
Welcome to Pension 1-2-3 for ING CDC Pensioenfonds. Find out what our pension plan has to offer you. Note that Pension 1-2-3 provides general information only. For personalised information, visit mijnpensioenoverzicht.nl or ingpensioenfonds.pensioenopkoers.nl. Our policies on socially responsibility investments and sustainability have been set out in our [investment principles](#) on the website.

What's in layers 1, 2 and 3?

Pension 1-2-3 has three layers. The first layer gives you a summary of the most relevant information concerning your pension plan. Layer 2 gives more details about the topics mentioned in layer 1. Finally, layer 3 provides legal and policy-related information regarding our pension fund. Layers 1, 2 and 3 can be found at ing.cdcpensioen.nl.

[What our pension plan offers you?](#)

[What our pension plan does not offer you](#)

[How do you build up pension?](#)

[What choices can you make?](#)

[How secure is your pension?](#)

[What costs do we incur?](#)

[When should you take action?](#)

What our pension plan offers you

Layer 1



Old-age pension

When you retire, you will receive old-age pension.

This starts on the day you turn 67.

Layer 2

Through your employer, you are a participant of the ING CDC Pensioenfond's pension plan and you build up old-age pension. This pension plan is based on a pensionable age of 67 years. As a supplement to the old-age pension you will be receiving from the Dutch state (AOW), this pension will be paid out to you every month for the rest of your life.

The amount of the pension benefits that ING CDC Pensioenfond's will pay out to you depends mainly on your salary, indexation rates granted for your pension accrual over the years (based on consumer price levels) and the number of years that you participated in this pension plan. For an indication of your pension benefits, see your Uniform Pension Overview (UPO) or go to www.mijnpensioenoverzicht.nl.

You can also check out [Pension planner](#).

Your pension plan is a benefit plan. Every year, you build up pension for part of the gross salary you earn in that year. Note that you do not build up pension for your entire gross salary. Pension administrators need to take into account that you will be receiving old-age pension benefits from the Dutch state (AOW) once you reach the AOW retirement age. To calculate your AOW retirement age, go to www.svb.nl.

You do not build up pension for the first portion of your salary, also referred to as the 'franchise', due to the old-age pension you will be receiving from the Dutch state (AOW). The level of the franchise is determined annually. Our aim is to build up your old-age pension at an annual rate of 1.776% of your gross salary less the franchise. The maximum pensionable salary for 2025 is € 11,483 per month. Every year, this amount is adjusted to correspond to the maximum amount allowed under tax regulations. Any salary you earn in excess of this amount does not accrue pension in this pension plan.

Layer 3

More (detailed) legal and policy information from ING CDC Pensioenfond's is available at [the website](#) or through downloads below:

- [Pension regulations](#) (DUTCH ONLY)
- [UO](#) (DUTCH ONLY)
- [Annual Report](#) (DUTCH ONLY)
- [Summary Annual Report](#)
- [Articles of association](#) (DUTCH ONLY)
- [Recovery plan](#) (DUTCH ONLY)
- [Folders](#)
- [Forms](#) (DUTCH ONLY)
- [Investments](#)

Layer 1



Partner pension and orphans' pension

In the event that you pass away, your partner will receive partner pension and your children will receive orphans' pension.

Layer 2

In addition to your old-age pension, you also build up partner pension and orphans' pension. In the event that you pass away, your partner will receive partner pension and your children will receive orphans' pension.

Partner pension amounts to 1.313% of your pension base (pensionable salary minus franchise) you have built up on the date of your passing away. If you pass away while you are employed, partner pension is raised by the partner pension you would have been able to build up from the date of your passing away until your retirement.

If you pass away while you are employed by ING, your partner will receive an annual temporary partner pension. The amount in 2025 is € 20,354. The pension fund pays this amount until the AOW of your partner takes effect. Contributions for this pension will be fully paid for by the employer.

If you pass away after your retirement, your partner will receive partner pension based on the amount of partner pension you built up. Your partner will receive partner pension for the rest of his or her life.

Orphans' pension amounts to 26% of the partner pension you have built up on the date of your passing away. If you pass away while you are employed, orphans' pension is raised by the partner pension you would have been able to build up from the date of your passing away until your retirement. If both parents have died, orphans' pension is doubled. Orphans' pension is paid out until the month in which your child turns 18. The pension benefits can be extended until the child turns 27, if the child goes to school or runs the family household.

Note that partner pension is not paid out if you marry, enter into a registered partnership or start cohabitating after you have retired.

The amounts of your partner pension and orphans' pension are specified on your Uniform Pension Overview (UPO) and on www.mijnpensioenoverzicht.nl.

If you pass away, your partner might also be entitled to receiving benefits from the Dutch state under the Surviving Dependents Act (ANW), subject to certain conditions. The ANW is administered by the Social Insurance Bank (Sociale Verzekeringsbank). For more information, visit www.svb.nl.

Layer 3

More (detailed) legal and policy information from ING CDC Pensioenfondsen is available at [the website](#) or through downloads below:

- [Pension regulations](#) (DUTCH ONLY)
- [UO](#) (DUTCH ONLY)
- [Annual Report](#) (DUTCH ONLY)
- [Summary Annual Report](#)
- [Articles of association](#) (DUTCH ONLY)
- [Recovery plan](#) (DUTCH ONLY)
- [Folders](#)
- [Forms](#) (DUTCH ONLY)
- [Investments](#)

Layer 1



Contribution-free pension accrual during occupational disability

If you become incapacitated for work, you will continue to build up some or all of your pension, but you will no longer pay contributions.

Layer 2

If you become partially incapacitated for work, you will continue to build up pension for the hours that you are no longer fit to work, without having to pay contributions for those hours. If you become fully incapacitated for work, you will continue to build up pension without having to pay any contributions at all. For more information, please check our website.

