



# Pension Comparison Tool: Compare two pension schemes

This Pension Comparison Tool offers you insight into the differences between two pension schemes. For example, what do you get in one scheme and not in another? Is everything covered or do you need to arrange something extra? Do you or do you not take your pension with you to your new pension provider?



## How do you fill in this Pension Comparison Tool?

We have already filled in the comparison tool for you with the information from the Basic Pension Plan – participant C. All new employees at IBM and Kyndryl take part in this. The amounts specified are valid as of 1 January 2024. You can fill in the other column with Pensioen123 from your new or previous pension plan. You can find it on their website.

## Step 1: What do you and do you not receive in the plans?

**Explanation** In this step, you can compare what you will and will not receive in your current and future pension scheme. Are you not getting something? Then you will recognise that by the cross

Name of pension fund,  
insurer or employer

Name of pension fund,  
insurer or employer

SPIN



Are you accruing a retirement pension? If so, what is the retirement age?

Yes, no later than as of the date upon which they reach the state pension age  
 No

Yes, retirement age \_\_\_\_\_  
 No



Will your partner (if you have one) receive a pension benefit if you die?

Yes  
 Yes, for as long as I work for this  
 No

Yes  
 Yes, for as long as I work for this  
 No



Will your children, if any, receive a pension benefit if you die?

Yes, up to age 18 or 27  
 Yes, for as long as I work for this  
 No

Yes  
 Yes, for as long as I work for this  
 No



Will your pension accrual continue if you become (partially) occupationally disabled?

Yes  
 No

Yes  
 No

Do you receive a supplementary pension if you become unfit for work?

Yes, if I earn more than €71.629 gross per year.

Yes  
 No

## Step 2: How do you accrue pension?

**Explanation** There are various types of old-age pension. In Pensioen123, in the section [How do you accrue pension?](#) you can see how you accrue pension. You will then see one of the icons on the right. The other icons will not be visible. Which icon will be used? In the section [How do you build up your pension?](#) more information is provided on the following components:

FINAL SALARY  MEDIAN SALAR   
 PREMIUM  CAPITAL

FINAL SALARY  MEDIAN SALAR   
 PREMIUM  CAPITAL



How high is the franchise or threshold amount?

**Please note:** You accrue more pension at a lower franchise or threshold amount than at a higher one.

Franchise or threshold amount €20,384

Franchise or threshold amount \_\_\_\_\_ euros

What percentage of pension will you accrue annually?

**Please note:** This can only be filled in for final

\_\_\_\_\_%  
 Not applicable

\_\_\_\_\_%  
 Not applicable

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Name of pension fund,  
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SPIN



Up to what maximum salary can you accrue a pension?  
This maximum salary is known as the maximum pensionable salary. If you earn more than the maximum pensionable salary, you do not accrue pension above that amount.

Maximum salary  
€131.614

Maximum salary  
 \_\_\_\_\_ euros



Do you pay a personal contribution to your pension?  
*Please note: This is not provided on Pension 123. Check your pay slip or ask your employer whether you pay a contribution and what the amount of the contribution is.*

Yes, 5% of your benefit pension  
 No

Yes, \_\_\_\_\_ euros  
 No

### Step 3: What choices do you have?

**Explanation** In step 1, you were able to see what you will and will not receive by default in the pension schemes. In addition, you can sometimes choose some things yourself. In this step, you look at the options you have in both pension schemes.



Can you choose to arrange for a voluntary (supplementary) partner's pension, orphan's pension or occupational disability pension?

**Voluntary**  
 Partner's pension  
 Orphan's pension  
 Occupational disability pension  
 Not applicable

**Voluntary**  
 Partner's pension  
 Orphan's pension  
 Occupational disability pension  
 Not applicable



Can you choose to arrange for extra retirement pension?

Yes  
 No

Yes  
 No



If you earn more than €131.614 per year, can you choose to participate in a separate pension scheme?

Yes, employer's insurance for partner's pension  
 No

Yes  
 No

### Step 4: How secure is your pension?

**Explanation** How much pension you will eventually receive is often still uncertain. In this step, you consider whether or not the amount of your pension is fixed, whether your pension will grow in line with the increase in prices or wages and whether your pension might be reduced, for example due to a too low coverage ratio. *Please note: The lower the policy coverage ratio, the greater the chance that your pension will be reduced.*



Is the amount of the pension already fixed?

Yes  
 No

Yes  
 No

Is the amount of the pension benefit dependent on investment results?

Yes  
 No

Yes  
 No



Does the pension grow along with, for instance, prices or wages (indexation)? If so, by what percentage has this happened in recent years? *Please note: You can only fill in this question if you filled in final salary or median salary in step 2.*

No  
 Yes, in year \_\_\_\_\_ Indexation \_\_\_\_\_ %  
\_\_\_\_\_ %  
\_\_\_\_\_ %

No  
 Yes, in year \_\_\_\_\_ Indexation \_\_\_\_\_ %  
\_\_\_\_\_ %  
\_\_\_\_\_ %



If you earn more than €131.614, can you choose to participate in a separate retirement pension scheme?

No  
 Yes, in year \_\_\_\_\_ Indexation \_\_\_\_\_ %  
\_\_\_\_\_ %  
\_\_\_\_\_ %

No  
 Yes, in year \_\_\_\_\_ Indexation \_\_\_\_\_ %  
\_\_\_\_\_ %  
\_\_\_\_\_ %

### Step 5: How important are the differences to you?

You now know the differences between the two pension schemes. **See how important they are to you. And consider what the differences mean to you.** You might want to arrange something extra yourself. Would you like more information? If so, contact us at [info@spin.nl](mailto:info@spin.nl) or +31 (0)20 347 2722. Or consult a financial advisor.