

Explanation of the Bpf Koopvaardij pension scheme

This Pension 1-2-3 explains what you will and will not receive in our pension scheme. That is important to know if, for instance, you are new to the sector, become occupationally disabled or sail under a foreign flag. Pension 1-2-3 does not provide personal information about your pension. Personal information can be found at My Koopvaardij (accessible using DigiD or eIDAS) at deelnemer.koopvaardij.nl and on your annual uniform pension overview (UPO). In our investment policy you can read more about how we approach responsible investment.

Your pension information in layers 1, 2 and 3

Pension 1-2-3 consists of 3 layers.

- In this layer 1, you can read a brief summary of the most important information about your pension scheme.
- Layer 2 provides more information about all subjects in layer 1.
- Layer 3 provides legal and policy-related information about Bpf Koopvaardij.

You will find layers 2 and 3 at www.koopvaardij.nl/en/pension123. From layer 2, you can click through to documents or webpages for more information. This is layer 3. You can also request layers 2 and 3 from our [Service Desk](#), by calling +31 88 007 98 99.

What will you receive in our pension scheme?



If you are retiring, you will receive an **occupational retirement pension**. You will receive this occupational retirement pension when you reach your state pension age.



If you have children when you pass away, your children may receive an **orphan's pension**.



If you pass away when you are still building up pension at Bpf Koopvaardij, your partner will receive a **partner's pension**.



If you become **occupationally disabled**, your pension build-up may continue to some extent. You will no longer have to pay a contribution.



If you pass away when you are no longer building up pension at Bpf Koopvaardij, the **partner's pension** for your partner will be lower.



If you wish to know exactly what our pension scheme offers, read the **pension scheme rules** (Dutch only) at www.koopvaardij.nl/downloads or request them from us.

What will you not receive in our pension scheme?

No pension build up above €117,081.05 gross annual salary. You build up a pension through your employer on your gross annual salary up to and including €117,081.05 (in 2026, based on a full-time basis). If you become disabled, you will not receive a disability pension from us.

How do you build up pension?



You can build up pension in 3 ways:

- A. State pension. This is the pension you receive from the government. You can read more about the state pension at www.svb.nl/en.
- B. Pension at Bpf Koopvaardij. You build up this pension via your employer. This is what this Pension 1-2-3 is about.
- C. Pension that you arrange yourself, e.g. an annuity or savings account.



Every year you build up part of your pension. The pension you are building up is the total of all those parts. This is called a career average scheme. From your retirement date, you will receive this pension for as long as you live.



Every year, you build up part of your eventual pension. You do not do so on your entire salary. If you have a full-time job, you do not build up pension on €18,258,64 (2026). This state pension offset is more or less the same as the state pension benefit that you will receive from the government from your state pension age. You and your employer contribute 25.9% annually on your salary minus the threshold amount, of which 20.9% goes to your pension assets. The remaining contribution is intended to cover the risk for the partner's and orphan's pensions, the contribution exemption in the event of occupational disability, and administration costs. No pension is built up in this pension scheme on any salary above the salary threshold of €117,081.05 (2026).



You pay a monthly contribution for your pension. Your employer does so too. You can ask your employer how much you pay and how much the employer pays. The contribution you pay yourself is stated on your salary slip.

What options do you have?



If you change jobs and also pension administrator, you can transfer the pension you have built up to your new pension administrator.



If you wish to exchange all or part of your partner's pension for more occupational retirement pension for yourself, that is possible just before you retire.



If you wish to compare your pension scheme with other pension schemes, use the Pension comparison tool (Pensioenvergelijker) at www.koopvaardij.nl/en/pension123.



If you wish to retire earlier or later than the set retirement age, you must submit a request to Bpf Koopvaardij at least 6 months before your desired pension commencement date.



If you stop working, you can build up pension voluntarily.



If you would like to receive a higher pension at first followed by a lower pension, this is possible from the time that your pension commences.



If you wish to exchange part of your occupational retirement pension for more partner's pension, that is possible. You can make this choice shortly before you retire.

What costs do we incur?



We incur the following costs when administering the pension scheme:

- administration costs;
- asset management costs.

When must you take action?



If you change jobs. You can transfer the pension you have built up elsewhere to Bpf Koopvaardij.



If you relocate abroad or return to the Netherlands.



If you become occupationally disabled.



If you become unemployed.



If you get married, enter into a registered partnership, or conclude a cohabitation contract or declaration.



If you wish to view all options, all other choices in the case of personal events (e.g. dismissal and retirement) can be found in layer 2 of [Pension 1-2-3](#).



If you get divorced, end a registered partnership, or a cohabitation contract or declaration lapses.



If you have any questions or if you need to take action and/or make choices, get in touch using the contact form at www.koopvaardij.nl/en.