Layer 3

More (detailed) legal and policy information from ING CDC Pensioenfond is available at [the website](#) or through downloads below:

- [Pension regulations](#) (DUTCH ONLY)
- [UO](#) (DUTCH ONLY)
- [Annual Report](#) (DUTCH ONLY)
- [Summary Annual Report](#)
- [Articles of association](#) (DUTCH ONLY)
- [Recovery plan](#) (DUTCH ONLY)
- [Folders](#)
- [Forms](#) (DUTCH ONLY)
- [Investments](#)

Layer 1



Pension regulations

If you want to find out exactly what our pension plan offers you, visit [the website](#) or ask us to send you a copy of the Pension regulations.

Layer 2

If you want to find out exactly what our pension plan offers you, we advise you to read the Pension regulations.

Layer 3

More (detailed) legal and policy information from ING CDC Pensioenfond is available at [the website](#) or through downloads below:

- [Pension regulations](#) (DUTCH ONLY)
- [UO](#) (DUTCH ONLY)
- [Annual Report](#) (DUTCH ONLY)
- [Summary Annual Report](#)
- [Articles of association](#) (DUTCH ONLY)
- [Recovery plan](#) (DUTCH ONLY)
- [Folders](#)
- [Forms](#) (DUTCH ONLY)
- [Investments](#)

DUTCH ONLY

Laag 1



Duurzaamheid

In Europa gelden sinds 2021 regels voor informatieverstrekking over duurzaamheid in de financiële sector. Hoe gaat ING CDC Pensioenfonds om met duurzaamheidsrisico's?

Laag 2

ING CDC Pensioenfonds promoot (i) geen ecologische en sociale kenmerken en (ii) heeft geen duurzame beleggingen tot doel, zoals bedoeld in artikel 8 respectievelijk 9 van Verordening (EU) 2019/2088 van het Europees Parlement en de Raad van 27 november 2019 betreffende informatieverstrekking over duurzaamheid in de financiële dienstensector.

De onderliggende beleggingen van dit financiële product houden ook geen rekening met de EU-criteria voor ecologisch duurzame economische activiteiten.

Duurzaamheidsrisico's

Aan beleggen zijn risico's verbonden. Zo kan de waarde van de beleggingen veranderen door koersschommelingen en gebeurtenissen op de markt. Ook duurzaamheidsrisico's kunnen van invloed zijn op de waarde van de beleggingen.

Duurzaamheidsrisico's zijn risico's op ecologisch, sociaal en/of governance gebied, waardoor de waarde van een belegging kan dalen. Zo kan de waarde van vastgoed dalen als het in een gebied ligt waar de zeespiegel is gestegen en de kans op overstromingen is toegenomen.

De beoordeling en de monitoring van risico's heeft ING CDC Pensioenfonds in haar besluitvormingsprocedures en risicobeheer opgenomen. ING CDC Pensioenfonds beoordeelt bij haar beleggingsbeslissingen duurzaamheidsrisico's zoals zij dat ook doet voor andere risico's.

Als ING CDC Pensioenfonds hoge duurzaamheidsrisico's bij een belegging vaststelt, kan zij besluiten om een belegging te vervangen door een andere belegging met lagere duurzaamheidsrisico's.

Dit is bijvoorbeeld het geval als ING CDC Pensioenfonds van oordeel zijn dat het risico op onverwachte of voortijdige afschrijvingen, als gevolg van bijvoorbeeld nieuwe regelgeving op klimaat- en milieugebied (*stranded assets*) groot is.

Voor ING CDC Pensioenfonds voorzien wij dat duurzaamheidsrisico's zich kunnen voordoen in geval van regulering, overheidsingrijpen of aansprakelijkheidsclaims voor beleggingen in CO2-intensieve ondernemingen (bijvoorbeeld CO2-taks), beleggingen met een verhoogd/hoog risico op overstromingen (vastgoed), beleggingen in bedrijven van wie de bijdrage aan biodiversiteitsverlies groot is alsook voor beleggingen die nalaten om een ethisch ondernemingsklimaat te creëren, dat kan zorgen voor sociale ongelijkheid en of onveilige arbeidsomstandigheden.

Vanwege de grote diversificatie in de portefeuille alsook de risicobeheersing van het ING CDC Pensioenfonds op mogelijke duurzaamheidsrisico's bij de selectie van- en monitoring op beleggingen verwacht ING CDC Pensioenfonds dat een negatief effect op de waarde van de beleggingen als gevolg van duurzaamheidsrisico's beperkt is.

Ongunstige effecten van beleggingsbeslissingen op duurzaamheidsfactoren worden niet in aanmerking genomen

ING CDC Pensioenfonds houdt geen rekening met de ongunstige effecten op duurzaamheidsfactoren in haar beleggingsbeslissingen. Dit betekent dat het pensioenfonds geen onderzoek doet naar de negatieve gevolgen van haar beleggingen op mens, milieu, maatschappij en omgeving.

ING CDC Pensioenfonds belegt de premies om rendement te behalen om een pensioen te kunnen uitkeren. Om de ongunstige effecten op duurzaamheidsfactoren te kunnen berekenen is veel data nodig. Deze data is kostbaar en de kwaliteit ervan is vaak nog onvoldoende. Ook is niet voor alle beleggingen deze data beschikbaar. ING CDC Pensioenfonds weet niet of zij ongunstige effecten op duurzaamheidsfactoren in de toekomst wel gaat meewegen in haar beleggingsbeslissingen. ING CDC Pensioenfonds zal dit periodiek herbeoordelen.

Laag 3

Meer (gedetailleerde) juridische en beleidsmatige informatie van ING CDC Pensioenfonds is te vinden op [de website](#).

