



Generaties

#49

September 2025

volume 22

NexT issue



Conversion: how it works

Converting your pension
to the NexT Pension

Page 16

NexT
Pension

for today's generation and tomorrow's



Foreword

Dear reader,

Before this issue, you were used to seeing the face of Jasper Kemme here, my predecessor. I have succeeded him as Managing Director effective 1 September. You might have seen me in earlier issues of *Generaties*, but allow me to introduce myself even so. My name is Anita Joosten, I am happily married to Koert, and we have two daughters and a son. I have been handling your pension for almost 25 years, of which the last 10 years as Investment Director. I am excited about the challenge facing my team and myself during the period ahead, to convert your pension to the new legal pension rules. That is the phase that begins now, as we prepare to be able to administer your pension after 1 January 2027. For me personally, it is also very important for you to know what to expect.

This special issue of our magazine *Generaties* is where this new phase kicks off and we will provide more and more concrete details about the new pension plan what we have called 'NexT Pension'. Why NexT? The capitalised 'T' is a deliberate choice. It stands for what all our members have in common: Technology. Every one of you is or was involved in the technology sector, whether you worked for Philips in the past, at the birth of developments in consumer products, lighting products or displays, or whether you are working on tomorrow's technology for Philips, Signify or Versuni. NexT Pension stands for your own personal pension income, now or in the future, and the income of the loved ones you leave behind.

To find out more about what the NexT Pension offers, read pages 12 and further. The pension entitlement that you have already accrued will also carry over to the new pension scheme. To find out how this will be done, read pages 16 and further. Of course your most urgent concern is how all this will affect you personally. On pages 8 and further, we explain what information you will receive, and when.

As we move into this new phase, I am taking over the symbolic baton from my predecessor. Our organisation has seen other changes too, however: several of our Board members who worked on the decision-making phase have made way for successors, who will take up the tasks to come. In the article that begins on page 4, the outgoing Board members explain how the process went, and the incoming Board members look ahead at what is to come, and how the interests of every one of our members are given due consideration.

Anita Joosten
Managing Director of Philips Pensioenfonds



“The NexT Pension stands for your own personal pension”

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Balance is based on a mutual dialogue where everyone has an opportunity to be heard

This special issue of *Generaties* is devoted entirely to the new NexT Pension scheme. It explains what you need to know about the new pension scheme and how the pension entitlement that you have accrued will carry over to the NexT Pension scheme. These changes were not decided from one day to the next: they came about in a long decision-making process, which revolved around our members – around you, in other words. The most important principle in each decision was ‘balance’: the interests of each of the separate groups of members were given careful consideration. *Generaties* spoke with the outgoing members of the Board who were involved in the process, and with the new members who will take up the baton from them: these new Board members will make sure that the NexT Pension scheme is ready to go on 1 January 2027 and that our members are informed about what it means.

Involved in the decisions

Balance plays an important part whenever a decision has to be made about pensions. It is even more important than usual for the change that we are about to implement: dividing the Pension Fund’s collective assets among the personal pension capitals of more than 90,000 members, in a manner that is fair and justifiable. It is just as well, then, that the

decisions involved all the various stakeholders: the Board of Trustees and the Accountability Body both include representatives of the employers, active members and pension beneficiaries. Everyone who is involved in such decisions needs to appreciate all the various interests: they may not act purely in the interests of the group that they represent.



Changing of the guard

Now that all the decisions have been made, the process will enter a new phase before we switch to the NexT Pension scheme. The Board will use the period ahead to continue with the preparations for carrying out the new pension scheme. We enter this new phase at the same time as the Board undergoes several changes too. Many of the members deliberately chose to extend their term in office, so that the decisions could be completed by an experienced group, and now they are handing off to their successors.

For example, Jasper Kemme left Philips Pensioenfonds after 30 years. He spent the last 20 years as our Managing Director, and the last 11 also as chair of the Executive Board. His successor, effective 1 September 2025, is Anita Joosten, who was previously the Pension Fund’s Investment Director with a seat on the Executive Board. Jasper has every faith in his successor: “Anita has been working for Philips Pensioenfonds for a long time. She’s been a member of the Executive Board for nearly 10 years, and she knows exactly how things work.” They worked together closely during that time. Anita has no difficulty describing what she wants to do the same as her predecessor: “We have to be critical, always, of ourselves and our partners. This means asking ourselves again and again whether what we’re doing is in our members’ best interests.”

