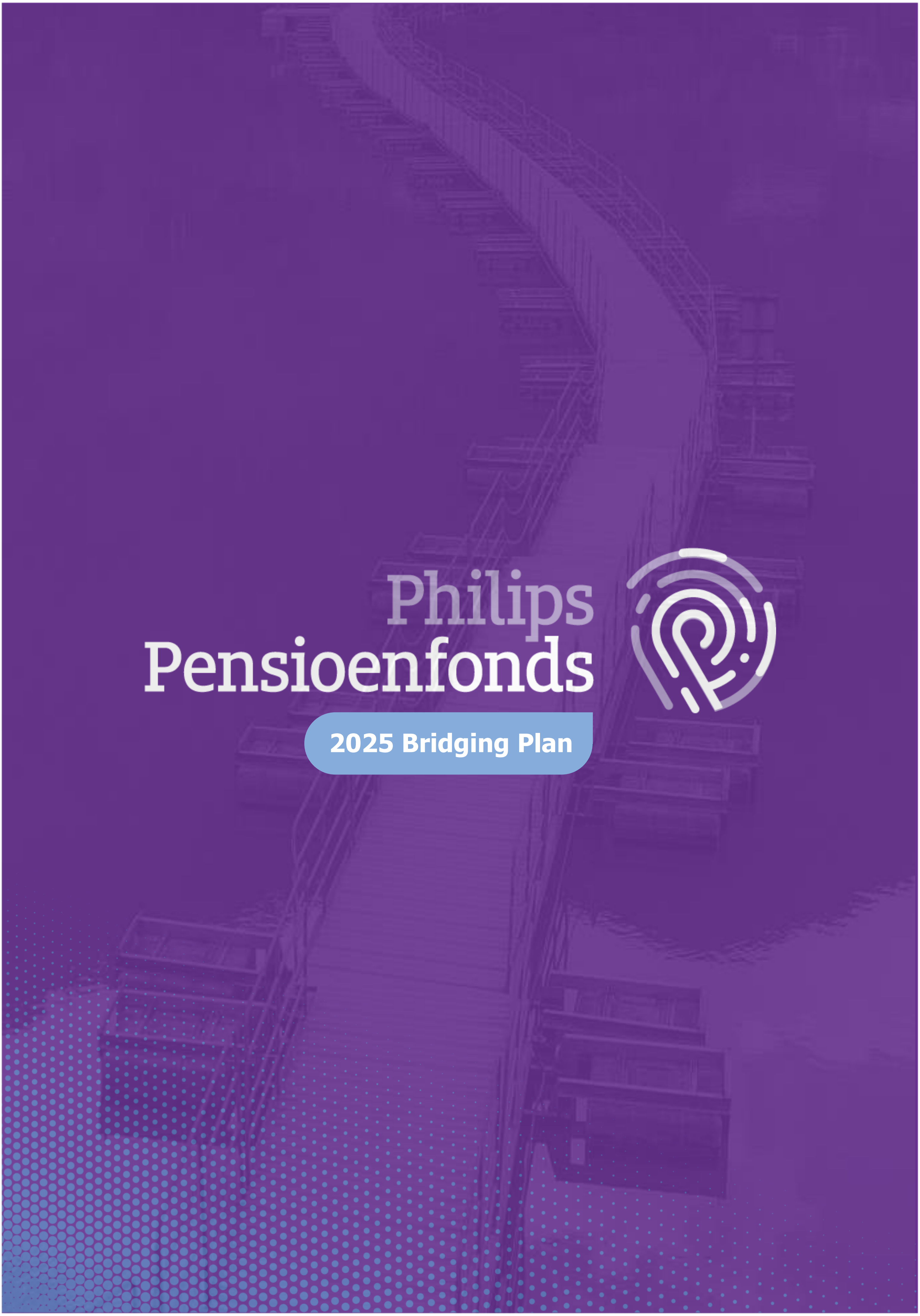

Philips Pensioenfonds

2025 Bridging Plan

2025 Bridging Plan
Getting off to a strong start with the new pension system

Philips Pensioenfonds wants each of its members to get off to the best possible start under the new pension system. It is important that, when we make the switch (currently expected to happen on 1 January 2027), each member has a pension that is as close to our ambition as possible: full pension accrual and full indexation. To achieve this goal, starting on 1 January 2024 Philips Pensioenfonds has adopted the more lenient rules for indexation under the 'transitional financial assessment framework'. The transitional financial assessment framework sets out legal rules for pension funds to apply if they intend to convert their accrued pensions to the new pension plan when switching to the new pension system ('entitlement conversion', or in Dutch 'invaren'). The transitional financial assessment framework makes it easier for pension funds to index their pensions, and at a higher rate.