What our pension plan does not offer you?

Layer 1



No pension for occupational disability

If you become incapacitated for work, we will not pay out a supplemental pension for occupational disability. However, your employer has taken out occupational disability insurance on your behalf. Please contact HR for details.

Layer 2

ING CDC Pensioenfondens' pension plan does not offer pension for occupational disability. This means that if you become partly or fully incapacitated for work, we will not pay out a supplement to the benefits you receive from the Dutch state under the Income Provision to Persons with Full Incapacity for Work Act (IVA) or the Work and Income (Ability to Work) Act (WIA). Your employer may have taken out supplemental occupational disability insurance on your behalf. Please contact HR for details.

Layer 3

More (detailed) legal and policy information from ING CDC Pensioenfondens is available at [the website](#) or through downloads below:

- [Pension regulations](#) (DUTCH ONLY)
- [UO](#) (DUTCH ONLY)
- [Annual Report](#) (DUTCH ONLY)
- [Summary Annual Report](#)
- [Articles of association](#) (DUTCH ONLY)
- [Recovery plan](#) (DUTCH ONLY)
- [Folders](#)
- [Forms](#) (DUTCH ONLY)
- [Investments](#)

How do you build up pension?

Layer 1



Three types of pension

You can build up three types of pension:

- A.** AOW: this is old-age pension paid out by the Dutch state. Go to www.svb.nl lees je meer over de AOW.
- B.** Pension in ING CDC Pensioenfondens. Your employer provides you with this pension. Pension 1-2-3 is all about this pension.
- C.** Your own pension savings, by way of an annuity or bank savings.

Layer 2

A. Old-age pension paid out by the Dutch state (AOW)

The Dutch state pays out old-age pension benefits under the Old-age (Pensions) Act (AOW). Note that you only build up AOW pension if you reside or work in the Netherlands. The date on which the Dutch state starts paying you AOW pension benefits depends on the date on which you were born. Over the next few years, the AOW pensionable age is being raised to an older age. Moreover, the amount of AOW benefits is not equal for everyone.

The amounts of the pension benefits paid out under the AOW are adjusted annually. For amounts and other information concerning AOW old-age pension from the Dutch state, visit www.svb.nl.

Note that if you have not always resided or worked in the Netherlands, your AOW old-age pension benefits may be lower.

B. Pension built up through your employer

Through your employer, you build up old-age pension in ING CDC Pensioenfonds. The current status of your pension accrual is specified in your Uniform Pension Overview (UPO). You will receive a copy of your UPO once a year for as long as you continue to build up pension in ING CDC Pensioenfonds. The UPO not only specifies what you have accrued until the present date, but also how much pension you will accrue if you continue to participate in ING CDC Pensioenfonds until you turn 67. The UPO also specifies the amount of pension you have accrued for your partner (partner pension) and children (orphans' pension).

We advise you to visit www.mijnpensioenoverzicht.nl. This website gives you an overall view of your old-age pension from the Dutch state (AOW) and all pension entitlements you have built up, including with other employers.

C. Your own pension savings

In addition to your old-age pension from the Dutch state (AOW) and your employers' pension plan, you can save for your pension in various ways, including bank savings or annuity insurance. Whether or not you consider this necessary will depend on your financial and personal situation. We advise you to consult a financial advisor to help you. Or visit the website of the Dutch National Institute for Family Finance Information (Nibud) at www.nibud.nl.

Layer 3

More (detailed) legal and policy information from ING CDC Pensioenfonds is available at [the website](#) or through downloads below:

- [Pension regulations](#) (DUTCH ONLY)
- [UO](#) (DUTCH ONLY)
- [Annual Report](#) (DUTCH ONLY)
- [Summary Annual Report](#)
- [Articles of association](#) (DUTCH ONLY)
- [Recovery plan](#) (DUTCH ONLY)
- [Folders](#)
- [Forms](#) (DUTCH ONLY)
- [Investments](#)

Layer 1



Average salary system

Every year, you build up a part of your pension. Eventually, your pension will be equal to the sum of these parts. This is referred to as an average salary system. Starting on your date of retirement, your pension benefits will be paid out to you for the rest of your life.

Every year, you build up pension for part of the gross salary you earn in that year. However, you do not build up pension for your entire gross salary. ING CDC Pensioenfond's takes into account that you will be receiving old-age pension from the Dutch state (AOW). This means there is a threshold for pension accrual, also referred to as the 'franchise'. Our aim is to build up your old-age pension at an annual rate of 1.776% of your gross salary less the franchise (2025: € 18,475) and up to the maximum amount allowed under tax regulations (2025: € 137,800).

The total amount of pension you eventually build up is equal to the pension you accumulate over the years, plus any indexation granted. Salary raises are only included in your pension accrual for future years. Eventually, your pension is based on the average salary you earn throughout your career. This is what we call an average salary system. Starting on your date of retirement, your pension benefits will be paid out to you every month for the rest of your life.

Note that in a CDC pension plan, your employer's contribution to your pension accrual is determined using a fixed calculation method. It could happen that in the contribution paid by your employer a given year is not sufficient to build up your pension at a rate of 1.776%. If this situation arises, your pension accrual for that year is lowered proportionally.

If the pension fund's financial situation is poor, we may even need to cut your pension accrual. It is important for you to be aware of this risk.

