



PENSION COMPARER: COMPARING 2 PENSION PLANS

Why compare your pension plan?

Pension plans vary. This Pension Comparer gives you a good idea of the differences between 2 pension plans. For example, it shows you what you are, and what you are not, entitled to. Review the differences and their implications for you. Then you can decide to make your own additional arrangements. An insight into the differences is also 1 of the steps in the decision-making process as to value transfer: will you, or will you not, transfer your pension to your new employer?





Compare your pension plan in 5 steps

SNPS has already completed the comparer for you. Ask your future employer (or your future pension fund or insurer) about 'layer 1 of Pension 1-2-3' of your new pension plan. Go through the steps to complete the rest of this Pension Comparer. The definitions used are explained in layer 1.

Note: are you working as a self-employed professional or as a director and major shareholder? Replace the words 'with this employer' in step 1 by 'in this position', and in step 2 the term 'salary' by 'income'.




STEP 1: What are you, and what are you not, entitled to under the pension plans?		
<p>Explanation: In this step you make a comparison between your existing and your future pension plan. It shows you what you are, and what you are not, entitled to. If you are not entitled to something, you will recognise that in layer 1 of Pension 1-2-3 by an icon being crossed out.</p>	Name of pension administrator, insurer or employer	Name of pension administrator, insurer or employer
<p> Do you accrue old-age pension entitlements? If so, what is the relevant retirement age?</p>	<input checked="" type="checkbox"/> Yes, retirement age 68 <input type="checkbox"/> No	<input type="checkbox"/> Yes, retirement age..... <input type="checkbox"/> No
<p> Will your partner, if applicable, receive a pension benefit in the event of your death?</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> Yes, if I am still working for this employer. <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> Yes, if I am still working for this employer. <input type="checkbox"/> No
<p> Will your children, if applicable, receive a pension benefit in the event of your death?</p>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> Yes, if I am still working for this employer. <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> Yes, if I am still working for this employer. <input type="checkbox"/> No
<p> Will your pension entitlements continue to accrue if you become (partially) disabled for work?</p> <p>Will you receive a supplementary pension if you become disabled for work?</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Yes <input type="checkbox"/> No
STEP 2: How do you accrue pension entitlements?		
<p>Explanation: There are different types of old-age pension. In layer 1 of Pension 1-2-3 under the section on How do you accrue pension entitlements? you can see how you accrue pension entitlements. You will see 1 of the icons to the right. You will not see the other icons. Which icon is used?</p> <p>Then, under the section on How do you accrue pension entitlements?, you will find more information on the following elements:</p>	<input type="checkbox"/> FINAL PAY <input type="checkbox"/> AVERAGE PAY <input checked="" type="checkbox"/> CONTRIBUTION <input type="checkbox"/> CAPITAL <input type="checkbox"/> FLAT-RATE SCHEME	<input type="checkbox"/> FINAL PAY <input type="checkbox"/> AVERAGE PAY <input type="checkbox"/> CONTRIBUTION <input type="checkbox"/> CAPITAL <input type="checkbox"/> FLAT-RATE SCHEME
<p> What is the threshold amount (the deductible)? Note: The lower the threshold amount, the more pension entitlements you accrue.</p> <p>What percentage of pension entitlements do you accrue on an annual basis? Note: You can complete this for final pay and for average pay plans only.</p>	<input checked="" type="checkbox"/> Threshold amount € 19,795 (in 2025) <input type="checkbox"/> Not applicable <input type="checkbox"/> % <input checked="" type="checkbox"/> Not applicable	<input type="checkbox"/> Threshold amount € <input type="checkbox"/> Not applicable <input type="checkbox"/> % <input type="checkbox"/> Not applicable

STEP 2: How do you accrue pension entitlements? - continued

	Name of pension administrator, insurer or employer Shell	Name of pension administrator, insurer or employer
 What is the maximum salary to which you accrue pension entitlements? That maximum salary is called the maximum pensionable salary. If your salary exceeds the maximum pensionable salary, you will not accrue pension entitlements on the excess amount.	<input checked="" type="checkbox"/> Maximum salary € 121,951 (in 2025) <input type="checkbox"/> Not applicable	<input type="checkbox"/> Maximum salary € <input type="checkbox"/> Not applicable
 If you pay (part of) the premium for the pension yourself, note that this is not shown in layer 1 of Pension 1-2-3. Check your payslip or ask your employer whether you pay an employee's contribution and in what amount.	<input checked="" type="checkbox"/> Yes, € <input type="checkbox"/> No	<input type="checkbox"/> Yes, € <input type="checkbox"/> No




STEP 3: What are your own choices?

Explanation: In step 1 you have seen what you are, and are not, entitled to in the pension plans as a standard. In addition, you may have certain options. In this step you review the options that you have in either pension plan.

 Can you opt voluntarily to arrange a (supplementary) partner's pension, orphans' pension or disability pension?	<u>Voluntary</u> <input type="checkbox"/> Partner's pension <input type="checkbox"/> Orphans' pension <input type="checkbox"/> Disability pension <input checked="" type="checkbox"/> Not applicable	<u>Voluntary</u> <input type="checkbox"/> Partner's pension <input type="checkbox"/> Orphans' pension <input type="checkbox"/> Disability pension <input type="checkbox"/> Not applicable
 Can you opt to arrange additional old-age pension?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
 If your salary exceeds the maximum pensionable salary, can you opt to participate in a separate pension plan?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No

STEP 4: How secure is your pension?

Explanation: The amount of your pension will often be uncertain at this point. In this step you review whether or not the amount of your pension is fixed, whether your pension grows along with the increase in prices or wages, and whether your pension may be reduced as a result of too low a funding ratio. **Note:** the lower the policy funding ratio, the greater the chance that your pension will be reduced.

 Is the amount of the pension benefit already fixed?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
Does the amount of the pension benefit depend on investment results?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
 Does the pension grow along, for example with the prices or wages (indexation)? If so, by what percentage has it grown along in the past few years? Note: You can only complete this question if you have entered final pay, average pay or fixed amount in step 2.	<input type="checkbox"/> No <input type="checkbox"/> Yes, in year Indexation% Indexation% Indexation%	<input type="checkbox"/> No <input type="checkbox"/> Yes, in year Indexation% Indexation% Indexation%
 Can the pension be reduced as a result of too low a funding ratio? If so, has the pension been reduced over the past few years? Note: You can only complete this question if you have entered final pay, average pay or fixed amount in step 2.	<input type="checkbox"/> No <input type="checkbox"/> Yes, in year Reduction% Reduction% Reduction%	<input type="checkbox"/> No <input type="checkbox"/> Yes, in year Reduction% Reduction% Reduction%

STEP 5: Review how important the differences are to you.

You now know the differences between the two pension plans. **Review how important these differences are to you. And think of what the implications are for you.** You may even want to make some additional arrangements yourself. If you require more information about the differences and the implications thereof for the amount of your pension, please contact your pension fund, insurer or employer. Or consult an adviser.