If it is easier for the Board of Trustees to index the pensions, and it then indexes them at a higher rate, this means that the pension fund's assets will be 'shared out' sooner than they would be without the more lenient indexation rules under the transitional financial assessment framework. 'Sharing out' the assets sooner increases the risk that the pensions might need to be cut if the pension fund's financial situation worsens significantly. However, this is unlikely to happen: Philips Pensioenfonds's finances are healthy. Moreover, measures are in place to protect them: another of the goals is that, when we switch to the new pension system, we must be in a strong financial position (meaning that we should have a healthy financial buffer). The pension fund's financial buffer at the time of the switch will be used, directly or indirectly, for the benefit of all our members when converting the accrued pensions to the new pension scheme ('entitlement conversion', or in Dutch 'invaren').

The bridging plan explains why Philips Pensioenfonds wants to have the option of applying the more lenient indexation rules, why this is a sensible decision given the pension fund's finances, and how it will affect our members in the different age categories. The bridging plan has to be updated every year. As such, the 2025 bridging plan is an updated version of the bridging plan that was drawn up in 2024 and was approved by the Dutch central bank (DNB) as the pension fund's supervisory authority. At 1 April 2025, the pensions were raised using the more lenient indexation rules in accordance with the 2024 bridging plan. The updated bridging plan for 2025 was presented to DNB for its approval in June 2025. In July 2025 DNB has approved the updated bridging plan 2025.

The updated 2025 bridging plan includes calculations based on the funding ratio at 31 December 2024: 122.7%. Although this is slightly lower than calculated in the 2024 bridging plan (124.3%), it is enough for the more lenient indexation rules to be applied. The 2025 bridging plan shows that the funding ratio is still expected to be sufficient when we make the switch, perhaps even by a margin. It also demonstrates that we can apply the more lenient indexation rules in 2026 as well. However, whether we decide to do this again in 2026, as we did for the 2024 and 2025 indexation decisions, has yet to be considered. How much indexation we grant at 1 April 2026 will depend on how much is judicious at that time.

1. Greater certainty about annual indexation to increase the pensions

Since 1 July 2023, pension funds that apply the transitional financial assessment framework may make use of more lenient indexation rules: indexation (full or partial) is permitted if the policy funding ratio is 105% or higher. This option will remain available to pension funds during the transitional period until they switch to a new pension plan that reflects the new legal pension rules. The idea is that pension funds should not have to take any measures during this period that they would not need to under the new pension system, for example refraining from indexing their pensions by the full rate.

If Philips Pensioenfonds did not apply the transitional financial assessment framework, we would not be permitted to grant any indexation at all as long as the policy funding ratio was less than 110%. Full indexation would only be permitted if full indexation in the future was also certain. This means that Philips Pensioenfonds would only be permitted to grant full indexation if its policy funding ratio was 136.8% or more at 31 December 2024. On that date, however, the policy funding ratio was 124.0%, and so full indexation would not be permitted in 2024 or 2025, and instead only partial indexation at rates of 59% and 52% of the ambition. Full indexation would probably not be possible in 2026 either.

Instead, effective 1 January 2024 Philips Pensioenfonds has adopted the more lenient indexation rules described above, making it easier for us to index our pensions, and at a higher rate, than without the more lenient rules for indexation. Applying the transitional financial assessment framework gives the Board greater possibilities for achieving the goal of getting members off to the best possible start under the new pension system: a pension for all our members that is as close as possible to our ambition when we switch to the new pension plan.

Even under the more lenient indexation rules, compensatory indexation remains impossible

The transitional financial assessment framework does not apply to compensatory indexation. Compensatory indexation is only possible if the policy funding ratio passes a legal minimum, which for Philips Pensioenfonds was 136.8% at the end of December 2024. The policy funding ratio was nowhere near the required minimum, however, and so the law did not permit us to grant compensatory indexation in 2025.

2. A sensible decision given the financial health

In 2025, Philips Pensioenfonds again calculated how the more lenient indexation rules will affect its financial health, expressed in the funding ratio. If a pension fund has a funding ratio of 100%, this means that its assets are precisely enough for it to pay its existing pension liabilities. If the funding ratio is greater than 100%, the portion above that 100% is called a 'reserve' or 'financial buffer'.