Introduction new members

Two new members have been appointed to the Executive Board effective 1 September 2025: Martin Sanders is Anita’s successor as Investments Director, and Gertrude Wallens has been appointed to the new role of Risk & Compliance Director. Gertrude explains: “It’s my responsibility to make sure that we have a clear picture of what risks we face, that those risks are managed properly and that we’re compliant with all the legal rules.”

The Non-Executive Board has seen changes among every representative group. After more than 11 years, Reinoud Mangelmanns is giving up his seat representing the employer. He has an important tip for his successor, Arno van Hekesen: “The subject matter is complicated with pensions, but you have to make sure that the members can understand it.” Arno is grateful for this advice, and has set himself a goal: “For me, the period ahead will be an important phase of learning, listening and studying the subject matter.”

Dee Denteneer has stepped down from his seat representing the active members on the Board. His time on the Board – more than 11 years – was hectic, but that made it very enjoyable too. His Signify colleague Luite van Zelst, who succeeds him in his role, expresses his admiration: “Dee has worked for the Pension Fund with passion and dedication.

Many people might not think twice about a carefree retirement, but it doesn't happen by itself. For me, this role is a great opportunity to do my bit."

For the pension beneficiaries, Coen Reuvers has made room for Luvic Janssen. Coen served on the Pension Fund's Audit Committee for 11 years, and Luvic will also have a role on the Audit Committee, drawing on his former job as Head of Internal Audit at Philips. His most important reason for joining the Board was completely different, however: "My main motivation is the social aspect, helping to achieve a pension that retains its purchasing power. This means studying the subject matter, but you're never too old to learn!"

Balance

Generaties asked the Board members who had worked on the decisions for the new pension scheme what balance meant to them. Dee highlighted that it was a group process:

"Balance is impossible to achieve by yourself. It's based on a mutual dialogue where everyone has a chance to be heard. That dialogue should identify everyone's interests, but also their emotions, and you need to make an effort to understand and empathise with them." Jasper continues: "Generally, you have several balanced possibilities to choose from, not just one. The Board then has to pick the decision that best reflects the interests of the various member groups." "And", Reinoud explains, "we also have to make extra allowance for vulnerable members." Anita adds: "We also want to be able to explain to each and every member why what they get is fair compared with what others get."

What do our members need to know?

So what do the Board members believe the Pension Fund's members need to know about the new pension scheme? Gertrude starts: "Besides the option for your contribution

rate, the monthly contributions are fixed, and the benefits you draw when you retire aren't." "You'll be able to see how much you have in pension savings and track the value," Luite adds. "That value might also fall short of expectations."

Jasper Kemme shares: "This greater uncertainty is inherent in the new system. Personally, I believe that it's important to be clear that existing pension beneficiaries will not face any more uncertainty than they do now. If the funding ratio is good enough when we make the switch, their pensions are even less likely to be cut than under the existing system." Anita adds: "Members who aren't retired yet have more uncertainty. In concrete terms, their pension could be higher or lower than expected when they reach the retirement age. We have to make sure that our members understand that." Martin clarifies: "The pension savings are invested, and investments always carry risks. That's the same under the existing pension scheme. Our job is to find the right balance between the projected investment yields and how much risk this involves."

Will anything else stay the same? Dee is quick to reply: "Many features will stay the same, despite the overhaul of the pension mechanisms." Anita and Jasper agree: "Much of the focus is on what will change, but many of the basics will stay the same, for example a proper pension for the surviving partner if the member passes away, and arrangements for disability." Lastly, Arno notes: "Regardless of the changes to the pension scheme, many people – even now – often don't know that a pension is an incredibly valuable employment benefit. Many of our members don't realise this, so it's a good thing for them to know what to expect."

Looking back, looking ahead

A final question for Jasper, as outgoing director: what are his thoughts looking back on this period? "It's been hard work, but the final result is better than anything I could have hoped for. Not only the details of the decisions we've made, but also the fact that both the Board and the Accountability Body unanimously reached a consensus that aligns with the wishes of the employers and the unions. Considering how complicated the subject matter is and how many interests are at stake, that's just incredible."