Layer 3

More (detailed) legal and policy information from ING CDC Pensioenfond's is available at [the website](#) or through downloads below:

- [Pension regulations](#) (DUTCH ONLY)
- [UO](#) (DUTCH ONLY)
- [Annual Report](#) (DUTCH ONLY)
- [Summary Annual Report](#)
- [Articles of association](#) (DUTCH ONLY)
- [Recovery plan](#) (DUTCH ONLY)
- [Folders](#)
- [Forms](#) (DUTCH ONLY)
- [Investments](#)

Layer 1



Accrual rate

Every year, you build up a part of your pension. However, you do not build up pension for your entire gross salary. Firstly, we take into account that you will be receiving old-age pension from the Dutch state (AOW). This means there is a threshold for pension accrual, also referred to as the 'franchise'. The threshold for 2025 is the first € 18,475 of your salary. Secondly, you do not build up any pension for salary in excess of € 137,800. Our aim is to build up your old-age pension at an annual rate of 1.776% of your gross salary less the franchise.

If your employer's contribution is not enough to cover an accrual of 1.776%, the annual pension accrual rate is adjusted downward.

Layer 2

Every year, you build up pension for part of the gross salary you earn in that year. Note that you do not build up pension for your entire gross salary, as we take into account that you will also be receiving old-age pension from the Dutch state (AOW). The first portion of your salary does not accrue pension and is referred to as the 'franchise' (in 2025: € 18,475). Our aim is to build up your old-age pension at an annual rate of 1.776% of your gross salary less the franchise. Moreover, you do not build up pension for any gross salary you earn in excess of the maximum amount allowed under tax regulations (2025: € 137,800).

Say you earn € 50,000 in a given year. The franchise is € 18,475. In that year, you build up old-age pension at a rate of 1.776% of your pension base ($€ 50,000 - € 18,475 = € 31,525$). This means you build up € 559.88 of old-age pension in that year. The old-age pension benefits that you will eventually receive when you retire are determined by the pension you have accumulated over the years, plus any indexation granted.

Note that in a CDC pension plan we aim to realise a certain level of pension accrual. Your employer's contribution to your pension accrual is determined using a fixed calculation method. If the contribution paid by your employer in a given year is not enough to cover your future pension accrual, we will lower the accrual rate. In that case, your pension accrual for that year is less than 1.776%.

Layer 3

More (detailed) legal and policy information from ING CDC Pensioenfond is available at [the website](#) or through downloads below:

- [Pension regulations](#) (DUTCH ONLY)
- [UO](#) (DUTCH ONLY)
- [Annual Report](#) (DUTCH ONLY)
- [Summary Annual Report](#)
- [Articles of association](#) (DUTCH ONLY)
- [Recovery plan](#) (DUTCH ONLY)
- [Folders](#)
- [Forms](#) (DUTCH ONLY)
- [Investments](#)

Layer 1



Contributions for your pension accrual

Contributions for your pension are paid on a monthly basis. The contribution that you pay is specified on your salary slip. Your employer also pays a contribution for your pension. You can ask your employer to inform you of the amount of your employer's contribution.

Layer 2

Your employer pays pension contributions to the pension fund on a monthly basis. In addition, you pay a contribution of 7.5% (in 2025) of your monthly pension base. Your employer deducts your contribution from your gross salary every month. The exact amount is specified on your salary slip. The contribution paid by your employer is not specified on your salary slip.

Layer 3

More (detailed) legal and policy information from ING CDC Pensioenfonds is available at [the website](#) or through downloads below:

- [Pension regulations](#) (DUTCH ONLY)
- [UO](#) (DUTCH ONLY)
- [Annual Report](#) (DUTCH ONLY)
- [Summary Annual Report](#)
- [Articles of association](#) (DUTCH ONLY)
- [Recovery plan](#) (DUTCH ONLY)
- [Folders](#)
- [Forms](#) (DUTCH ONLY)
- [Investments](#)

What choices can you make?

Layer 1



Value transfer

If you are a new employee, you can transfer pension you previously accrued in a different pension fund to ING CDC Pensioenfonds.

Layer 2

Starting on the day you enter into the employment of ING Group, you build up pension in ING CDC Pensioenfonds. You may have already built up pension through a previous employer. If so, you may opt to transfer the value of your other pension accrual to ING CDC Pensioenfonds. To apply for value transfer, use the appropriate form, which is available in layer 3.

Whether or not a value transfer is beneficial to you will depend on a variety of things, including the differences between the pension plan provided by your new employer and your former employer. You should also take into account indexation policies, the financial situation of your new pension fund, and whether you prefer to spread your pension across multiple pension administrators.

If you decide not to apply for value transfer, your pension accrual will be kept by your former pension administrator until you retire and your pension benefits will be paid out by that administrator. You will cease to pay contributions to your former pension administrator and you will start building up pension in ING CDC Pensioenfonds.

Note that in some cases a value transfer is not possible (temporarily or permanently, as the case may be). This might occur if the financial situation of one of the pension administrators is inadequate.

Layer 3

More (detailed) legal and policy information from ING CDC Pensioenfonds is available at [the website](#) or through downloads below:

- [Pension regulations](#) (DUTCH ONLY)
 - [UO](#) (DUTCH ONLY)
 - [Annual Report](#) (DUTCH ONLY)
 - [Summary Annual Report](#)
 - [Articles of association](#) (DUTCH ONLY)
 - [Recovery plan](#) (DUTCH ONLY)
 - [Folders](#)
 - [Forms](#) (DUTCH ONLY)
 - [Investments](#)
-

Layer 1



Compare pension plans

Use the 'Pension Comparison Tool' ([Pensioenvergelijker](#)) to compare your pension plan.

Layer 2

Use the 'Pension Comparison Tool' ([Pensioenvergelijker](#)) to compare your pension plan.

Layer 3

More (detailed) legal and policy information from ING CDC Pensioenfonds is available at [the website](#) or through downloads below:

- [Pension regulations](#) (DUTCH ONLY)
- [UO](#) (DUTCH ONLY)
- [Annual Report](#) (DUTCH ONLY)
- [Summary Annual Report](#)
- [Articles of association](#) (DUTCH ONLY)
- [Recovery plan](#) (DUTCH ONLY)
- [Folders](#)
- [Forms](#) (DUTCH ONLY)
- [Investments](#)

Layer 1



Convert old-age pension into extra partner pension

If you want to convert a part of your old-age pension into a partner pension for your partner, you can do so when you retire.

