

Execution Agreement 'Flexibele premieovereenkomst' Aegon Cappital Net Pension Aegon Variant Valid in 2024

Version 2024.1



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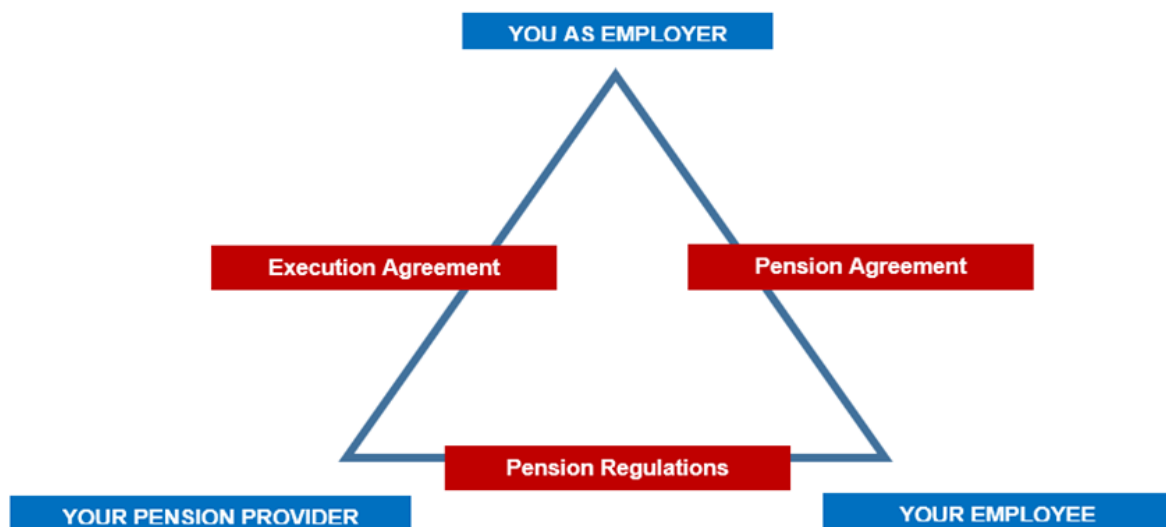
Preface¹

The Execution Agreement 'Flexibele premieovereenkomst' Aegon Cappital Net Pensioen Aegon Variant (hereinafter 'Execution Agreement') contains the arrangements between you as the employer and us as the pension provider. 'We' are Aegon Cappital B.V. (hereinafter 'Aegon Cappital'), Aegon Levensverzekering N.V. (hereinafter 'Aegon Leven'), and ASR Schadeverzekering N.V. (hereinafter 'a.s.r. Schade'). Together we are the pension provider (hereinafter 'we', 'us' and 'pension provider') for the Pension Regulations 'Flexibele premieovereenkomst' Aegon Cappital Net Pensioen Aegon Variant (hereinafter 'Aegon Cappital Net Pension Regulations'). The arrangements concern the execution of your net pension scheme. The employee/former employee is not a party to the Execution Agreement. Your Execution Agreement with us is made up of two components: this document and the statement of approval which you signed in the proposal. The proposal with the unique proposal number is also referred to in the statement of approval.

This is a general execution agreement for your pension scheme. It applies to you, but also to other companies with the same type of pension scheme.

For your net pension scheme you conclude a Pension Agreement with each employee separately, in which it is stated that he or she can decide to participate voluntarily in the net pension scheme. This Pension Agreement is an integral part of the employment agreement. As a pension provider, we will also have a relationship with your employees after their registration. We have set out the details of this relationship in the 'Aegon Cappital Net Pension Regulations', in which we have also laid down the net pension scheme.

Your net pension scheme is always subject to the latest version of the Execution Agreement and the Aegon Cappital Net Pension Regulations. Unless otherwise stipulated in the current version, the current version also applies after the pension subscription has been terminated. You can find them on our website www.aegoncappital.nl.



Frequently used terms are explained in the 'Explanation of Terms' annex.

¹ Please note: This document is an unofficial translation of the Dutch original and is provided as a courtesy only. In the event of any disparity between this version and the original Dutch version, the Dutch version will prevail. No rights may be derived from this unofficial English translation.

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Important: All annexes are an integral part of this Execution Agreement.

Section 1. Basic assumptions

1.1. The pension providers

Cooperation

Aegon Cappital, Aegon Leven and a.s.r. Schade are jointly the pension provider for your net pension scheme.

Aegon Cappital is the pension provider for the net defined contribution scheme for the Investment Pension. Aegon Cappital is also the contact for:

- Aegon Leven as the pension provider for:
 - Pension;
 - net partner's and orphan's pension;
- a.s.r. Schade as the pension provider for the waiver of contribution in the event of disability.

Aegon Cappital has selected these two insurers because of their favourable rates, their administrative facilities, and their sound financial basis.

Aegon Cappital's board will periodically assess whether the two insurers meet the criteria that are applied.

A single point of contact

Aegon Cappital is the point of contact for Aegon Leven and a.s.r. Schade. This means that we can offer you a comprehensive net pension scheme whilst you have a single point of contact for your net pension scheme, namely Aegon Cappital.

1.2. Participation in the net pension scheme

Participant

A Participant is a person who:

- is an employee with your company; and
- has been offered a Pension Agreement for this net pension scheme by you and has accepted that Pension Agreement; or
- is no longer an employee, but is still accruing net pension entitlements because the participant is entitled to the waiver of contribution on account of disability.

Participation in this net pension scheme is optional. Your employee is only a participant if he/she has opted to participate in this net pension scheme.

A director/major shareholder or a self-employed person cannot participate in this pension scheme.

Former participant

A former participant is a person who:

- is an employee or former employee of your company; and
- still has net pension entitlements for which no waiver of contribution on account of disability applies; and
- for whom you no longer pay any contributions yourself for this net pension scheme.

Pension beneficiary

A pension beneficiary is a person who receives a pension.

1.3. Net pension entitlements

The net pension entitlements that we administer under this Execution Agreement are:

- a net defined contribution for Pension;
- a net partner's and orphan's pension.

A participant is only entitled to these net pension entitlements in so far as he/she has opted for them.

You can find the conditions that apply to the net pension entitlements in this Execution Agreement, the Aegon Cappital (elipsLife Variant) Net Pension Regulations and the annexes.

We use the net defined contribution for the Investment Pension.

More information about the Investment Pension can be found in Sections 4 ('Accrual of pension') and 8 ('Death') of the Aegon Cappital Net Pension Regulations.

We take out insurance policies for the net partner's and orphan's pension.

More information about these pensions can be found in Section 8 ('Death') of the Aegon Cappital Net Pension Regulations.