"Our job is to find the right balance between the projected investment yields and how much risk this involves"

Our final question for Anita: will the period ahead hold any more challenges? "Yes, plenty! Our plans have been submitted to the supervisory authorities, who'll use this period to scrutinise them and if they have questions we'll have to answer them. The next challenge will be to actually carry out our plans, with our pension administrator and asset manager: setting up assurances for the quality of our members' data, for example, and defining the investment policy and making sure that the accounts and records are updated and tested in time. And in the meantime we still have to carry out our 'normal' day-to-day work. That could be pretty stressful! We'll continue to communicate with our members throughout the entire process, to monitor whether they're still happy about how we're managing their pensions."



From left to right: first outgoing Board members Coen Reuvers (72), Reinoud Mangelmans (55), Dee Denteneer (65) and Jasper Kemme (62), and then Anita Joosten (50), our former Investments Director who has been appointed Managing Director effective 1 September 2025. The new Board members are lined up on the right: Luvic Janssen (69), Gertrude Wallens (51), Luite van Zelst (45), Arno van Hekesen (53) and Martin Sanders (60).



Implementation plan

All the Board's decisions are described in the implementation plan that has been submitted to our supervisory authorities. To read the plan, visit: www.philippensioenfond.nl/en/implementationplan



Information about your new pension

How will the NexT Pension scheme affect your personal pension situation? This is probably the most urgent question on your mind. We want to make sure that you are properly informed about what the new pension scheme will mean. This will help you to understand the basic outline of the NexT Pension scheme, so that you know what options you have and when you need to take action. We will not be able to share any specific information about your personal situation until shortly before the switch to the NexT Pension scheme. Until that time, however, we can help you form an idea of what to expect. This article presents six sample Pension Fund members. Choose the member whose situation is most like your own, and discover what you need to know about the switch to the new pension scheme. These sample members will feature in other communications during the period ahead as well. On page 10 and 11 we also provide information about the key communication moments.

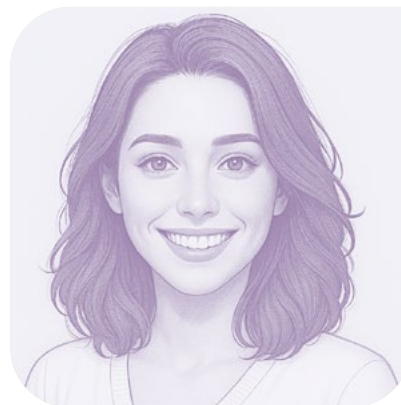
Tamar (29)

If you are like Tamar: below the age of 40 and accruing a pension with us.

Tamar has not accrued much pension yet. She will have a personal pension capital, with

new contributions being added every month. Her retirement is still a long way off, so we will invest her pension capital with a relatively high degree of risk. That means that it is difficult to estimate just now how much pension she will be able to draw from her pension capital when she retires, so it is important for Tamar to keep an eye on how her pension is doing. One of the options that she can choose is to increase her pension contributions by an extra 4%.

To read more, visit: www.philipspensioenfonds.nl/en/newrulespensions/tamar



Rajesh (49)

If you are like Rajesh: between the ages of 40 and 60 and accruing a pension with us. The value of Rajesh's accrued pension will become his personal pension capital on 1 January

2027, when we switch to the NexT Pension scheme. It might also be topped up from our financial buffer. We will invest his personal pension capital on his behalf, and how much pension he may look forward to depends on how the economy performs. The new accrual method could have a negative impact on Rajesh's future pension accrual; if he is still accruing a pension with us at 1 January 2027, he will be compensated for that negative impact. One of the options that Rajesh can choose is to increase his pension contributions by an extra 4%. He should take a look at the Planner soon to see what options he can choose.

To read more, visit: www.philipspensioenfonds.nl/en/newrulespensions/rajesh



Brigitte (64)

If you are like

Brigitte: aged 60 or up and accruing a pension with us. The value of Brigitte's accrued pension will become her personal pension capital when we switch to the new

pension scheme. It might also be topped up from our financial buffer. As Brigitte is already close to her retirement, most of her investment risk has been phased out. The new accrual method could have a negative impact on Brigitte's future pension accrual; however, a one-time amount will be added to her pension savings in compensation. Individual options such as raising her pension contributions by an extra 4% will have only a minor effect on her future pension. Brigitte should take a look at the Planner now and think about what options she should choose when she retires.