Minimum target funding ratio for entitlement conversion

For each of our members to get off to a good start under the new pension system, our financial situation needs to be healthy. We have calculated what funding ratio we should have, at a minimum, when we switch to the new system in 2026. We call this the 'minimum target funding ratio for entitlement conversion'. The Board believes that the minimum funding ratio that we should have at 1 January 2027 is 114%. The Pension Fund's assets will then be sufficient to compensate for abolishing the averaging method and add a substantial initial amount to the solidarity reserve. This level of funding ratio will also provide scope to add to the members' personal pension capitals, which will make it possible to raise their pensions slightly straight away.

Minimum legal funding ratio for entitlement conversion

The 114% minimum target funding ratio for entitlement conversion as established by the Board should not be confused with the minimum funding ratio that the law requires for entitlement conversion, and that every pension fund has to establish and substantiate: a pension fund must have a funding ratio higher than that minimum for entitlement conversion for it to convert its accrued pensions to the new pension plan. The minimum funding ratio for entitlement conversion that has been established for Philips Pensioenfonds is 102%. Last year, before the arrangements about the new pension plan had been agreed in enough concrete detail, the minimum was assumed to be 95%, which is the same as the absolute legal minimum. However, this does not affect the conclusions presented in the 2024 bridging plan.

Movements in the funding ratio during the next 2 years

According to the transitional financial assessment framework, pension funds must calculate the movements in their funding ratio in a specific economic scenario. That scenario, which is prescribed by law, contains certain predefined assumptions such as projected inflation and investment yields.

Philips Pensioenfonds has calculated those movements once again, for the period from 2025 until the end of 2026, based on the 122.7% funding ratio at 31 December 2024. All Philips Pensioenfonds's members are expected to fall under the new pension plan in starting on 1 January 2027. During that time, one moment will remain when the pension fund may grant indexation on its pensions. Every year, the Board decides what a sensible rate is for raising its pensions (indexation), bearing in mind the goals of granting as much indexation as possible, while also protecting the financial buffer. This has been taken into account by making a substantiated estimate of what the indexation decision will be in 2026.

Conclusion regarding the pension fund's finances

Based on the foregoing, the movements in the funding ratio between now and the end of 2026 are expected to follow the diagram below. As the diagram shows, at the end of 2026 the funding ratio will be higher than the 114% minimum target funding ratio for entitlement conversion, and therefore higher than the minimum funding ratio for entitlement conversion as prescribed by law in the Pension Fund's specific situation (102%). This provides data to substantiate that applying the more lenient indexation is a sensible decision given Philips Pensioenfonds's financial situation.

Movements in FR (causes for movements in the funding ratio)									
Year	Current funding ratio (start of year)	Contri-butions	Bene-fits *	Index-ation	Inter-est	Excess returns	Other	Current funding ratio (year-end)	Policy funding ratio
	%	Δ% points	Δ% points	Δ% points	Δ% points	Δ% points	Δ% points	%	%
2025	**122.7%**	-0.2%	1.2%	-4.2%	0.0%	1.8%	-0.3%	**121.0%**	**120.5%**
2026	**121.0%**	-0.2%	1.0%	-3.7%	0.0%	1.9%	-0.2%	**119.9%**	**119.3%**

- Paying out the pension benefits frees up the available buffer and boosts the funding ratio. This is how it works: a funding ratio of 122% means that our reserves hold €1.22 for every euro that we have to pay in future pensions. For every euro that we pay in pension benefits, € 0.22 remains in the buffer, which increases as a result.

3. Effect on the situation of our members' pensions

If it is easier for the Board of Trustees to index the pensions, and it then indexes them at a higher rate, this means that the pension fund's assets will be 'shared out' sooner than would be possible under the existing legal rules. This translates as an immediate increase in the pensions of pension beneficiaries, but also as an increase in the pensions of members who are not yet drawing theirs. 'Sharing out' the assets sooner increases the risk that the pensions might need to be cut if the pension fund's finances suffer an unforeseen hit. However, this is unlikely to happen: Philips Pensioenfonds's finances are healthy. Moreover, measures are in place to protect them. If the pensions are cut, this will also affect every group of members.

Even so, the impact will not be the same for each of the age groups. The Board considers each decision to determine whether it is 'balanced': we carefully examine how the decision will affect the separate groups of members, to see whether those effects are fair.

The 2024 bridging plan[1] included calculations to show how the more lenient indexation rules affected the pensions of the various groups of members. The conclusion was that the differences in the value of the pensions of the separate groups with and without the more lenient indexation rules were only minor.

1 The calculations to show how the more lenient indexation rules affect the pensions of the various groups of members will be included again in the 2026 bridging plan.