If the participant becomes disabled, we take over the payment of contributions for the entitlements to net partner's and orphan's pension, either in full or in part. We take out insurance policies for this. This is explained in Section 9 'Disability' of the Aegon Cappital Net Pension Regulations and in the 'Conditions for Disability Insurance' annex.

Pension

These are the net pensions after the personal retirement date of the participant (or former participant), the retirement pension, and a partner's pension in the event of death after the personal retirement date.

Where Pension is capitalised, we therefore mean the net retirement pension and the net partner's pension after the personal retirement date.

Investment Pension

In the case of an Investment Pension, the net defined contributions for the participant/former participant are invested. The participant/former participant therefore invests for his/her pension. The Investment Pension will be converted into a Pension with Aegon Leven on the personal retirement date. The amount of the Pension depends among other things on the value of the Investment Pension at the time when the investments are sold, and also on the market interest rate used by the pension providers in setting their rates for the purchase of Pension on the retirement date. The participant/former participant may also choose a different pension provider.

Net partner's and orphan's pension

These are the pensions that the partner and children receive after the participant's/former participant's death. They comprise a net lifelong partner's pension and a net temporary orphan's pension.

This is only paid out if the participant/former participant dies before his/her personal retirement date.

1.4. Acceptance

We accept the participant for all insurance policies without taking into account his/her health situation. We do however take into account the amount of his/her salary and salary increases.

For the net partner's and orphan's pension, the pensionable salary is capped at € 661,267.00 (2024). This amount is determined annually by Aegon Leven.

The pensionable salary taken into account when determining the net partner's and orphan's pension may not increase by more than 15% annually. We check the increase against the pensionable salary that we previously accepted.

The exact provisions regarding the pensionable salary are set out in Section 3.3 'Pensionable earnings' of the Aegon Cappital Net Pension Regulations.

In some cases we may decide not to accept an employee for the insurance. This is explained in Section 6.6 'Acceptance of insured entitlements' of the Aegon Cappital Net Pension Regulations.

Section 2. Obligations

2.1. Our obligations

We administer the net pension scheme as described in the Aegon Cappital Net Pension Regulations. This means that we perform various activities. Many of these activities are included in the price, for example the activities which we consider necessary as a prudent pension provider. Other services are additional. The participant/former participant pays for these services; we charge these costs to you separately, but only if the services are actually used.

An overview of the services and the price of the additional services is given in the 'Aegon Cappital Menu' annex.

Costs for additional services

For the provision of other services than those stated in the 'Aegon Cappital Menu' annex, the participant/former participant pays costs which depend on the type of services. The participant/former participant will receive a cost estimate in advance. The hourly rate for standard or customised services can be found in the 'Aegon Cappital Menu' annex.

We determine the final costs after receiving your agreement and after the services have been completed. We will send you a separate (digital) invoice for this.

Delivery periods

Changes or updates can be submitted via the employer portal on www.aegoncappital.nl, where you can also find instructions. The portal also contains a schedule showing the deadline for submitting the changes. If you submit them any later, then we will process them a month later.

Repair costs

We provide compensation for the costs that your adviser incurs, on your instructions, as a result of shortcomings in proposals and other documents provided by us pursuant to the Execution Agreement. This concerns shortcomings imputable to us. Compensation will only be paid if you and your adviser meet the conditions in the Repair Costs Scheme. and have followed the procedure described in it. The Repair Costs Scheme can be found on www.aegoncappital.nl.

The amount of compensation is based on your adviser's specification of hours worked. The hourly rate that we compensate is the rate as published by your adviser on its website, with a maximum of € 150.00 exclusive of VAT. We can adjust this maximum annually. We do of course check the specification to see if it is reasonable.

2.2. Your obligations

Net pension scheme is an integral part of the employment conditions

You offer your employee the net pension scheme as part of the total package of employment conditions. You conclude a Pension Agreement with your employee, in which it is stated that he/she can decide to participate voluntarily in the net pension scheme. The Pension Agreement states that the details of the net pension scheme are set out in the Aegon Cappital Net Pension Regulations. You are obliged to place and maintain the net pension entitlements with us.

You can provide your employee with a contribution to the net pension. You then provide a contribution to the same extent to your other employees who are otherwise in the same circumstances, i.e. even if those other employees are not participants in your net pension scheme.

Cooperating to ensure proper administration

We base the cover on the information that you and/or your employee provide to us, or the data provided to us on behalf of you or the employee, for example by the Employee Insurance Agency (UWV).

If you do not provide the information, or if you provide it late or incorrectly, then the net pension entitlements of the employee concerned will not be covered (or not fully covered). In that case, the administration of the net pension entitlements will be limited to a level based on the most recent information we received from you that was correct and provided in time. If you have not registered the employee, there will be no cover. Cover will still be provided:

- if you subsequently provide the correct information and pay the full costs of cover that are due within a period to be agreed; or
- if and in so far as the law or an irreversible court judgment does not permit us to reduce or refuse the cover.

You must also compensate us for loss/harm incurred as a result of failure to submit information that is necessary to provide cover in time for the correct net pension entitlements of your employees, or if you do so incorrectly or too late. We are required, for example, to provide a new participant with his/her 'Pension 1' (of the 'Pension 1-2-3') within three months. To this end, we need data from you. The Dutch Authority for the Financial Markets (AFM) may impose a fine for not providing the legally required information in time or for not being able to provide it in time. That fine will then be for your account. We may also need to incur extra administration costs because information has to be entered into our records with retroactive effect.

Provision of incomplete or incorrect data by your employee can have consequences for the pension. This is stated in the Aegon Capital Net Pension Regulations.

Ultimate beneficial owner (UBO)

Among other things, we are obliged to comply with the legislation and regulations in the field of financial supervision, the Money Laundering and Terrorist Financing (Prevention) Act (Wwft), the Financial Supervision Act (Wet op het financieel toezicht), and the sanctions legislation and regulations. This includes the requirement to determine the ultimate beneficial owner (UBO) and to check the UBO against the sanctions lists. You must inform us as soon as possible if there have been any changes relating to your organisation's UBOs. For example, if your organisation has a new UBO, the details of the existing UBOs change, or if existing UBOs can no longer be considered UBOs.

How to submit information to us

You must provide all information and underlying documents in good time that we need for administering the net pension scheme. This does not apply to information that the participant/former participant him/herself must provide, as stated in the instructions on the employer portal.

The initial set of participant information required to organise the administrative records must be supplied by you correctly.

Submission of information and changes/updates once the records have been organised takes place via the Aegon Capital employer portal. On this portal you can find detailed instructions on how to submit these changes and updates.

You must provide us with the following participant information via the Aegon Capital employer portal:

- personal details;
- the participant's e-mail address;
- the date of commencement and termination of employment;
- the full-time salary and part-time percentage.

