

# Doen pension

## Pension statement

ASR  
Premiepensioeninstelling N.V.

Avenue Archimède 10  
3584 BA Utrecht  
PO Box 2072  
3500 HB Utrecht  
The Netherlands  
www.asr.nl

Date 23 May 2022  
E-mail mijndoenpensioen@asr.nl  
Telephone (030) 278 95 90  
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Welcome!

You are going to accrue pension through Doenpensioen of a.s.r. This brief overview tells you what you will and will not receive in the EURflex B.V. pension scheme. That is good to know, because a pension scheme is an important secondary employment condition.

After your employer has administered the registration with us, you will receive your login details for MyDoenpensioen, your personal pension portal. On the portal you will find your Pension 1-2-3. In the Pension 1-2-3 you can read the most important information about the pension scheme. In layers 2 and 3 you will find more and more information about the various subjects, such as all the choices in your pension scheme now and also when you retire.



### How do you build up your pension?

There are three ways to build up a pension:

1. AOW: you receive this pension from the government. You only build up AOW pension rights if you live and/or work in the Netherlands. The age at which you will receive AOW depends on your date of birth.
2. The group pension: You build up this pension through your employer's pension scheme. You can read below how you build up your pension. On [www.mijnpensioenoverzicht.nl](http://www.mijnpensioenoverzicht.nl) you can find all your accumulated pension capital through (former) employer(s).
3. Pension that you can arrange yourself: You can supplement your pension by, for example, bank saving or by taking out insurance - such as an annuity.

### The pension scheme at a.s.r. - What do you get in our pension scheme?



#### Retirement pension - Pension module

With the Pension module, you build up a pension capital with which you purchase a lifelong benefit on your retirement date: the old-age pension. You die after your retirement date, Then your partner will receive a partner's pension as long as he or she lives. Normally, your partner will receive 70% of the old-age pension you received.

### On which salary will I receive a pension?

Your pension is calculated on a part of your salary: the pension base. The level of this amount is important. It determines how much pension you will receive. Your pensionable salary may include hourly wages, holiday pay, a 13th month, bonuses and overtime. For the calculation of the old-age pension, we use a pension base per period of time. A period is the period over which your salary as an employee is calculated. A period can be a week, four weeks or a month.

The maximum gross hourly wage for this pension scheme is € 55.22 in 2022. The gross hourly wage above that does not count towards the pension. The franchise in 2022 is € 7.12 per hour. This is the part of your salary on which you do not accrue pension because you will receive an AOW payment from the government as of your state pension age.

### An example of how the pension base is calculated each period:

- You have worked 40 hours in one week (period).
- Your pensionable hourly wage incl. holiday allowance is € 12.00.
- The franchise is €7.12 per hour.

The calculation is then: 40 hours x (€ 12.00 - € 7.12) = € 195.20 pension base per period.



### How does a.s.r. calculate the premium for my pension?

You participate in an adequate pension scheme for payroll employees. The government sets a standard premium annually for payroll employees. In 2022, the standard premium is set at 15.8% of the pension base. This is the minimum employer's premium for your employer. After deducting the administration costs and risk premiums for the Death and Disability Module (see below), the premium percentage is determined annually.

You can find this premium percentage on your digital Pension 1-2-3 in your personal pension portal MijnDoenpensioen. Every year, a.s.r. also informs you about the level of the changed premium percentage.



### Own contribution

Your pension scheme has no own contribution.



### Certainty about your pension

The amount of your pension is not fixed. Only on the retirement date will you have certainty about the level of your pension benefit. Your pension payment depends on the amount of your available premium, the rate that insurers use to purchase your pension and the returns on your investments.



### Survivor's pension before retirement date - Death module

If you pass away during your employment, your partner and/or child(ren) will receive a benefit. Your partner will receive a partner's pension for as long as he or she lives. For your child(ren)

There is a temporary orphan's pension.

A partner is the one with whom you:

- Are married, or
- Entered into a registered partnership, or
- Have a notarised cohabitation agreement, or
- Live together for at least six months and be registered at the same address

*To be clear: there must be a relationship. And that may not be with a blood relative or relative in the direct line. So, for example, not your mother.*

The calculation of the surviving dependant's pension based on the Surviving Dependants module is based on annual pensionable earnings.

Annual pensionable salary  
salary  
(holiday allowance)

=Annual pensionablesalary -Annual pensionable  
franchise =Annual pensionablesalary x 2080 x 1,08

We calculate the partner's pension using the following factors:

1. The pension base on an annual basis, for example € 20,000.
2. The number of attainable pensionable years of service, for example 25 years. This is the number of years from the day you are employed.
3. The average part-time factor, for example 75%. The part-time factor is determined by the number of hours you have worked in a period and the number of hours you can work in case of full-time employment. We calculate an average part-time factor for each period.
4. An accrual rate of 1.16% per year

The example calculation is then:

EUR 20,000 x 25 years x 75% x 1.16% = EUR 4,350.00 annual partner's pension

If you work less hours in a certain period or have a lower gross hourly wage, your partner will receive less in the event of your death.

The accumulated pension capital in the Pension Module is used to further optimize your partner's pension.



#### **Premium waiver in the event of incapacity for work - Incapacity for work module**

If you become (partially) unfit for work during your employment, you are insured for (partial) continued payment of the pension contributions. This way, you continue to build up pension capital.

for the Pension module and you remain insured for the Death module.



#### **Administration fee**

We incur costs in administering the pension scheme. Your employer pays these administration costs to us as part of the employer's premium. We charge costs for the management of your pension capital. These investment costs are deducted from your invested pension capital.

*What else is possible in my a.s.r. pension plan?*



#### **Value transfer**

If you have accrued pension with a previous employer, you have the right to transfer the accrued value of this pension to your pension scheme with a.s.r. Or the other way around. Whether a value transfer is beneficial for you depends on various matters. We advise you to carefully compare your old entitlements with your new entitlements. Do you want to transfer your pension capital? You can request a value transfer through your personal pension portal MijnDoenpensioen.



#### **Investment profile**

You have no investment freedom. We invest your pension premiums according to the neutral profile. The ratio of shares to bonds is 90% until 18 years before the retirement date. After 18 years, the ratio is 10% equities and 90% bonds. The percentage of shares is gradually reduced from 18 years before the retirement date.

**The pension scheme at a.s.r. - What do you not get in our pension scheme?**



#### **Occupational disability pension**

If you become occupationally disabled, no supplementary disability pension is insured. A disability pension is a periodic payment as a supplement to a (partial) WIA benefit. This means that in case of occupational disability you are only entitled to a WIA benefit. You can have on a possible [WIA benefit from the UWV](#).



#### **Partner and orphan's pension after leaving service**

Do you no longer work for your current employer and have you passed away? Then your partner and/or children are no longer insured for the surviving dependant's pension - Deaths Module.



### Questions

We are at your service. Chat on MyDoenpensioen, e-mail us at [mijndoenpensioen@asr.nl](mailto:mijndoenpensioen@asr.nl) or call us on working days between 8.00 and 17.30 at (030) 278 95 90.

Kind regards,

Folkert Pama  
Director of Pensions

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