Layer 2

When you retire, either on a full-time or part-time basis, you can convert part of your old-age pension into extra partner pension. This means your own old-age pension will be lower, but your partner will receive higher pension benefits from ING CDC Pensioenfonds when you pass away.

Note that this option can only be applied for once. Once you have confirmed your choice, it cannot be reversed.

Layer 3

More (detailed) legal and policy information from ING CDC Pensioenfonds is available at [the website](#) or through downloads below:

- [Pension regulations](#) (DUTCH ONLY)
- [UO](#) (DUTCH ONLY)
- [Annual Report](#) (DUTCH ONLY)
- [Summary Annual Report](#)
- [Articles of association](#) (DUTCH ONLY)
- [Recovery plan](#) (DUTCH ONLY)
- [Folders](#)
- [Forms](#) (DUTCH ONLY)
- [Investments](#)

Layer 1



Convert partner pension into extra old-age pension

If you want to convert a part of your partner pension into old-age pension for yourself, you can do so when you retire.

Layer 2

In addition to old-age pension, you build up partner pension. There may be reasons for you to prefer converting your partner pension into higher old-age pension benefits. Your partner might have a good pension already, or you might not have a partner. You may opt for conversion of your partner pension into extra old-age pension. Note that if you do have a partner, he/she must agree to this conversion.

Note that this option can only be applied for once. Once you have confirmed your choice, it cannot be reversed.

Layer 3

More (detailed) legal and policy information from ING CDC Pensioenfond is available at [the website](#) or through downloads below:

- [Pension regulations](#) (DUTCH ONLY)
- [UO](#) (DUTCH ONLY)
- [Annual Report](#) (DUTCH ONLY)
- [Summary Annual Report](#)
- [Articles of association](#) (DUTCH ONLY)
- [Recovery plan](#) (DUTCH ONLY)
- [Folders](#)
- [Forms](#) (DUTCH ONLY)
- [Investments](#)

Layer 1



Bring forward or postpone your pension

If you choose to retire early you must apply for this option four months before the retirement date of your choice. Contact your employer about this.

Layer 2

It is not possible to postpone your retirement date, but you may opt to retire before you turn 67. You may retire at any date of your choice after your 60th birthday. You must bear in mind, however, that this means your pension benefits will be lower. You will stop building up pension at an earlier point in time, and as a result your pension benefits will be lower. Early retirement has financial implications. Moreover, your old-age pension from the Dutch state (AOW) may start later than your early retirement date. Note that early retirement is subject to certain conditions. Contact the Pension Desk for more information.

Layer 3

More (detailed) legal and policy information from ING CDC Pensioenfond is available at [the website](#) or through downloads below:

- [Pension regulations](#) (DUTCH ONLY)
- [UO](#) (DUTCH ONLY)
- [Annual Report](#) (DUTCH ONLY)
- [Summary Annual Report](#)
- [Articles of association](#) (DUTCH ONLY)
- [Recovery plan](#) (DUTCH ONLY)
- [Folders](#)
- [Forms](#) (DUTCH ONLY)
- [Investments](#)

Layer 1



Part-time pension

If you would like to reduce your working hours gradually, you can opt for parttime retirement. You must apply for this option four months before the retirement date of your choice. Contact your employer about this.

Layer 2

Instead of retiring fully when you turn 67, you could opt to retire on a part-time basis from the day you turn 60. You could opt to bring forward 25%, 50% or 75% of your pension. The starting date of your full-time retirement is your own choice. Note that you must retire fully when you turn 67. Part-time early retirement has financial implications because that part of your old-age pension benefits that you bring forward will be lower. You stop building up part of your pension at an earlier point in time, and as a result part of your pension benefits are lower. Your pension does continue to accrue for the hours that you continue to work.

Layer 3

More (detailed) legal and policy information from ING CDC Pensioenfonds is available at [the website](#) or through downloads below:

- [Pension regulations](#) (DUTCH ONLY)
- [UO](#) (DUTCH ONLY)
- [Annual Report](#) (DUTCH ONLY)
- [Summary Annual Report](#)
- [Articles of association](#) (DUTCH ONLY)
- [Recovery plan](#) (DUTCH ONLY)
- [Folders](#)
- [Forms](#) (DUTCH ONLY)
- [Investments](#)

Layer 1



Vary the amount of your pension benefits

You can opt for a lower (or higher) amount of pension benefits at the beginning of your retirement. You can choose this option when you retire.

Layer 2

You may opt to vary the amount of your old-age pension benefits. Varying your pension means your pension benefits could be higher or lower in your first years of retirement than in subsequent years. The ratio between high and low benefits is 100:75. If you retire before your retirement date and are not yet receiving old-age pension from the Dutch state (AOW), it could be convenient for you to have higher pension benefits until your AOW starts paying out, and lower pension benefits after that.

Note that this option can only be applied for when your full-time or part-time pension starts. Once you have confirmed your choice, it cannot be reversed.

Layer 3

More (detailed) legal and policy information from ING CDC Pensioenfonds is available at [the website](#) or through downloads below:

- [Pension regulations](#) (DUTCH ONLY)
- [UO](#) (DUTCH ONLY)
- [Annual Report](#) (DUTCH ONLY)
- [Summary Annual Report](#)
- [Articles of association](#) (DUTCH ONLY)
- [Recovery plan](#) (DUTCH ONLY)
- [Folders](#)
- [Forms](#) (DUTCH ONLY)
- [Investments](#)

How secure is your pension?