Changes and updates affect the amount of the contribution that must be paid. The instructions on the employer portal contain an overview of the deadlines for submitting changes and updates.

You are requested to observe those dates so that we can process the changes and updates in time, thus allowing you to pay the correct contribution in time.

We are entitled to assume that the information you provide is accurate and complete.

You should pass on to us (by e-mail) other information necessary for administering the net pension scheme as soon as you learn of the relevant situation.

The Aegon Cappital employer portal

During our collaboration you have access to the Aegon Cappital employer portal, which allows you to access the pension data of your employees who are participants in the net pension scheme.

Changes and updates of participant information can only be submitted via the Aegon Cappital employer portal.

Use of the Aegon Cappital employer portal is subject to certain conditions, namely:

- You will be given a user name and password for access to the Aegon Cappital employer portal. It is expressly prohibited to provide these to third parties who are not affiliated with your company. You can, however, authorise a third party to pass on participant data. See the instructions on www.aegoncappital.nl.
- You are responsible for the Aegon Cappital employer portal being used in accordance with our instructions.
- You are required to put security measures in place regarding use of the Aegon Cappital employer portal.
- You may only process the information that you receive via the Aegon Cappital employer portal for the participant whose personal data it concerns. You are also required to observe confidentiality with regard to all the information you receive via the Aegon Cappital employer portal.
- When you pass on a notification or a request from a participant via the Aegon Cappital portal, you should save the notification or message (you can do so digitally). If we ask for it, you should send it to us.
- You are not permitted to undertake any publicity activities relating to the Aegon Cappital employer portal without our written consent.
- You and we must both inform one another immediately if an error is identified in the information available on or via the Aegon Cappital employer portal.
- You and we will comply with the legislation and regulations regarding the use of personal data, and make every effort to combat the improper use of that data.
- You are liable for any loss/harm we may sustain arising from use of the Aegon Cappital employer portal if this is the result of failure to comply (or to comply fully) with the provisions of this Execution Agreement regarding access, security, confidentiality, and privacy.
- We cannot be held liable for consequential damage, by which we also mean loss of profit, missed savings, and other additional loss/harm.

Section 3. Determining the price

This section explains how we calculate the contributions for your net pension scheme.

3.1. Pensionable earnings

The pensionable earnings are an important starting point in determining the contributions. The pensionable earnings are the pensionable salary minus the pension offset. We determine the pensionable earnings on 1 January of each year.

Example calculation 1

Pensionable earnings

Let's assume the participant has a full-time annual salary of € 180,000.00 gross (this is his/her pensionable salary plus 8% holiday allowance).
And the pension offset is (for example) € 130,000.00.

His/her pensionable earnings are € 180,000.00 - € 130,000.00 = € 50,000.00.

If the pensionable salary becomes less, we will determine the pensionable earnings again. We do this on the date when the pensionable salary becomes less.

If the pensionable earnings become (temporarily) zero or lower during participation? Then your employee remains a participant. The participant will then (temporarily) no longer pay contributions for Net Pension. This also applies to the net partner's and orphan's pension. As long as the pensionable earnings remain zero or lower, we do not charge any administration costs.

If the pensionable earnings are greater than zero again, we will resume the contributions for the Net Pension. This also applies to the net partner's and orphan's pension. We base the resume on the last choice of the participant known to us.

3.2. Calculating the net defined contribution for Pension

The amount of the net defined contribution is stated in Section 4.1 'Net defined contribution' of the Aegon Capital Net Pension Regulations. This subsection also includes an example calculation.

A participant who has opted for a net defined contribution for the accrual of Investment Pension chooses a percentage of their pensionable earnings to set their net defined contribution. The maximum percentage is 15.15. This is the maximum contribution for tax purposes under Section 18a the Wages and Salaries Tax Act (Wet op de loonbelasting) 1964, multiplied by the net factor (1 - 0.495 for 2024).

The net defined contribution is subsequently used for Investment Pension.

If a participant also opts for the net partner's and orphan's pension, we add the insurance premium to the net defined contribution each month.

More information about the Investment Pension can be found in Sections 4 ('Accrual of pension') and 8 ('Death') of the Aegon Capital Net Pension Regulations.

The net defined contribution is charged to you and paid by you.

3.3. Calculating the contribution for the partner's and orphan's pension

The contribution for the net partner's and orphan's pension is calculated by multiplying the partner's and orphan's pension by the rate corresponding to the participant's gender and age. We determine the monthly contribution on 1 January of each year. The age we use is the participant's age on 31 January.

The 'Costs, Rates and Assumptions' annex contains the gross rates table for the net partner's and orphan's pension. It also explains the basic assumptions that apply to the rates and the costs and surcharges that we charge.

The contribution for the net partner's and orphan's pension is charged to you and paid by you.

Section 8 'Death' of the Aegon Capital Net Pension Regulations explains how we determine the amount of the net partner's and orphan's pension. That section also gives an example of how we calculate the monthly risk premium for the net partner's and orphan's pension.

The contribution for the net orphan's pension as part of the net partner's and orphan's pension is calculated in the same way.

Defined partner system

With a defined partner (bepaald partner) system, you only pay contributions for the net partner's and orphan's pension for participants who have a partner. You must inform us (via the employer portal) whether the participant has a partner. A net orphan's pension is insured for participants who do not have a partner but do have children. In such cases, you are also obliged to register the children present who qualify for net orphan's pension with us.

On a risk basis

The contribution for the net partner's and orphan's pension is on a risk basis.

'On a risk basis' means that no value is accrued in the insurance. The insurance lapses on retirement. The insurance also lapses if the Execution Agreement is continued on a non-contributory basis after the end date and when the participant leaves your employment, except if the participant is immediately entitled to temporary continuation upon leaving employment and has a partner and/or children. In that case, the partner and/or children continue to be entitled to an adjusted partner's and orphan's pension for as long as the right to the temporary continuation exists. This also applies to a foreign unemployment benefit. You can find more information about this in Section 10 'Termination of your participation in the net pension scheme' of the Aegon Capital Net Pension Regulations.

Interest rate adjustment for net partner's and orphan's pension

We base our rates for the calculation of the contribution on an actuarial interest rate of 3% per year. However, the actual interest rate on the capital market fluctuates and is not always 3%. We apply the interest rate adjustment in order to correct the contributions so that they reflect the actual interest rate. If the (average) interest rate on the capital market is higher than 3%, the interest rate adjustment involves a rebate. If the average interest rate is lower, the adjustment is a surcharge.