To read more, visit: www.philipspensioenfonds.nl/en/newrulespensions/brigitte



Karin (44)

If you are like Karin: below the age of 55 with a pension that you previously accrued with us. The value of Karin's accrued pension with Philips

Pensioenfonds will become her personal pension capital when we switch to the new pension scheme. It might also be topped up from our financial buffer. Karin's retirement is still a long way off, so we will invest her pension capital with a relatively high degree of risk. That means that it is difficult to estimate just now how much pension she will be able to draw from her pension capital when she retires, so it is important for Karin to keep an eye on how her pension is doing. Karin will not receive any compensation, nor does she have to choose any options.

To read more, visit: www.philipspensioenfonds.nl/en/newrulespensions/karin



Frank (56)

If you are like Frank: aged 55 or up with a pension that you previously accrued with us. The value of Frank's accrued pension with Philips Pensioenfonds will become his personal

pension capital when we switch to the new pension scheme. It might also be topped up from our financial buffer. Frank is already closer to his retirement, so the investment risk will be phased out between now and when he turns 65. His pension will be influenced by the economy, but major fluctuations will be avoided as much as possible. Frank will not receive any compensation, nor does he have to choose any options until he retires.

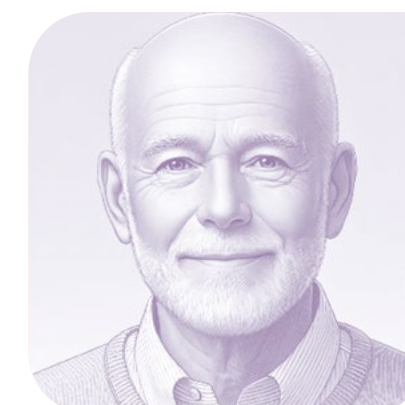
To read more, visit: www.philipspensioenfonds.nl/en/newrulespensions/frank



Hans (75)

If you are like Hans: drawing a pension, for example a retirement pension or a survivor's pension. Hans will receive his pension like he always has, for the rest of his life.

If our finances are healthy when we switch to the NexT Pension scheme on 1 January 2027, Hans's pension will immediately go up by around 5-8%. However, his pension is more likely to be affected by the economy. The main protection against pension cuts is spreading the investment yields over three years. The solidarity reserve also protects Hans's pension against cuts. Hans does not have to make any decisions anymore: all the arrangements have been made for him, including a survivor's pension for his partner. To read more, visit: www.philipspensioenfonds.nl/en/newrulespensions/hans



Communication timeline up to Mid-2027

All of our members will switch to the new pension scheme on 1 January 2027. What information about your pension will you receive from us, and when? This timeline in *Generaties* shows the key communication moments. It also explains how you can stay informed about the latest news, and in what situations you should contact our Service Desk.

November 2025

You will receive a newsletter with general information about the new pension scheme that aligns with your situation.



Mid-2026

A page about the new pension scheme will be added to MijnPPF. You will be notified when the page is ready.



October / November 2026

You will receive a provisional calculation of how much your pension values are expected to be starting 1 January 2027.



1 January 2027

Everyone switches to the new pension scheme.



Mid-2027

You will receive the finalised calculation of your personal pension values.



If your personal situation changes

Your personal situation might change around the time of the switch to the new pension scheme. For example your employment might just begin, you might start or end a relationship, you might retire or choose your retirement age, you might experience the death of your partner, your employment might end or you might suffer a disability and become incapable of working. In these cases, get in touch with our Service Desk to find out how the new pension scheme will impact you individually.

The first personal overview of your pension under the NexT Pension will be sent to you in late-2026, showing provisional values for your pension. The overview with the finalised amounts will follow in 2027.

We will share information in digital format and, where possible, personalised

We will keep you updated about the changes every step of the way. Most of the information will be shared in digital format, unless you have previously indicated that you wish to receive pension information by post. Therefore we need to have your correct email address. It is easy to check your email address on the page My details in MijnPPF, where you can also update it if necessary. If you prefer to receive the information by post, set your preference in MijnPPF.

Where to find further information

Visit our website www.philipspensioenfonds.nl/en/newrulespensions for the very latest information, Q&A sections and videos explaining the most important changes. Our digital newsletter *Gener@ties*, which appears four times a year, also devotes sections to the new pension scheme. You can read about the latest developments in our magazine *Generaties* as well. If you are not subscribed to our digital newsletter, or if you are a non-contributory policyholder who does not receive our magazine *Generaties* automatically, you can sign up to receive them by visiting MijnPPF and going to the page My details: www.philipspensioenfonds.nl/en/MijnPPF



Find out more about one of the members on the previous page

For more detailed information for members like Tamar, Rajesh, Brigitte, Hans, Karin and Frank, read the summary of our communication plan on our website: www.philipspensioenfonds.nl/en/implementationplan

What do you need to know?