Layer 1



What are the risks?

The amount of pension benefits that will be paid out to you is not fixed. Your pension might not keep up with rising prices. The following risks affect your pension:

- People live longer, on average. As a result, pension funds need to pay out pensions for longer periods of time.
- Low interest rates make pensions more expensive, as pension funds will ultimately need more money to be able to pay out the same amount of pension.
- The pension fund's investments might not yield as much as expected.

The amount of your annual pension accrual is not fixed. If your employer's contribution is not enough to cover an accrual of 1.784%, the annual pension accrual rate is adjusted downward. In exceptional situations, your accrued pension benefits might even be lowered.

Visit ing.cdcpensioen.nl/news for more information regarding the financial situation of ING CDC Pensioenfonds.

Layer 2

Pension is built up, and paid out, over a long period of time. In that time, the world changes and risks arise that could affect your pension. Such risks could result in pension deficits. ING CDC Pensioenfonds tries to be prepared for risks that could have a negative impact on your pension.

An example of such a risk is the longer life expectancy of today's population. People are growing older than Dutch pension funds had anticipated years ago. With participants living longer, on average, pension funds need to pay out their pensions over longer periods of time. Pension funds now need more money to pay out pensions than they had previously anticipated.

Interest rates also have an impact on the value of pensions. Pension administrators make forecasts for the amount of money they will need to pay out pensions. The lower the interest rates, the more money ING CDC Pensioenfond's needs to keep at hand in order to pay out all of its future pension commitments. In other words, lower interest rates make pensions more expensive.

Return on the pension fund's investments could also be disappointing. This is why ING CDC Pensioenfond's makes sure it spreads its investments across a wide range of asset classes. This spreads the risk.

Since 2015, the policy funding ratio has served as the basis on which pension administrators' make decisions such as whether or not to grant indexation. The policy funding ratio is equal to the average funding ratio for the preceding 12 months [Click here](#) to find out more about ING CDC Pensioenfond's financial situation.

Layer 3

More (detailed) legal and policy information from ING CDC Pensioenfond's is available at [the website](#) or through downloads below:

- [Pension regulations](#) (DUTCH ONLY)
- [UO](#) (DUTCH ONLY)
- [Annual Report](#) (DUTCH ONLY)
- [Summary Annual Report](#)
- [Articles of association](#) (DUTCH ONLY)
- [Recovery plan](#) (DUTCH ONLY)
- [Folders](#)
- [Forms](#) (DUTCH ONLY)
- [Investments](#)

Layer 1



Inflation-proof pension

ING CDC Pensioenfond's tries to raise the level of your pension every year, in order to keep up with consumer prices. This is referred to as indexation. The level of future indexation depends on the pension fund's financial means. The fund does not have a reserve for indexations.

Since its started date (1 January 2014), your pension fund has provided the following indexation:

- 1.89% for the year 2024, when consumer prices rose 2.58%.
- 0.00% for the year 2023, when consumer prices dropped 2.0%
- 4.58% for the year 2022, when consumer prices rose 16.93%.
- 0.00% for the year 2021, when consumer prices rose 3.28%.
- 0.00% for the year 2020, when consumer prices rose 1.12%.

We expect that we will not or not fully be able to increase your pension over the next few years.

Layer 2

Rising prices cause money to devalue every year. You'll need more money to buy the same amount of something next year. This is called inflation. ING CDC Pensioenfond's tries to increase your pension every year, to stay in line with rising prices. This is called indexation.

Indexation allows pension accruals to keep up with rising prices (fully or partly). This is how pensions retain their value. However, it is not always possible to raise the level of accrued pension. It is only possible if the pension fund's financial situation is adequate to allow this. If the pension fund's financial situation is poor, ING CDC Pensioenfondsen might not be able to grant indexation. This means the purchasing power of your pension will decrease.

Since its started date (1 January 2014), your pension fund has provided the following indexation:

- 1.89% for the year 2024, when consumer prices rose 2.58%.
- 0.00% for the year 2023, when consumer prices dropped 2.0%
- 4.58% for the year 2022, when consumer prices rose 16.93%.
- 0.00% for the year 2021, when consumer prices rose 3.28%.
- 0.00% for the year 2020, when consumer prices rose 1.12%.

We expect that we will not or not fully be able to increase your pension over the next few years.

Layer 3

More (detailed) legal and policy information from ING CDC Pensioenfondsen is available at [the website](#) or through downloads below:

- [Pension regulations](#) (DUTCH ONLY)
- [UO](#) (DUTCH ONLY)
- [Annual Report](#) (DUTCH ONLY)
- [Summary Annual Report](#)
- [Articles of association](#) (DUTCH ONLY)
- [Recovery plan](#) (DUTCH ONLY)
- [Folders](#)
- [Forms](#) (DUTCH ONLY)
- [Investments](#)

Layer 1



If there is a deficit

If we have a deficit, we will take precautions, if necessary.

The consequences could include:

- Your pension not growing at the same rate as consumer prices.
- Your pension benefits being cut; this measure will only be taken as a last resort.

While the fund currently has a deficit, no measures are needed. Your pension has not been lowered in recent years. That will depend on developments on the financial markets, interest rates and the regulatory environment.

Layer 2

As a result of rising life expectancy and shocks on the financial markets, pension contributions paid by ING may be insufficient and return on investments may be disappointing. This may lead to lower indexation or none at all, and could even result in pension cuts. The pension fund board may also opt for a combination of measures. Until now, the board has not had to cut pensions. If you want to learn more about the fund's financial situation, check [the website](#) for details.