The interest rate adjustment for the net partner's and orphan's pension is determined annually and then applies from 1 January to 31 December of the following year. For 2024, the interest rate adjustment has been set at 8.98%. The interest rate adjustment has already been accounted for in the gross contribution tables.

3.4. Calculating the premium for the waiver of contribution

Until no later than two years before you reach your state pension age, you pay risk premiums for the waiver of contribution for the net partner's and orphan's pension. These premium has already been accounted for in the rates. No waiver of contribution in the event of occupational disability applies in respect of the net defined contribution.

The premium for the waiver of contribution in the event of disability is a percentage of the contribution for the net partner's and orphan's pension. The level of this percentage is stated in the 'Costs, Rates and Assumptions' annex. Section 9 ('Disability') of the Aegon Cappital Net Pension Regulations includes an example calculation.

This premium for the waiver of contribution in the event of disability is charged to you and paid by you.

3.5. Costs

Administration costs

In addition to the contribution that he or she has selected, the participant pays costs for the administration of the net pension scheme. These costs are stated in the 'Costs, Rates and Assumptions' annex. In return, we carry out the activities described in Section 2.1 'Our obligations'. See also the 'Aegon Cappital Menu' annex.

Investment costs

All costs related to investments for the Investment Pension are for the account of the participant/former participant. We deduct these costs from the net defined contribution or from the invested value and/or settle them against the return on the participant's investments. The Aegon Cappital Net Pension Regulations give the exact details of how this works.

Costs in case of group transfer of accrued benefits in accordance with Section 83 Pensions Act

We charge costs to you in the event of a group transfer of accrued benefits from a different pension provider to us or vice versa. Those costs comprise:

- the entry and exit costs that the investment fund incurs for entering and exiting an investment fund;
- costs per hour according to the custom rate if the group transfer of accrued benefits deviates from our standard working method.

You can contact us for an indication of the amount of these costs.

Section 4. Payment of contributions

4.1. Contributions and administration costs

The participant pays the contributions as long as he/she is alive and until the individual participant's personal retirement date at the latest. He or she pays the premiums for the waiver of contribution no later than two years before his/her retirement date.

Contributions are understood to include single premiums.

The administration costs comprise:

- a fixed amount per employee per payment term for as long as he or she is a participant in this net pension scheme, but until no later than the end date of the Execution Agreement. A participant for whom the pensionable earnings are (temporarily) zero or lower does not need to pay that amount. This also applies to the participant for whom the contributions have been entirely waived because he/she is disabled. We can adjust the fixed amount annually. We do so using the weighted average of the monthly negotiated (collective labour agreement) wages ('CAO-lonen') including special allowances (total) and the Consumer Price Index (all households) for the months of January to March. This data is provided by Statistics Netherlands (CBS);
- and costs for additional services. See the 'Aegon Cappital Menu' annex. We invoice the participant for these services separately, but only if the services are actually used.

We calculate the contributions and administration costs in euros and you pay them in euros.

For new insurance policies and increases of existing insurance policies that take effect retroactively, you pay contributions all at once.

The participant pays the contributions and costs to us through you. We collect all contributions and administration costs from you. You settle the contributions and costs against the participant's net salary. We will charge the costs for a former participant or pension beneficiary directly to the former participant or pension beneficiary.

You will receive a monthly invoice.

4.2. Method of payment

You select the payment method yourself via the Aegon Cappital employer portal. You can opt for European business-to-business direct debit or manual payments based on monthly invoices.

4.3. Payment term

We determine all the contributions and administration costs monthly on the basis of the changes and (updated) information supplied. You pay the contribution and administration costs monthly before the due dates. The sending dates and due dates for the invoices are stated in the instructions on the Aegon Cappital employer portal.

If you have opted for European business-to-business direct debit, we collect the amount two days before the due date. The due date is also stated on the invoice.

You will be reimbursed for contributions and administration costs that you paid for a participant after the date of his/her leaving employment.

If he/she leaves on the 15th of the month, for example, you will be reimbursed for half of the contribution and administration costs for that month.

It is important that you pay the invoices in full and in time. If you pay only part of the invoice amount or if you pay after the due date, then the amount concerned will not be invested in time. Money that cannot be processed because we received it too late will only be invested as of the next month, after full payment of the invoice. We will not owe you interest on any such money.

4.4. Payment arrears

We make a demonstrable effort to collect the contributions and administration costs. We will notify you and the participant if any payment arrears make it necessary to terminate the accrual of pension. Termination takes place by creating a paid-up policy.

After a paid-up policy has been created, the net partner's and orphan's pension are no longer insured. The insurance for the waiver of contribution in the event of disability will then also be terminated.

Creating a paid-up policy also means that no more investments for Investment Pension will be purchased, except in the case of profit-sharing from the 'S Net Pension' profit-sharing pool. Profit-sharing is explained in Section 5.1 'Profit-sharing on Investment Pension' of the Aegon Capital Net Pension Regulations.

Pursuant to the Pensions Act (Pensioenwet), we may terminate the risk insurance policies in this way from three months after notification. Until that time, the risk covers are maintained. Paid-up policies can be created with retroactive effect no later than five months prior to the date of notification to the participant.

If you do not pay the contributions and administration costs charged to you in full, we will not accept the payment for processing. In such case we will consult with you.

Section 5. Adjustment and cancellation

5.1. Adjustment by us

We perform the administration of the net pension scheme on the basis of a pension subscription.

We may adjust the administration of the net pension scheme. We may make the following adjustments:

- product changes and changes to rates, costs and/or other conditions, such as products chosen under the pension subscription;
- changes arising from legislation and regulations, court rulings, or an instruction or change of policy on the part of a supervisory authority such as the Dutch Central Bank (DNB) or the Dutch Authority for the Financial Markets (AFM);
- other adjustments to prevent market conditions from jeopardising our continuity and effective operations. We can only do this on the basis of a resolution by the board of Aegon Capital. In doing so, we will take account, in all reasonableness, of your interests and those of the participant/former participant;
- replacement, alteration, or closing one or more investment funds. That also applies to the Profile Indicator, the risk profiles, and the investment profiles. You can find more information about this in Section 4 of the Pension Regulations.

Changes to the retirement date may also apply to pension entitlements that have already been accrued.

If we make an adjustment, we will notify you in writing in good time.

You are at all times obliged to ensure that the net pension scheme conforms to this Execution Agreement, including when we make adjustments to the administration and this has consequences for the net pension scheme. You are required to ensure that you gain the consent of your employees and the works council (if there is one) for changes to the net pension scheme. If your company employs between 10 and 50 employees, you should inform your employees about the changes (through the employee representative body or a staff meeting). This also applies if the Execution Agreement is amended and the amendments have consequences for the net pension scheme. You must do this in good time.

