

## What kind of calculations are included in your employer's transition plan

### **Are you moving from a guaranteed pension to an investment pension according to the new rules?**

Then the transition plan contains a so-called net benefit calculation. The net benefit is the difference between the value of the expected future pension benefits and the value of the future contributions. This not only looks at the accrued pension entitlements, but also at the pension entitlements to be accrued in the future.

By comparing the net benefit of the current pension scheme with the net benefit of the new pension scheme, any differences in the expected pensions are made clear. These differences show whether age groups will benefit or decline after the transition to the new pension scheme. Net benefit looks at both the contribution and benefit side. These insights are used in the decision-making process regarding the possible award of compensation to the participants.

### **Do you already have an investment pension and are you moving to an investment pension according to the new rules?**

Then the transition plan contains a so-called gross benefit calculation. Gross benefit provides insight into the effects of the amended pension scheme on the contribution side. It provides insight into the differences in the expected pension between the previous pension scheme and the new Wtp scheme. These insights are used in the decision-making process regarding the possible award of compensation to the participants.

