



Basic scheme

This edition of Pension 1-2-3 sets out what you will and will not receive in our Basic Scheme. It does not contain any personal information about your pension. You can find that information on www.mijnpensioenoverzicht.nl and www.mijnpensioencijfers.nl. You can read about our approach to socially responsible investment in our investment policy on our website www.pfdhl.nl.

What can be found in layers 1, 2, and 3?

Pension 1-2-3 consists of three layers. Layer 1 briefly sets out the main information relating to your pension scheme. Layer 2 contains more information about all the topics in layer 1. Lastly, layer 3 contains legal and policy-related information of Pensioenfonds DHL. Layers 2 and 3 can be consulted at www.pfdhl.nl.

What will you receive in our pension scheme?



If you are retiring, then you will receive retirement pension once you turn 68.



If you become incapacitated for work, you will continue to partially accrue pension but no longer pay contributions yourself.



If you die, your partner receives a partner's pension and your children receive orphans' pension.



If you would like to know exactly what our pension scheme offers you, please see www.pfdhl.nl or request the pension regulations from us.

What will you not receive in our pension scheme?



If you become incapacitated for work, you will not receive any supplementary incapacity pension from us.

How do you accrue pension?



You accrue pension in three ways:

- A. AOW: this is state old-age pension that you receive from the government if you have resided or worked in the Netherlands. You can read more about the AOW at www.svb.nl.
- B. Pension with Pensioenfonds DHL. You accrue this pension via your employer. This is what this Pension 1-2-3 is about.
- C. Pension that you arrange yourself. Examples include an annuity or a tax-efficient blocked bank savings account.



You accrue a part of your pension every year. The pension that you accrue this way is the sum of all those parts.



You accrue a portion of your final pension every year. This is not calculated on your full gross salary. In 2022, you will not accrue any pension over €20.068.00. This 'threshold amount', known as the deductible, is roughly equal to the state old-age pension payment (AOW) that you will receive from the government once you reach AOW retirement age. On an annual basis, you will accrue 1.719% pension on your gross salary minus the deductible. A financial limit applies to the annual salary over which you accrue pension in the basic scheme of Pensioenfonds DHL. That is €59.706.00 in 2022.



You pay a contribution towards your pension every month. Your employer does the same. The contribution for 2022 amounts to 30% of the pension basis. The division of contributions between the employer and the employee (50/50) is set in the terms of employment. Your contribution is shown in your payslip.

What are your choices?



If you change jobs, you can transfer previously accrued pension to your new pension fund or insurer.



Would you like to exchange some of your old-age pension for partner's pension? You can on your retirement date.



If you wish to compare your pension scheme, please use the pension comparison tool on our website or ask us to send it to you.



Would you like to exchange all or some of your partner's pension for your old-age pension? You can do so on your retirement date.



Are you planning to retire sooner or later than the statutory age of retirement? You must apply for this six months before the desired start date. Please discuss this with your employer.



Do you want to start with a higher pension? You can on your retirement date.

How certain is your pension?



The amount of your pension is not certain.

There is a possibility that we will not be able to adjust your pension to inflation. Our pension fund faces risks including the following:

- People are living longer on average. As a result, we have to pay pensions for longer.
- Low interest rates make pensions more expensive. Our pension fund therefore needs more money to pay the same pension.
- Our investment results may fail to meet expectations.
- Please see our website for more information about our financial situation and the policy coverage ratio. These aspects could affect your pension.



We make every effort to ensure that your pension keeps pace with annual inflation. This is known as indexation. This is possible only if the pension fund's financial situation is good enough. In recent years, we have indexed our members' pensions as follows:

	Indexation	Price rise
2021	3,20%	3,42%
2020	0,00%	1,22%
2019	1,05%	2,72%
2018	2,10%	2,10%



To address our deficit, we are subject to a recovery plan. The following measures may be implemented:

- Your pension is not entirely keeping pace with inflation.
- Your contribution may be increased and/or the accrual percentage may be lowered.
- In the most extreme case, we will lower your pension.

What costs do we incur?



Pensioenfonds DHL incurs the following costs to administer the basic scheme:

- Administrative costs.
- Asset management costs.

When should you take action?



If you change jobs, you can transfer previously accrued pension to your new pension fund or insurer.



If you move to a country outside the Netherlands or between addresses outside the Netherlands, you can receive your pension there if you make a number of arrangements.



If you become incapacitated for work, this has consequences for your pension accrual. It is therefore important to assess the consequences.



If you become unemployed, your pension accrual stops. It is important to assess the consequences of this.



If you will be cohabiting or marrying abroad, you will need to register your partner with our fund.



Check once a year how much pension you have accrued in total at www.mijnpensioenoverzicht.nl.



If you divorce or end a registered partnership or cohabitation.



If you have any questions about your pension scheme, please contact Pensioenfonds DHL by calling +31 (0)88 - 116 2443 or visit www.pfdhl.nl.