In the event of an amendment, we will set a period within which you adjust your net pension scheme. If you fail to do so within that period, we may be required to incur additional costs, which we will then charge on to you.

An adjustment made to the net pension scheme applies to the net pensions already accrued and to those still to be accrued. However, net pensions already accrued cannot be decreased, unless statutory measures provide otherwise. The nature of the net pension scheme will also be unaffected.

The value of the Investment Pension may, however, be subject to a decrease due to price fluctuations. The investment risk is for the participant's account.

The net pension scheme of a participant to whom we grant a waiver of contribution on account of disability will not be adjusted. If we grant such a waiver, the net pension scheme will remain unaffected.

The costs for carrying out the adjustment in our administration system are for our own account.

If you do not agree to the adjustment, you can cancel the Execution Agreement.

5.2. Adjustment by you

If you intend to adjust the net pension scheme, you need to notify us in advance. You must do so at least four months before the adjustment is to take effect. We will then assess whether it is possible for the adjustment to be made within the context of the pension subscription. You pay a once-only amount in adjustment costs. You can contact us for an indication of the amount of these costs.

If your net pension scheme changes to such an extent that it is no longer in line with the pension subscription, we will terminate the Execution Agreement. We will do so on the change date that you have proposed.

You can then consult with us as to whether we wish to conclude a new Execution Agreement for the modified net pension scheme. The new Execution Agreement will then be concluded on the conditions and at the rates appropriate for the new agreement. You must of course ensure that you have the consent of the employees and the works council (if there is one) for changes to the net pension scheme and the Execution Agreement.

Changes within your organisation

You must also notify us in good time about changes within your organisation, particularly in the following cases:

- you second more than 20% of your employees;
- the legal structure of your organisation changes;
- you are involved in a merger, reorganisation, takeover, demerger, cessation of business activities, or other such changes;
- the number of employees or the total wage bill increases or decreases by 20% or more within a single contract year;
- your place of establishment is no longer in the Netherlands.

We can then make changes to the conditions and rates in the Execution Agreement with you. We can also terminate the Execution Agreement.

5.3. Term of the Execution Agreement

The commencement date of the Execution Agreement can be found in your signed statement of agreement.

Freedom to cancel

This Agreement is for an indefinite period of time. You have a notice period of two months. For us, the notice period is six months. You can terminate by registered mail or by e-mail. In the case of termination by e-mail, the person authorised to sign should send the message to service@aegoncappital.nl.

We will cancel in writing by registered mail.

After termination, the Execution Agreement will be continued on a non-contributory basis. However, you can also choose another option after termination, namely a new Execution Agreement or group transfer of accrued benefits.

A termination of your gross pension scheme with us means simultaneous termination of your net pension scheme. After termination, the net Execution Agreement will be continued on a non-contributory basis.

Non-contributory continuation

We create paid-up policies for the current insurance policies and the net pension entitlements that have been accrued. For the paid-up insurance policies of the guaranteed pensions, Aegon Leven guarantees the level of pension benefit that has been paid for. Contribution of the net defined contribution for the Investment Pension ceases. The investments for the Investment Pension remain applicable in accordance with the provisions of the Execution Agreement.

The insurance policies that have no paid-up value or commuted value will lapse.

Insurance policies that Aegon Leven and a.s.r. Schade are paying out at that time will continue to be paid out in accordance with the provisions of this Execution Agreement.

Aegon Cappital and Aegon Leven guarantee the administrative execution of the non-contributory net pensions. In doing so, they adhere to the provisions of this Aegon Cappital Net Execution Agreement. For example, we remain entitled to make adjustments to the execution (see Section 5.1).

New Execution Agreement

Instead of continuing on a non-contributory basis, you can conclude a new Execution Agreement with us. The rates and conditions are agreed at that point.

Group transfer of accrued benefits in accordance with Section 83 Pensions Act

In the event of a group transfer of accrued benefits to a different pension provider:

- the insurance policies that have no paid-up value or commuted value will lapse;
- we will transfer our obligations as pension provider for the net pension scheme to the other pension provider;
- the transfer value will be determined and transferred;
- we will charge the costs incurred for the transfer. See Section 3.5 'Costs'.

We will also cooperate with the group transfer of accrued benefits for a certain group of participants/former participants.

The transfer value consists of:

- the value of the investments for the Investment Pension.

Section 6. Final provisions

6.1. Formal provisions

- The Execution Agreement and the Aegon Cappital Net Pension Regulations comply with the applicable legislation and regulations and with our own policy. We accept responsibility and liability for this.
- We carry out all processes in an appropriate manner as regards quality and we ensure that the necessary expertise is available.
- In performing this Execution Agreement, we comply with all relevant legislation and regulations. The Execution Agreement is subject solely to the provisions of Dutch law.
- The Execution Agreement and each insurance policy are an insurance agreement within the meaning of Section 925 of Book 7 of the Dutch Civil Code (BW). The relevant provisions of Title 17 of Book 7 of the Dutch Civil Code apply, unless the Pensions Act provides otherwise.
- Both you and we can cause loss/harm by not complying with the Execution Agreement, or by not complying fully. If this failure to comply (or failure to comply fully) is imputable, the party that sustains loss/harm can claim compensation for that loss/harm from the other party. A claim is only possible after written notice of default has been issued. This is because there is then still the opportunity to limit the loss/harm as far as possible.
- Fraud and our loss of trust in you (i.e. your integrity) are reasons for us to terminate the Execution Agreement with immediate effect. We can also do so if you or the ultimate beneficial owner (UBO) is included on a sanctions list or fails to comply with (internal) policy rules, or if you do not properly cooperate with the administration of the pension scheme.
- Aegon Cappital has opted to collaborate with Aegon Leven and a.s.r. Schade on account of their professionalism, administrative facilities and sound financial basis. Aegon Cappital's board annually assesses whether these insurers properly comply with the arrangements made. In the case of a negative assessment, Aegon Cappital will make every effort to enforce compliance with the arrangements.

6.2. Protection of personal data

We process all personal data that you provide to us in accordance with the EU's General Data Protection Regulation (GDPR) and the Code of Conduct for the Processing of Personal Data by Insurers (see www.verzekeraars.nl).

How we handle your data is explained in our privacy statement, which you can find on our website: www.aegoncappital.nl/privacy-statement.

Please contact us if you believe that we are not handling your data properly.

6.3. Restriction of the right to a pension benefit

If the death of the participant/former participant or pension beneficiary is disadvantageous to us and one of the following situations occurs, the obligation to pay out pensions will be limited to a maximum of the commuted value of the pension insurance. We will use the commuted value applying one day prior to the death of the participant. However, if the liability arising from the obligation to pay out pensions is lower than the commuted value, we will base the payment on that liability.