Layer 3

More (detailed) legal and policy information from ING CDC Pensioenfond is available at [the website](#) or through downloads below:

- [Pension regulations](#) (DUTCH ONLY)
- [UO](#) (DUTCH ONLY)
- [Annual Report](#) (DUTCH ONLY)
- [Summary Annual Report](#)
- [Articles of association](#) (DUTCH ONLY)
- [Recovery plan](#) (DUTCH ONLY)
- [Folders](#)
- [Forms](#) (DUTCH ONLY)
- [Investments](#)

What costs do we incur?

Layer 1



Costs

ING CDC Pensioenfond is incurring the following costs in relation to the pension plan

- Costs of administration.
- Costs of managing the pension fund's assets.

Layer 2

ING CDC Pensioenfond is incurring costs relating to the pension plan. These include cost of administering the fund, paying salaries to people employed by ING CDC Pensioenfond, paying out pension benefits and collecting pension contributions.

There are also costs involved in managing the pension fund's assets. Investing in assets costs money. For example, we pay the parties who invest our assets on our behalf. We also incur transaction fees charged by the stock exchange when bonds are sold or purchased.

Note that you can find a specification of costs in ING CDC Pensioenfond's annual report and on its website.

Layer 3

More (detailed) legal and policy information from ING CDC Pensioenfond is available at [the website](#) or through downloads below:

- [Pension regulations](#) (DUTCH ONLY)
- [UO](#) (DUTCH ONLY)
- [Annual Report](#) (DUTCH ONLY)
- [Summary Annual Report](#)
- [Articles of association](#) (DUTCH ONLY)
- [Recovery plan](#) (DUTCH ONLY)
- [Folders](#)
- [Forms](#) (DUTCH ONLY)
- [Investments](#)

When should you take action?

Layer 1



If you switch to another pension administrator

If you get a new job. You can transfer pension you previously accrued in a different pension fund to your new pension fund or insurer.

Layer 2

If you get a new job and therefore join a new pension plan, the amount of pension that you've built up determines what will happen to your pension.

If you've built up a pension of more than € 613.52 (2025) pre-tax per year, you may decide whether or not you wish to transfer your pension. Transfer could be efficient if you prefer to have all of your pension accruals managed by one pension administrator.

If you wish to transfer your pension, you must report this to your new pension administrator. Your new pension administrator will handle the transfer of your pension. If you do not want to transfer your pension, it will remain with ING CDC Pensioenfondsen. For help in making this decision, consult the pension comparison tool 'pensioenvergelijker'.

If you've built up a pension of less than € 613.52 (2025) pre-tax per year and more than € 2.00 per year, ING CDC Pensioenfondsen will automatically transfer your pension to your new pension administrator. Every year, ING CDC Pensioenfondsen checks www.mijnpensioenoverzicht.nl to find out if you are participating in another pension plan. If you don't have a new pension administrator, your pension stays in ING CDC Pensioenfondsen.

If you've built up a pension of less than € 2.00, it will be cancelled altogether and you will no longer have a pension in ING CDC Pensioenfondsen.

Layer 3

More (detailed) legal and policy information from ING CDC Pensioenfondsen is available at [the website](#) or through downloads below:

- [Pension regulations](#) (DUTCH ONLY)
- [UO](#) (DUTCH ONLY)
- [Annual Report](#) (DUTCH ONLY)
- [Summary Annual Report](#)
- [Articles of association](#) (DUTCH ONLY)
- [Recovery plan](#) (DUTCH ONLY)
- [Folders](#)
- [Forms](#) (DUTCH ONLY)
- [Investments](#)

Layer 1



Occupational disability and contribution-free pension accrual

If you become incapacitated for work. This situation will have implications for your pension accrual.

Layer 2

If you become incapacitated for work, you will continue to build up pension. The amount of pension you build up will depend on the degree of your incapacitation. You will not need to pay contributions for the hours that you are no longer fit to work.

Layer 3

More (detailed) legal and policy information from ING CDC Pensioenfonds is available at [the website](#) or through downloads below:

- [Pension regulations](#) (DUTCH ONLY)
- [UO](#) (DUTCH ONLY)
- [Annual Report](#) (DUTCH ONLY)
- [Summary Annual Report](#)
- [Articles of association](#) (DUTCH ONLY)
- [Recovery plan](#) (DUTCH ONLY)
- [Folders](#)
- [Forms](#) (DUTCH ONLY)
- [Investments](#)

Layer 1



Cohabitation, marriage, registered partnership

If you start cohabitating without being married. Once you have registered your partner with the pension fund, he/she will be entitled to partner pension, should you pass away.

Layer 2

If you are currently employed by ING or were so in the past, your spouse or registered partner will automatically be entitled to receiving partner pension if you pass away. You do not need to register your spouse or partner with ING CDC Pensioenfonds. The pension fund will be informed by your municipality. However, if you get married or enter into a registered partnership abroad, you must register your spouse or partner with the pension fund.

If you are cohabitating without being married, your partner will not automatically be entitled to partner pension if you pass away. If you want your partner to be eligible for partner pension, you must register your partner with the pension fund. Please use the appropriate form available in layer 3 and take note of the conditions.

Note that your partner will only be entitled to receiving partner pension if your marriage or registered partnership started before the date of your retirement, and, if you are cohabitating without being married, you registered your partner with the pension fund before the date of your retirement.

Layer 3

More (detailed) legal and policy information from ING CDC Pensioenfondsen is available at [the website](#) or through downloads below:

- [Pension regulations](#) (DUTCH ONLY)
- [UO](#) (DUTCH ONLY)
- [Annual Report](#) (DUTCH ONLY)
- [Summary Annual Report](#)
- [Articles of association](#) (DUTCH ONLY)
- [Recovery plan](#) (DUTCH ONLY)
- [Folders](#)
- [Forms](#) (DUTCH ONLY)
- [Investments](#)

Layer 1



Divorce or ending your registered partnership

If you get a divorce, or you end your registered partnership or cohabitation.