The decisions about the new pension scheme were all finalised just before the summer began. All the mandatory documentation has been submitted to the supervisory authorities. Our members will switch to the new pension scheme on 1 January 2027. We believe that it is important for you to know what to expect concerning your future pension, and to understand the basic outlines of the NexT Pension. This article starts by explaining what elements of the NexT Pension will not change compared with the existing pension scheme. It then describes what will change.

What will stay the same?

Philips Pensioenfonds takes care of your income after you retire: your pension. You will have a pension for as long as you live, both now and under the new pension scheme. If you suffer a disability and become incapable of working, you will still receive an additional income and your pension accrual will continue as it would now. If you pass away before or after you retire, your partner will receive a pension from Philips Pensioenfonds, unless you have decided against this.

Under the NexT Pension, the same as now, your pension savings will be invested collectively. You will not have the option of making your own investment decisions. However, you will still have a number of options to align your pension with your personal situation, for example choosing your retirement age and deciding to draw a part-time pension.

What will change?

So what will change, and what do you need to know? Read on for a summary of the most important themes.



From pension accrual to a personal pension capital

Under the existing pension scheme, each member accrues a certain amount of pension every year. When we switch to the new pension scheme, the pension entitlement that each member has accrued will be converted into a personal pension capital that we will invest. If you are accruing a pension with us,

every month you and your employer pay a contribution towards your pension. Those monthly contributions will all be added to your personal pension capital. When you retire, your pension capital will be used to pay you a pension for as long as you live. How much pension you can draw will depend on a number of factors, including the value of your pension capital. Before you retire, we can only make an estimate of how much pension can be drawn from your capital. We will continue to invest the capital for your pension after you retire. How much pension you receive might change from year to year.



Investing your personal pension capital

Your personal pension capital will be invested together with our other members' capitals. We take a little more risk for younger members, who have longer to go before they retire. The closer your retirement comes, the more cautious we will be with your investments. You do not have the option of making your own investment choices. However, our investment policy will make allowance for our members' preferences based on the findings from our member surveys.



Pension contribution options

If you have a job with Philips, Signify or Versuni, your employer will pay monthly contributions into your pension: both your share and the employer's share. All those contributions will



be added to your personal pension capital. The contributions are listed on your pay slip as well, and you do not pay tax on them. One option that you have is to pay a higher contribution. If your annual salary is more than €87,500, you also have the option of paying less contribution: this means a higher income now, but also a lower pension when you retire.



Receiving variable pension

The precise amount that you can draw in pension (starting on 1 January 2027 if you are already retired then, or else later when you reach retirement age) is not fixed. Instead, it will depend on interest rates and how much personal pension capital you have. We will update the amount of your pension once every year. However, this will not be in the form of indexation, as it is now: your pension might go up or down as a direct result of the latest interest rates and the previous year's investment yields.

“When we switch to the new pension scheme, the pension entitlement that each member has accrued will be converted into a personal pension capital”

When you are drawing your pension, we will do our utmost to prevent it from going down. Your pension will not change immediately as a result of positive or negative returns on the investments. Instead, those returns will be spread over several years. We will also have a 'solidarity reserve' to prevent or minimise the need to lower your pension if the investment yields are negative.



Converting accrued pensions to the new pension scheme

The NexT Pension will cover all accrued pensions, and all pensions that are being drawn. This means that you will also switch to the new pension scheme even if you are already retired. Each member's pension will be converted into a personal pension capital under the NexT Pension, for a value that is at least the same as the value of their old pension. If the Pension Fund's financial health permits, you will also receive a share in the financial buffer.



Compensation

For some of our members who are still accruing a pension with Philips Pensioenfonds, the switch could have a negative impact on their future pension accrual. Those members will be paid a one-time compensation from the Pension Fund's financial buffer, depending on their age and salary.