The participant/former participant or pension beneficiary dies as a result of war or armed combat, unless a state of war is concerned as described in Section 6.4 'War risk'.

We do not limit the right to pension benefit if the death of the participant/former participant or pension beneficiary has been caused intentionally by you alone or by you as co-perpetrator. However, we will then

recover the pension benefits from you. We will also do so if the participant/former participant has become disabled as a result of intent on your part, either alone or as co-perpetrator.

Payment of pension benefit under the pension insurance is also limited if it is the result of an event that has been designated as terrorism by the Dutch Terrorism Risk Reinsurance Company (Nederlandse Herverzekeringsmaatschappij voor Terrorismede schade N.V., NHT). Like most other Dutch insurers, we are affiliated with the NHT.

In the event of loss/harm as a result of an act of terrorism, the NHT's Terrorism Cover Clauses Sheet (Clausuleblad terrorismedeckking) and the Settlement of Claims Protocol (Protocol afwikkeling claims) will apply in full. These can be found on www.terrorismedeverzekerder.nl. You can also ask us for a copy of the text.

In the event of a terrorist attack, the NHT will provide each insurer in the Netherlands, including us, with an amount. We will increase that amount by the contribution reserve which we are required to hold for the insurance policies pursuant to the Financial Supervision Act (Wet op het financieel toezicht).

We will then pay all benefits resulting from a terrorist attack from that amount together with the reserve. In that case, these payments will replace the insured pension benefits. The total benefit will under no circumstances exceed the amount of payment stated in the policy schedule for the pension insurance.

As soon as the limited payment has been made, the pension insurance will cease.

With respect to the insurance policies administered by a.s.r. Schade, the exclusions in the 'General Conditions' and the 'Conditions for Disability Insurance' take precedence over the provisions of this subsection.

6.4. War risk

A number of restrictions apply in the Netherlands during a state of war. It does not make any difference whether or not a participant/former participant or pension beneficiary is in the armed forces. We establish when a state of war begins and ends, unless the Dutch Central Bank (DNB) does so. During a state of war:

- the insured amounts are reduced by 10%;
- the paid-up values are reduced by the amount by which the insured amounts have been reduced;
- the commuted values and transfer values are reduced in the same proportion as the paid-up values.

These reductions do not apply if the participant/former participant or pension beneficiary did not remain in the Netherlands during the entire state of war, but was in one or more countries not at war during this period and no acts of war took place there. The participant/former participant or pension beneficiary must demonstrate that this applies to him or her. He or she must do so within six months after the end of the state of war has been established, but by no later than the point when a pension benefit becomes claimable, or when a paid-up policy is created or there is a transfer of accrued benefits.

After the end of the state of war has been established, we will calculate whether the total amount of the restrictions exceeds the amount of the additional mortality losses due to the state of war. If this is the case, we will arrange the following, no later than nine months after the end of the year of war in which the state of war ended:

- any rebates will be reversed, either fully or partially;
- any previous rebates imposed will be paid out, either fully or partially;
- any rebates imposed for the future will lapse, either fully or partially.

The Minister of Finance may oblige us to apply other restrictions. The Minister can do so if the Financial Transactions (Emergencies) Act (Noodwet financieel verkeer) applies. In that case, the restrictions in this subsection will lapse.

With respect to the insurance policies administered by a.s.r. Schade, the provisions regarding war in the 'General Conditions' and the 'Conditions for Disability Insurance' take precedence over the provisions of this subsection.

Section 7. Complaints

We make every effort to provide the best possible service, but if you have a complaint we want you to tell us about it. You can submit your complaint digitally by completing the complaints form at www.aegoncappital.nl. You can also send your complaint by post to:

Aegon Cappital
Klachtbehandeling
Postbus 5237
9700 GE Groningen
The Netherlands

For more information about our complaints procedure you can contact the Aegon Cappital employers desk on +31 (0)50 522 5070.

Annex

Explanation of Terms

Who is:

Aegon Cappital	Aegon Cappital B.V., having its registered office in Groningen, The Netherlands, acting on its own behalf or as an authorised agent to carry out certain activities on behalf of Aegon Leven and a.s.r. Schade.
Aegon Leven	Aegon Levensverzekering N.V., having its registered office in The Hague, The Netherlands.
a.s.r. Schade	ASR Schadeverzekering N.V. having its registered office in Utrecht, The Netherlands.
Child	Own children in accordance with the law, with the proviso that these are own children before the personal retirement date. Also stepchildren and foster children if the participant has maintained and raised them as his/her 'own child(ren)' until his/her death, in so far as such maintenance and upbringing started before the personal retirement date.
Partner	<p>The person whom the participant is married to or has entered into a registered partnership with before reaching his/her personal retirement date, or an adult person with whom the participant maintains a joint household before reaching his/her personal retirement date in accordance with the definition in the Aegon Cappital Net Pension Regulations, except if this person is a blood relative in the first degree, a blood relative in the second degree in the direct line, an adult stepchild or an adult former foster child of the participant.</p> <p>For the net partner's and orphan's pension in the event of death before the retirement date, the date on which employment ceases applies instead of the personal retirement date.</p>
Employee	The person who performs work for you in accordance with an employment agreement under civil law.

What is:

State pension age	The age at which the pension benefit pursuant to the General Old Age Pensions Act (AOW pension benefit) commences.
Pension 1-2-3	Pension 1-2-3 gives the participant a layered system of information regarding his pension scheme. The participant personally decides the level of detail for reading the information: main features (layer 1), with an explanation of the main features (layer 2), or the details (layer 3).
Retirement date	The date when the retirement pension automatically commences according to this pension scheme. This is the first day of the month in which the participant reaches the age of 67 years and three months. This is the state

pension age for current and former participants who will receive a state pension (AOW) benefit from 1 January 2028.

We base the retirement date on the most recent state pension age set by the legislator in accordance with the General Old Age Pensions Act (AOW). If the legislator adjusts the state pension age, we will likewise adjust the retirement date. This also applies to the already accrued pensions. We will implement this adjustment no later than in the subsequent year.

Pension agreement	The agreement between you and the employee regarding this net pension scheme.
Pension Regulations	The document setting out the details of the net pension scheme, as well as the arrangements between the participant and us.
Personal retirement date	The first day of the month in which the participant actually retires.
Contribution	The amount which you must pay once only or periodically in accordance with the Execution Agreement.
Paid-up value	The insurance has a paid-up value if you can continue it without any further payment of contributions.
Execution Agreement	The agreement between you and Aegon Cappital, also acting on behalf of Aegon Leven and a.s.r. Schade, on the administration of this net pension scheme.
Insurance policies	These are the insurance policies you take out with Aegon Leven and a.s.r. Schade for the administration of this net pension scheme.

