-brochure contains the minimum information that you need when you leave the company and your pension accrual with Philips Pensioenfond's ends. We describe below what you have to do if your personal circumstances change and where you can obtain further information.

You move to a different address

You move within the Netherlands

If you change address within the Netherlands, we automatically obtain your new address from the municipality concerned. So you do not have to notify us of a change of address.

You change address abroad or you move abroad

If you change address abroad or move abroad, send us a signed request yourself with your new home address. You can share this document safely in MijnPPF via 'Send a document'. You can either send the request to us as an attachment to an email or by post.

You enter into a new relationship

- If you marry or enter into a registered partnership, the municipality will inform us.
- If you live abroad, please notify us of your new partner's details. Use the 'Partner registration' form, which you can download at philipspensioenfond's.nl/en/downloads
- If you start to cohabit, please register your partner with Philips Pensioenfond's. Use again the 'Partner registration' form.

The survivor's pension will only be paid out after your death if your partner is registered with us.

You and your partner split up

How this affects the survivor's pension

If you and your partner split up, your ex-partner will be entitled to survivor's pension after your death. This is called an 'extraordinary survivor's pension'.

How this affects your retirement pension

Your ex-partner is entitled to half of the retirement pension that you accrued up to the end of your relationship. Please note: This only applies if you were married or in a registered partnership. Other arrangements about your pension are also possible. However, you must record those arrangements in writing before the formalities surrounding the end of your relationship are finalised.

To find out more, visit philipspensioenfond's.nl/en/endrelationship



Tip! If you are in a relationship of unmarried cohabitation or live abroad and split up, you must always de-register your partner with Philips Pensioenfond's using the 'Partner registration' form. This is necessary because we are not notified of this automatically. You can download this form at philipspensioenfond's.nl/en/downloads

We do, however, receive automatic notification of the termination of a marriage or registered partnership in the Netherlands.

In the event of your death

After your death there is no further entitlement to a retirement pension, as this pension is for yourself, not for your surviving dependants. You may, however, have accrued a survivor's pension for your partner. And if your children are younger than 21 years of age, they will get an orphan's pension.

Do you reside in the Netherlands?

In that case the municipality will notify us of your death. This takes a few working days. Your surviving dependants automatically receive information from Philips Pensioenfonds.

Do you reside abroad?

In that case your surviving dependants have to notify us in writing that you have died by sending a copy of the death certificate.

Find out more about survivor's pension or orphan's pension at
> philipspensioenfonds.nl/en/survivorspensionoutofemployment



More information

Visit our website to find out more

You can find detailed information about your flex pension at philipspensioenfonds.nl/en
You can also download brochures, forms, our annual report and information about the investments and funding ratio of Philips Pensioenfonds from the same website.

Make sure we have your correct email address

You can view your personal pension information by logging in to MijnPPF using your DigiD. Would you like to stay informed of developments at Philips Pensioenfonds after you have left the company? Then subscribe to our **digital newsletter Gener@ties** under 'My details'.

Go to MijnPPF



Important! Do not share sensitive, personal information with us by email. You can do this safely in MijnPPF via 'Send a document'.

Where to go with your complaint?

You should be able to trust that your pension is in good hands with us. That is why we administer it carefully, and keep you well-informed about developments. Nevertheless, you might be unhappy with something. If you have a complaint on any subject, we urge to share it with us so we can find a solution together. Our Service Desk is the first point of contact, by phone, digitally (email or MijnPPF), by letter or in-person (meeting / video call).

Have you received a response from our Service Desk and are you unhappy with it? Then you can submit your complaint to the Complaints Committee of Philips Pensioenfonds. It consists of the Managing Director, the Investments Director and the Legal Advisor of the Board of Trustees of Philips Pensioenfonds. You can send your complaint to:

By post:

Philips Pensioenfonds
Attn. Complaints Committee
Postbus 80031
5600 JZ Eindhoven - The Netherlands

By email:

klachtencommissie.ppf@philips.com
The subject line should state:
'Attn. Complaints Committee'

What does your complaint say?

First of all, include a clear description of your complaint. Make sure you also include the date, your name, your client number and your address. To find out more about our complaints regulations, visit philipspensioenfonds.nl/en/complaints



Contact details

If you have any questions about this e-brochure, do not hesitate to contact our Service Desk.

Tel.: +31 88 – 015 79 00 (open on working days from 9 a.m. to 5 p.m.)

E-mail: info@philipspensioenfonds.nl

This e-brochure has been prepared with all due care. The information which it contains is an abbreviated and simplified version of the pension plan rules. The pension plan rules are authoritative. They can be downloaded from > philipspensioenfonds.nl/en/downloads