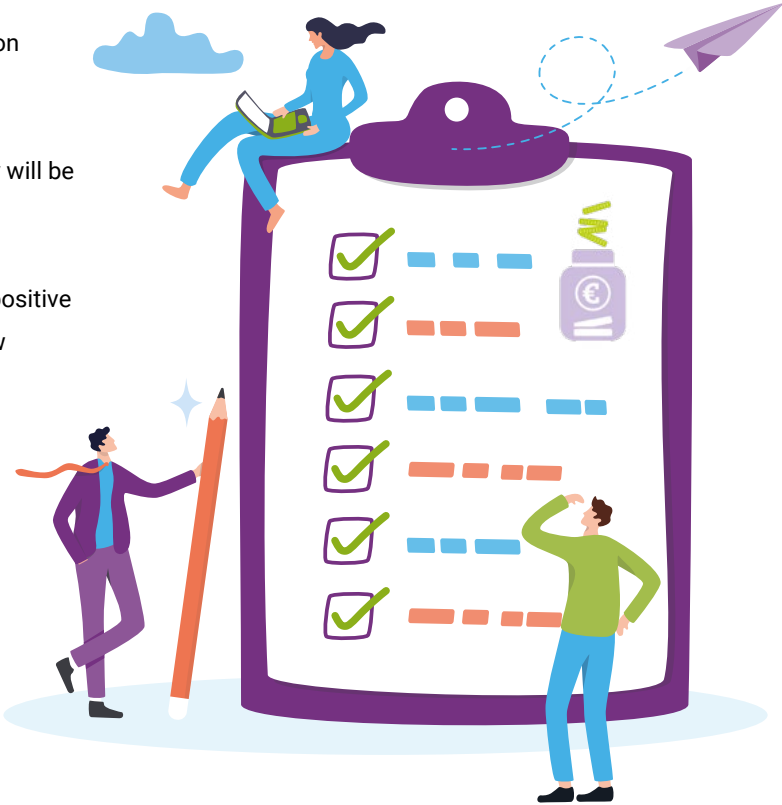
Survivors' pension in the new pension scheme

If you pass away, your partner and children will be paid a pension. If you are already retired, the survivor's pension for your partner will be the same as it is now. For active members at 1 January 2027, the arrangements include a lifelong survivor's pension and an orphan's pension, on a 'risk insurance' basis. All members will retain the survivor's and orphan's pension entitlements that they accrue with us before 1 January 2027, which will be paid to your partner and children if you pass away before your retirement date.

your knowledge and opinion about the pension changes

Did you know...?

- 1 last June, Philips Pensioenfonds carried out its annual member survey?
- 2 according to the findings, 89% of our active members, 98% of our pension beneficiaries and 85% of our non-contributory policyholders are aware that we will switch to a new pension scheme soon to comply with the new legal pension rules?
- 3 68% of our active members, 85% of our pension beneficiaries and 68% of our non-contributory policyholders know to a greater or lesser extent what the new pension rules involve?
- 4 40% of our active members think that their pension situation will not change much after the switch?
- 5 11% of our pension beneficiaries expect that they will be worse off under the new pension scheme?
- 6 35% of our participants are not yet convincingly positive about the clarity of our information about the new pension scheme?
- 7 we are therefore now sharing the communication plan about the new pension rules with you?
- 8 you can read more about this in the article from page 8?
- 9 66% of our members rate the information about the new pension rules as relevant or very relevant?
- 10 64% of our members know who to contact if they have questions or need information about the new pension scheme?



Find out more about the NexT Pension and its most important topics
Visit www.philipspensioenfonds.nl/en/newrulespensions to find out more about these topics, with videos and separate Q&A sections.



Converting your pension to the NexT Pension

'NexT Pension' is the name of our new pension scheme. Starting 1 January 2027, not only your future pension will fall under it, but also the pension entitlement that you have accrued with us under the existing pension scheme. That entitlement will be carried over to the new pension rules in a process that in pension language is called 'entitlement conversion' (In Dutch: Invaren). What you need to know is that the full value of your pension entitlement will carry over to the new pension scheme. It will not lose any of its value, and in fact it is likely to be topped up a little, assuming that Philips Pensioenfonds's finances are still healthy when we make the switch.

How will the entitlement conversion process work?

In the existing system, our members' pension entitlements are all added to the total assets of Philips Pensioenfonds. At 1 January 2027, those total assets will be divided among the individual 'pension pots' of more than 90,000 members. We will calculate what the value is of each member's accrued pension, and that value will become the basis for the

member's personal pension capital. It is also possible that it will be topped up from our financial buffer, provided that the finances are healthy at the time of the switch.