Annex Costs, Rates and Assumptions

Costs 2024

Administration costs per participant	Per participant per month: € 5,40 (This comes to € 64,80 per participant per year.). These are the costs that the participant pays.
Interest rate adjustment for partner's and orphan's pension	The interest rate adjustment is derived from market conditions and amounts to 8.98% (2024). The interest rate adjustment is determined annually on 1 December and then applies from 1 January to 31 December of the following year. The IRC is based on the DNB's nominal interest rate term structure (zero-coupon).

Rates table 2024 We can adjust the rates annually.

Age in years	Contribution per € 10,000.00 defined partner's pension staying level Men and women	Contribution per € 10,000.00 defined partner's pension increasing 1% Men and women	Contribution per € 10,000.00 defined partner's pension increasing 2% Men and women	Contribution per € 10,000.00 defined partner's pension increasing 3% Men and women
15	€ 1.18	€ 1.53	€ 2.12	€ 3.13
16	€ 1.78	€ 2.20	€ 3.13	€ 4.23
17	€ 1.94	€ 2.54	€ 3.38	€ 4.65
18	€ 2.45	€ 3.04	€ 3.98	€ 5.75
19	€ 2.79	€ 3.73	€ 4.83	€ 6.68
20	€ 3.13	€ 3.89	€ 5.16	€ 7.28
21	€ 3.30	€ 4.14	€ 5.50	€ 7.53
22	€ 3.30	€ 4.14	€ 5.50	€ 7.70
23	€ 3.73	€ 4.65	€ 6.18	€ 8.46
24	€ 3.89	€ 4.83	€ 6.43	€ 8.71
25	€ 3.98	€ 5.08	€ 6.60	€ 9.05
26	€ 4.14	€ 5.24	€ 6.85	€ 9.31
27	€ 3.98	€ 5.16	€ 6.60	€ 8.88
28	€ 4.48	€ 5.67	€ 7.28	€ 9.73
29	€ 4.65	€ 5.93	€ 7.53	€ 10.07
30	€ 4.73	€ 6.01	€ 7.70	€ 10.32
31	€ 5.24	€ 6.52	€ 8.46	€ 11.08
32	€ 5.67	€ 6.85	€ 9.05	€ 11.76
33	€ 5.83	€ 7.28	€ 9.13	€ 12.01
34	€ 6.34	€ 7.78	€ 9.90	€ 12.86
35	€ 6.77	€ 8.46	€ 10.66	€ 13.88
36	€ 7.19	€ 8.88	€ 11.17	€ 14.47
37	€ 7.87	€ 9.64	€ 12.09	€ 15.65
38	€ 8.46	€ 10.32	€ 13.03	€ 16.58
39	€ 9.22	€ 11.42	€ 14.13	€ 18.02
40	€ 10.15	€ 12.35	€ 15.39	€ 19.46
41	€ 11.25	€ 13.70	€ 16.92	€ 21.40
42	€ 12.52	€ 15.14	€ 18.61	€ 23.43
43	€ 13.88	€ 16.75	€ 20.55	€ 25.72
44	€ 15.48	€ 18.69	€ 22.93	€ 28.68
45	€ 16.75	€ 20.30	€ 24.62	€ 30.62
46	€ 18.69	€ 22.42	€ 27.23	€ 33.75
47	€ 21.23	€ 25.38	€ 30.70	€ 37.89
48	€ 23.68	€ 28.17	€ 34.00	€ 41.78
49	€ 26.23	€ 31.04	€ 37.47	€ 45.68
50	€ 29.01	€ 34.34	€ 41.11	€ 50.16
51	€ 32.48	€ 38.32	€ 45.84	€ 55.58
52	€ 36.20	€ 42.46	€ 50.50	€ 61.07
53	€ 40.43	€ 47.53	€ 56.33	€ 67.92
54	€ 44.49	€ 52.10	€ 61.49	€ 73.59
55	€ 49.99	€ 58.11	€ 68.52	€ 81.63
56	€ 54.89	€ 63.61	€ 74.78	€ 88.82
57	€ 60.31	€ 69.95	€ 81.79	€ 96.77
58	€ 65.38	€ 75.45	€ 87.97	€ 103.70
59	€ 70.29	€ 80.86	€ 93.98	€ 110.04
60	€ 76.80	€ 88.05	€ 101.93	€ 119.09
61	€ 82.47	€ 94.31	€ 108.61	€ 126.45
62	€ 89.15	€ 101.67	€ 116.81	€ 135.33
63	€ 96.77	€ 109.96	€ 125.94	€ 145.40
64	€ 103.62	€ 117.48	€ 133.81	€ 153.86
65	€ 111.99	€ 126.37	€ 143.54	€ 164.26
66	€ 120.45	€ 135.58	€ 153.52	€ 174.92
67	€ 128.14	€ 143.636	€ 162.06	€ 184.05

The contributions in the table include disbursement costs, waiver of contribution in the event of disability, surcharge for payment in instalments, and differentiation adjustment. The interest rate adjustment is the percentage that applies in 2024.