Layer 2

If you reside in the Netherlands and you are married or have a registered partner, your municipality will automatically inform us if you get a divorce or end your relationship. There are two situations in which you must inform us yourself: if you are cohabitating without being married or if you reside abroad. Please use the appropriate form, which is available in layer 3.

After your divorce or separation, you and your ex-spouse or ex-partner are both entitled to half of your old-age pension that was built up in ING CDC Pensioenfondsen while you were married or registered as partners. This is the standard arrangement laid down in the Dutch Pension Benefits Equalisation Act ('Wet Verevening pensioenrechten bij scheiding'). You may choose to deviate from this arrangement and agree on other terms as part of your divorce settlement. You must report deviating agreements to the Pension Desk within two years after your divorce or separation. Please use the appropriate form available in layer 3. The pension fund will decide whether or not to allow deviating terms.

Note: are you cohabitating without being married or registered as partners? In that case, your ex-partner will not be entitled to half of your old-age pension built up in ING CDC Pensioenfondsen.

Your ex-partner is also entitled to special partner pension. This means that if you pass away, your ex-partner will be entitled to any partner pension that was built up until the date of your divorce, the end of your registered partnership or the end of your cohabitation without being married. In your pre-nuptial agreement, your divorce settlement or in a separate agreement, your ex-partner may forfeit his or her right. He or she can also do this at a later point in time, in which case your special partner pension will go to your new partner, if you have one. If your ex-partner decides to forfeit his or her special partner pension, please report this to ING CDC Pensioenfondsen by way of a letter signed by both of you. The pension fund will decide whether or not to allow this.

Important note: You could have a new partner in the future. In that case, bear in mind that he or she will only be entitled to partner pension built up after your former relationship ended.

Layer 3

More (detailed) legal and policy information from ING CDC Pensioenfonds is available at [the website](#) or through downloads below:

- [Pension regulations](#) (DUTCH ONLY)
- [UO](#) (DUTCH ONLY)
- [Annual Report](#) (DUTCH ONLY)
- [Summary Annual Report](#)
- [Articles of association](#) (DUTCH ONLY)
- [Recovery plan](#) (DUTCH ONLY)
- [Folders](#)
- [Forms](#) (DUTCH ONLY)
- [Investments](#)

Layer 1



Moving abroad

If you move abroad.

Layer 2

If you move abroad, however, you will need to report your new address to us. Please send us a copy of your identification document as well. If you wish, you can also report a correspondence address in the Netherlands.

Layer 3

More (detailed) legal and policy information from ING CDC Pensioenfonds is available at [the website](#) or through downloads below:

- [Pension regulations](#) (DUTCH ONLY)
- [UO](#) (DUTCH ONLY)
- [Annual Report](#) (DUTCH ONLY)
- [Summary Annual Report](#)
- [Articles of association](#) (DUTCH ONLY)
- [Recovery plan](#) (DUTCH ONLY)
- [Folders](#)
- [Forms](#) (DUTCH ONLY)
- [Investments](#)

Layer 1



Unemployed

You could become unemployed. In that case, your pension accrual will be discontinued and you should assess the consequences of your situation.

Layer 2

If you become unemployed, you will cease to build up old-age pension, partner pension and orphans' pension. It is important for you to assess the impact losing your job will have on your pension. You do not need to inform us if you become unemployed.

Layer 3

More (detailed) legal and policy information from ING CDC Pensioenfonds is available at [the website](#) or through downloads below:

- [Pension regulations](#) (DUTCH ONLY)
- [UO](#) (DUTCH ONLY)
- [Annual Report](#) (DUTCH ONLY)
- [Summary Annual Report](#)
- [Articles of association](#) (DUTCH ONLY)
- [Recovery plan](#) (DUTCH ONLY)
- [Folders](#)
- [Forms](#) (DUTCH ONLY)
- [Investments](#)

Layer 1



Mijnpensioenoverzicht.nl

Once a year, you should check the current status of your pension accrual at www.mijnpensioenoverzicht.nl.

Layer 2

At least once a year, you should check the current status of your pension accrual at www.mijnpensioenoverzicht.nl. You will find an overall summary of your old-age pension from the Dutch state (AOW) as well as all pensions you have built up at various employers.

Layer 3

More (detailed) legal and policy information from ING CDC Pensioenfonds is available at [the website](#) or through downloads below:

- [Pension regulations](#) (DUTCH ONLY)
- [UO](#) (DUTCH ONLY)
- [Annual Report](#) (DUTCH ONLY)
- [Summary Annual Report](#)
- [Articles of association](#) (DUTCH ONLY)
- [Recovery plan](#) (DUTCH ONLY)
- [Folders](#)
- [Forms](#) (DUTCH ONLY)
- [Investments](#)

Layer 1



Questions

Please contact us (088-1162 411 or pensioenloket@ing.cdcpensioen.nl) if you have any questions or if you wish to apply for an option.

Layer 2

We advise you to visit the website for more information about your pension plan. If you cannot find what you are looking for, please contact the Pension Desk at 088 – 1162 411 or send an email to pensioenloket@ing.cdcpensioen.nl.

Layer 3

More (detailed) legal and policy information from ING CDC Pensioenfonds is available at [the website](#) or through downloads below:

- [Pension regulations](#) (DUTCH ONLY)
- [UO](#) (DUTCH ONLY)
- [Annual Report](#) (DUTCH ONLY)
- [Summary Annual Report](#)
- [Articles of association](#) (DUTCH ONLY)
- [Recovery plan](#) (DUTCH ONLY)
- [Folders](#)
- [Forms](#) (DUTCH ONLY)
- [Investments](#)