Financial buffer

At the end of June 2025 we had a funding ratio of around 123%: our assets were 23% higher than we needed to give each member a personal pension capital matching the value of their accrued pension entitlement. In other words, we have a financial buffer. Under the existing pension scheme, we need that buffer in case of financial shortfalls and to increase the pensions by indexation. This will change under the NexT Pension scheme, so plans have been agreed about what to do with the buffer when we convert the pension entitlements. It is important to know that, one way or another, the buffer will always be used for our members' benefit, either directly or indirectly.

Allocating the buffer

Philips Pensioenfonds will examine its finances when we switch to the new pension scheme and divide the financial buffer at that time. If the funding ratio is high enough, this will happen as follows:

- About 2% will be used to set up legal reserves, for example a reserve to cover unforeseen expenses or to remedy future mistakes.
- Another 2% or so will be used to compensate active members whose future pension accrual could be negatively impacted by the switch.
- About 4% will be used to create a collective 'solidarity reserve'. Under the NexT Pension, that reserve will be used to protect pension beneficiaries against pension cuts if the future investment yields and other results fall short.
- The balance of the buffer will be divided up and allocated to each member's personal pension capital.

Allocation key

The 'allocation key' shows how the buffer will be divided among the personal pension capitals. This will follow the ambition for the existing pension scheme: 'a pension for all our members that is based on full pension accrual and indexation'. At present, one of the buffer's purposes is to help realise that ambition, and when we divide the buffer among our members' personal pension capitals we will bear that ambition in mind, making due allowance for both indexation arrears and future indexation. Ignoring past indexation arrears would impact older members in particular, while not considering future indexation would hurt younger members more. We have decided to give indexation arrears as much weight as future indexation. To find out more, visit www.philipspensioenfonds.nl/en/conversion-pension

What does entitlement conversion mean for your pension?

Your entire pension will be carried over to the NexT Pension scheme, and you will have your own pension capital. You will be able to see for yourself how it grows. This is an important change compared with the existing pension scheme. Not everything will change, however: each member's personal pension capital will still be invested collectively, and we will retain a degree of solidarity, for example in the form of a solidarity reserve. You can find out more about the features of the NexT Pension in the article from page 12 onwards.

A higher pension when we switch to the NexT Pension

The entitlement conversion is likely to mean that your personal pension savings are more than just the value of your accrued pension. If you are already drawing a pension from us then, your monthly pension will go up as soon as we make the switch on 1 January 2027. If the funding ratio is 120%, you can look forward to an increase of 5-8%.

Precisely how each group of members will be affected will only become clear shortly before we make the switch, as this depends on our funding ratio at that time. In late-2026, you will receive a personal overview showing the provisional amounts. Six months after the switch we will send you the finalised values.



Video about entitlement conversion

Director Pensions Mike Pernot explains in 5 minutes what you need to know about the conversion of your accrued pension. To watch the video and find other information, visit:

www.philipspensioenfonds.nl/en/conversion-pension




“Your entire pension will be carried over to the NexT Pension scheme, and you will have your own pension capital. You will be able to see for yourself how it grows”



Is the decision for entitlement conversion open to objection?

You do not have the option of deciding whether or not to convert your accrued pension entitlement: this is a legal rule. The Dutch government has deliberately chosen it this way, so that all the members’ pensions stay under a single pension scheme. The employers and unions have agreed on arrangements to make sure that the conversion is ‘balanced’: that the interests of all our members are given equal consideration. The Board of Philips Pensioenfondsen has reviewed the arrangements to make sure that they are properly balanced. After the Accountability Body issued a favourable opinion, the decision was made to proceed with the entitlement conversion. The Accountability Body includes representatives of both the active members and the pension beneficiaries.

Were the pension beneficiaries involved in the decisions?

A pension is an employment benefit. This means that designing the new pension scheme was principally a task for the employers and the unions. However, their decisions also affect the pension beneficiaries and non-contributory policyholders, even though they are not included in the negotiations. The law dictates that the switch to the new pension scheme must be ‘balanced’ for all our members. It also requires a ‘right to be heard’, and as part of that process, Philips consulted the FPVG (the federation of associations of Philips retirees). The FPVG expressed an opinion on the transition plan that describes the arrangements agreed by the employers and the unions, and that opinion led to a small number of concrete changes in the finalised version. Those changes benefit the pension beneficiaries, without diminishing the overall balance. 