Age in years	Contribution per € 10,000.00 defined orphan's pension staying level Men and women	Contribution per € 10,000.00 defined orphan's pension increasing 1% Men and women	Contribution per € 10,000.00 defined orphan's pension increasing 2% Men and women	Contribution per € 10,000.00 defined orphan's pension increasing 3% Men and women
15	€ 0.09	€ 0.09	€ 0.09	€ 0.09
16	€ 0.09	€ 0.09	€ 0.09	€ 0.09
17	€ 0.09	€ 0.09	€ 0.09	€ 0.09
18	€ 0.09	€ 0.09	€ 0.09	€ 0.09
19	€ 0.09	€ 0.09	€ 0.09	€ 0.09
20	€ 0.09	€ 0.09	€ 0.09	€ 0.09
21	€ 0.09	€ 0.09	€ 0.09	€ 0.09
22	€ 0.09	€ 0.09	€ 0.09	€ 0.09
23	€ 0.09	€ 0.09	€ 0.09	€ 0.09
24	€ 0.09	€ 0.17	€ 0.17	€ 0.17
25	€ 0.17	€ 0.25	€ 0.25	€ 0.25
26	€ 0.34	€ 0.34	€ 0.42	€ 0.42
27	€ 0.42	€ 0.59	€ 0.59	€ 0.68
28	€ 0.76	€ 0.85	€ 0.93	€ 1.02
29	€ 1.02	€ 1.18	€ 1.27	€ 1.52
30	€ 1.35	€ 1.52	€ 1.69	€ 1.95
31	€ 1.86	€ 2.03	€ 2.28	€ 2.62
32	€ 2.45	€ 2.71	€ 2.96	€ 3.21
33	€ 2.88	€ 3.21	€ 3.64	€ 3.98
34	€ 3.64	€ 3.98	€ 4.40	€ 4.74
35	€ 4.23	€ 4.74	€ 5.16	€ 5.67
36	€ 4.91	€ 5.41	€ 5.92	€ 6.51
37	€ 5.75	€ 6.34	€ 6.85	€ 7.53
38	€ 6.60	€ 7.11	€ 7.70	€ 8.46
39	€ 7.53	€ 8.21	€ 8.80	€ 9.64
40	€ 8.46	€ 9.22	€ 9.90	€ 10.74
41	€ 9.56	€ 10.32	€ 11.08	€ 12.01
42	€ 10.66	€ 11.50	€ 12.35	€ 13.36
43	€ 11.76	€ 12.60	€ 13.53	€ 14.55
44	€ 13.11	€ 14.04	€ 15.06	€ 16.16
45	€ 14.04	€ 14.97	€ 15.99	€ 17.09
46	€ 15.31	€ 16.33	€ 17.26	€ 18.36
47	€ 17.00	€ 18.02	€ 19.12	€ 20.22
48	€ 18.36	€ 19.45	€ 20.64	€ 21.82
49	€ 19.88	€ 20.89	€ 21.99	€ 23.26
50	€ 21.32	€ 22.50	€ 23.60	€ 24.87
51	€ 23.26	€ 24.28	€ 25.54	€ 26.90
52	€ 25.04	€ 26.14	€ 27.41	€ 28.67
53	€ 27.07	€ 28.25	€ 29.52	€ 30.79
54	€ 28.59	€ 29.77	€ 31.04	€ 32.31
55	€ 30.79	€ 32.06	€ 33.24	€ 34.51
56	€ 32.40	€ 33.50	€ 34.68	€ 35.95
57	€ 33.92	€ 35.02	€ 36.20	€ 37.30
58	€ 34.76	€ 35.95	€ 36.96	€ 38.06
59	€ 35.36	€ 36.20	€ 37.22	€ 38.15
60	€ 36.03	€ 36.88	€ 37.72	€ 38.57
61	€ 35.69	€ 36.46	€ 37.30	€ 38.06
62	€ 35.53	€ 36.20	€ 36.79	€ 37.47
63	€ 34.68	€ 35.36	€ 35.95	€ 36.46
64	€ 33.07	€ 33.50	€ 33.75	€ 34.34
65	€ 30.70	€ 31.13	€ 31.38	€ 31.63
66	€ 27.49	€ 27.74	€ 27.91	€ 28.00
67	€ 22.84	€ 23.01	€ 23.09	€ 23.26

The contributions in the table include disbursement costs, waiver of contribution in the event of disability, surcharge for payment in instalments, and differentiation adjustment. The interest rate adjustment is the percentage that applies in 2024.

Actuarial assumptions for purchase of retirement pension and partner's pension on retirement date

Gender-neutral rates for the retirement pension and for the partner's pension on the basis of the then valid assumptions and market interest rate

Actuarial assumptions for the risk insurance of partner's and orphan's pension prior to the retirement date

Rate	Aegon Risk Rates 2024. This rate is based on the life-expectancy table 2022 of the Royal Dutch Actuarial Association (AG), with the mortality rates for 2024 being used for the risk insurance policies. An experience adjustment is applied to these mortality rates for the mortality among insured persons.
Actuarial interest rate	3%
Age adjustment partner's pension Prior to retirement date – man Prior to retirement date – woman	0 years 0 years
Co-insured person – man Co-insured person – woman	-2 years -3 years
Age difference man – woman	3 years
Surcharge for waiver of contribution in the event of disability for partner's and orphan's pension (in the contribution)	2.30%
Disbursement costs for partner's and orphan's pension commencing prior to retirement date (in the contribution)	2%
Surcharge for payment in instalments (in the contribution)	1.5%
Surcharge for temporary continuation of partner's and orphan's pension after leaving employment	3.15%

Annex Aegon Cappital Menu 2024

What we do in return for the administration costs per participant (according to events)	
Disability: recording and processing	
Investing	
Termination of participation: recording and processing	
Annual income statement for tax purposes of pension beneficiary	
Ad hoc questions/information upon request	
Informing on statutory amendments	
Incoming group transfer of accrued benefits (standard Aegon Cappital format)	
Incoming individual transfer of accrued benefits	
Insight into changes or updates	
Dealing with complaints	
Mijn Aegon Cappital app (in Dutch)	
Providing proposal for participation in net pension scheme	
Assistance with Employer Portal standard	
Addition of new participant, sending 'Pension-1' of the 'Pension 1-2-3'	
Death: recording and processing	
Retirement (including transfer of capital)	
Collecting contributions	
Customer relationship management	
Salary changes	
Divorce and equalisation	
Access to Mijn Aegon Cappital (with investment information and indicative pensions) (Dutch and English)	
Outgoing group transfer of accrued benefits (standard Aegon Cappital format)	
Outgoing individual transfer of accrued benefits	
Payment (we take care of payment of pension to participant's surviving dependants)	
Providing data to Pensions Register	
Providing information in case of amendment of scheme due to legislation	
Providing information in case of amendment of scheme at Aegon Cappital's request	
Providing UPO digitally	
Providing responsible investing letter digitally	

Departing employer (administrative processing of termination of Execution Agreement)	
Employer Portal	
Changes to choices made within scheme: <ul style="list-style-type: none"> • Adding partner's and orphan's pension • Terminating partner's and orphan's pension • Adding Investment Pension • Terminating Investment Pension • Amount of defined contribution 	
Changing data relating to partner and children	
Changing part-time percentage	
Amending scheme at Aegon Cappital's request	
What costs can we charge on a one-off basis (i.e. only on your request)?	
Medical safeguards in case of different joining date resulting in medical examination	At your own expense
Incoming group transfer of accrued benefits (customised solution) – administration costs	Hourly rate*
Specific information at employer's request	Hourly rate*
Outgoing group transfer of accrued benefits (customised solution) – administration costs	Price on request
Providing output on paper (UPO per participant per occasion)	€ 19.10**

Hourly rate*: In the case of an hourly rate we will provide a quotation beforehand.

Hourly rate for production work: € 130.00**

Hourly rate for specialist work: € 257.00**

* The amounts stated for the additional services are exclusive of VAT. Services may be exempt from VAT. We will inform you in advance whether the service is subject to VAT.

** We can adjust these amounts annually. We do so using the weighted average of the monthly negotiated (collective labour agreement) wages ('CAO-lonen') including special allowances (total) and the Consumer Price Index (all households) for the months of January to March. This data is provided by Statistics Netherlands (CBS).