

Explanatory notes on your detailed pension statement 2026

Your net pension to change in 2026

How much lower or higher your pension will be depends on your age and the amount that you receive in pension and whether you use the payroll tax credit. For everyone, the payroll tax credit has been increased. In addition, the tax rate in the first bracket has decreased (-0.07%) and in the second bracket has increased (+0.08%). The income-linked contribution to the Dutch Health Insurance Act (Zvw) has been reduced from 5.26% to 4.85% as of January 2026. The maximum Zvw contribution wage has been increased from €75,864 to €79,409 as of January 2026.

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

Decision on indexation for 2026

The Board of Philips Pensioenfonds has the ambition to increase pensions in line with price increases. This ambition is 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. At the beginning of 2026, the Board will make a decision about increasing your pension as of 1 April 2026. All members will receive a personal message in March 2026 with information about the indexation decision.

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 'My details' 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 every month. 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

In the Netherlands you may be entitled to a rebate on the 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. From a certain income, the right to payroll tax credit expires.

To find out what the current rates are, visit:
www.philipspensioenfond.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.philipspensioenfond.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 2026

The payment dates for 2026 are shown below. They are also available at
www.philipspensioenfond.nl/en/paymentdates

*** Important to know:** until June 2026, the payment date will continue to be the first working day of the month. From June 2026 onward, this will change to the 23rd day of the month. For more information, see the attachment or visit www.philipspensioenfond.nl/betaaldata.

2 January	2 February	2 March
1 April	4 May	23 June*
23 July*	21 August*	23 September*
23 October*	23 November*	23 December*

The precise moment when your pension is credited to your account can vary from one bank to another.

Annual income statement 2025

Your annual income statement for 2025 is published in MijnPPF in the first half of January 2026. If you receive your pension mail on paper, you will also receive the annual income statement in the first half of January 2026. Your annual income statement shows the pension values that you received during the period from 1 January to 31 December 2025 and what amounts were withheld from your pension. You need this information when you file your tax return for 2025.

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.philipspensioenfond.nl/en/mijnppf and updating your My details-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 Pensioenfond 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@philipspensioenfond.nl) or by letter.

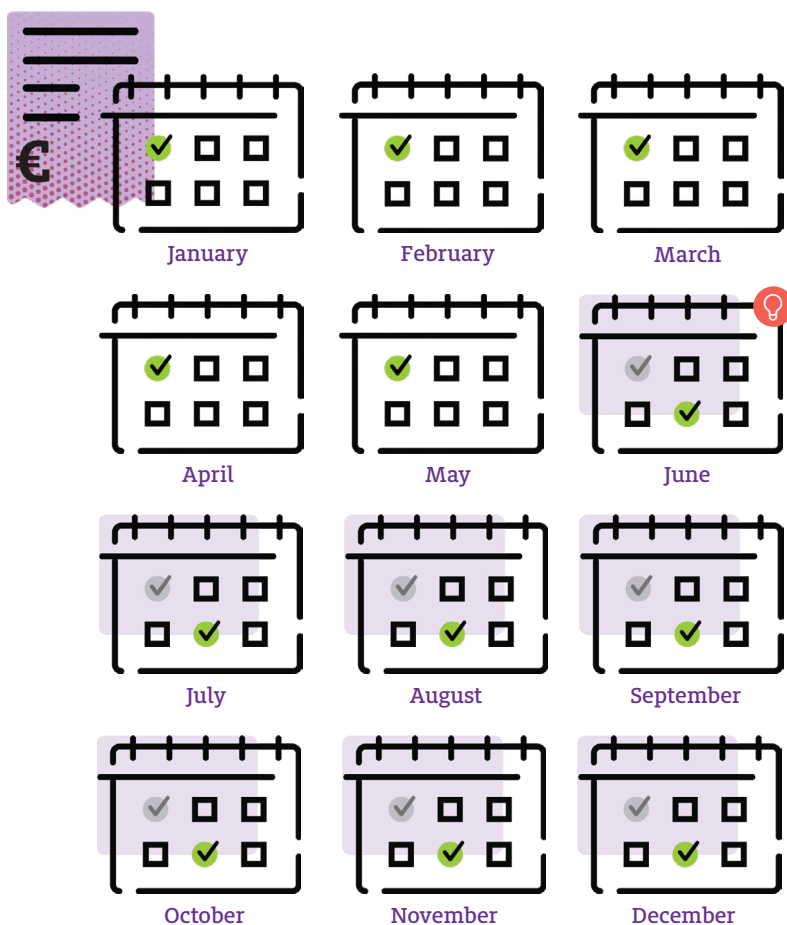
Every month, a new detailed pension statement is posted in MijnPPF. If you have chosen to receive digital communication about your pension, you will receive an email notification when your pension statement is available.

Change in the payment date of your pension

Find more information on our website
> philipspensioenfonds.nl/en/paymentdates



What will change from June 2026?



 **Please note:** the payment date of your pension changes this month.



From **June 2026**, your pension will be paid on **the 23rd of each month** instead of the 1st working day.

This change will help reduce unwanted repayments by survivors or heirs in the event of death.



In **May**, the **holiday allowance** for statutory benefits, like AOW (state pension), is paid. This may make it easier to cope with the shift in the payment date from 1 June to 23 June.



In 2026, you will still receive your **monthly pension 12 times**. The monthly pension amount will not change due to the change in payment date. The total pension amount in 2026 will therefore remain the same.



Will changing the payment date cause financial difficulties for you?

Is it not possible for you to bridge the 22-day period in June? Please contact our Service Desk by calling 088 – 015 79 00 (open on working days from 9 a.m. to 5 p.m.) or via info@philipspensioenfonds.nl. We can then arrange a payment plan with you. No conditions apply.