Accountability Body expresses favourable opinion

The Accountability Body plays an important part in the switch to the new pension scheme. Individual members do not have the option of objecting to conversion of their existing pension entitlements. However, by law the Board may not proceed with the conversion until the Accountability Body has expressed an opinion on the matter. Part of the decision to convert the pension entitlements involves how the Pension Fund’s assets will be divided among the individual members’ personal pension capitals. This division has to be balanced, and the Accountability Body’s opinion covers this aspect of the decision as well. The Accountability Body has now expressed a favourable opinion; read on to find out more.

Accountability Body:
“Our numerous meetings with the Board were very valuable for preparing our opinion”

Concerns


For the Accountability Body to express a favourable opinion, two concerns carried particular weight:

- Under the new pension scheme, it is unlikely that the current pensions will need to be cut.
- Over the long term, the pensions are expected to go up by around 2% per year under the new pension scheme.

The Accountability Body confirmed that the Board’s process was careful and conscientious, and that the Accountability Body’s concerns were addressed constructively. The Accountability Body also wrote that “the Board reached the contemplated decision in all reasonableness, and the decision reflects the interests of the various groups of members and aligns with the goals that have been defined.”

Unanimously favourable opinion

Every year in the annual report, the Accountability Body reviews the actions of the Board, the policies that have been pursued and the policy choices for the future. The Accountability Body’s review also addresses the opinions that it issued during the year. In the Annual Report 2024, the Accountability Body discussed its opinion on the decision to convert the pension entitlements. Its opinion included the following: “In early-2025, the Accountability Body unanimously expressed a favourable opinion on the decision to convert the pension entitlements to the new pension system. While preparing its opinion, the Accountability Body could draw on the understanding gained in recent years about every aspect of the switch to the new pension system.”

Once the Accountability Body had expressed its favourable opinion, in late-June the Board finalised its decisions about the new pension scheme and about converting the existing pension entitlements. 



Read more about the Accountability Body’s opinion

Visit www.philipspensioenfondsen.nl/en/accountabilitybody for a link to the Accountability Body’s opinion as included in the Annual Report 2024 (in Dutch only).

Puzzle & colophon

Find the pension pots!

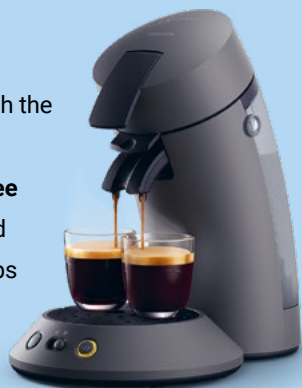
As you have read in this special NexT edition of our magazine *Generaties*, starting on 1 January 2027 you will have your own pension savings: your personal pension capital, as it were.



At various places in this magazine, you will find this pictogram of a pension pot that represents your savings. For this puzzle, count how many pension pots you see. A tip to start you off: page 12 explains that under the new pension scheme you will no longer be entitled to a specific amount of pension. Instead you will have your own pension capital. That explanation is accompanied by the pictogram of the money pot. We want you to count how many times you see the money pot as it is shown above, with the green coins. The example here also counts towards the total.

What can you win?

We will select five replies with the correct number to win a **SENSEO® Original Plus coffee machine**: the only coffee pod machine that makes two cups of coffee at the same time!



How to win?

Complete the following sentence by entering the number: 'This special NexT edition of the magazine *Generaties* contains ... pictograms of the pension pot.'

Send your solution to Philips Pensioenfonds before **31 October 2025**, referencing 'Generaties puzzle'.

Either send an email to generaties@philipspensioenfonds.nl, or write your answer on a card and send it to Philips Pensioenfonds, Afdeling Communicatie, Postbus 80031, 5600 JZ EINDHOVEN. Make sure that your name, address and client number are clearly legible.

Generaties is a publication of Philips Pensioenfonds and appears normally spoken at least twice a year in a total circulation of 57,000 copies (in Dutch and English). *Generaties* is packaged in bio-based film based on sugar cane.

Generaties in English

Would you prefer to receive this magazine and other pension information from Philips Pensioenfonds in English? Simply go to the page My Details in MijnPPF (www.philipspensioenfonds.nl/en/mijnppf) and set your language preference to 'English'.

General pension information

Do you have questions about **pension matters**?

Then call **Philips Pensioenfonds Service Desk** on working days from 9.00 - 17.00 hours on telephone number: +31 (0)88 – 015 79 00. You can also send us an email: info@philipspensioenfonds.nl.

Please include your policy number and/or client number in your email.

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