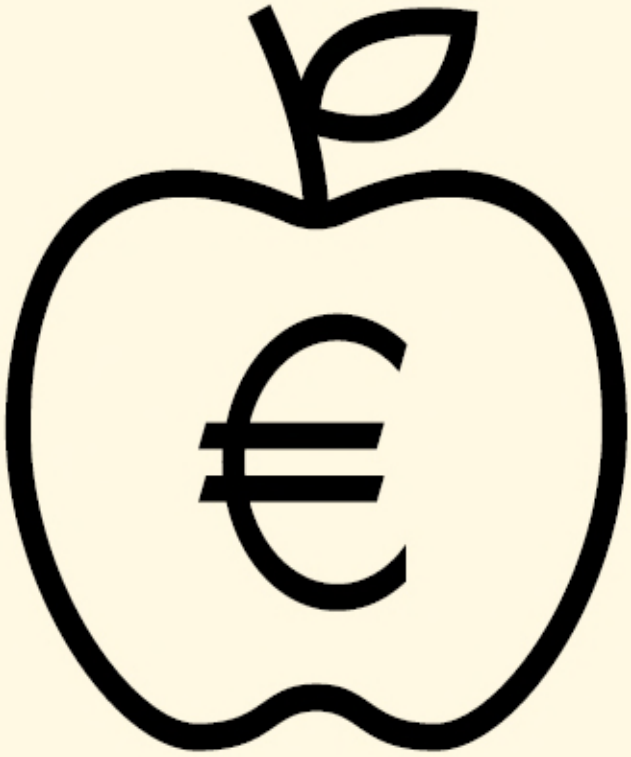


Execution Agreement for the Cappital Pension (a.s.r. Variant) Net Pension Scheme

Valid in 2026

Version 2026.2

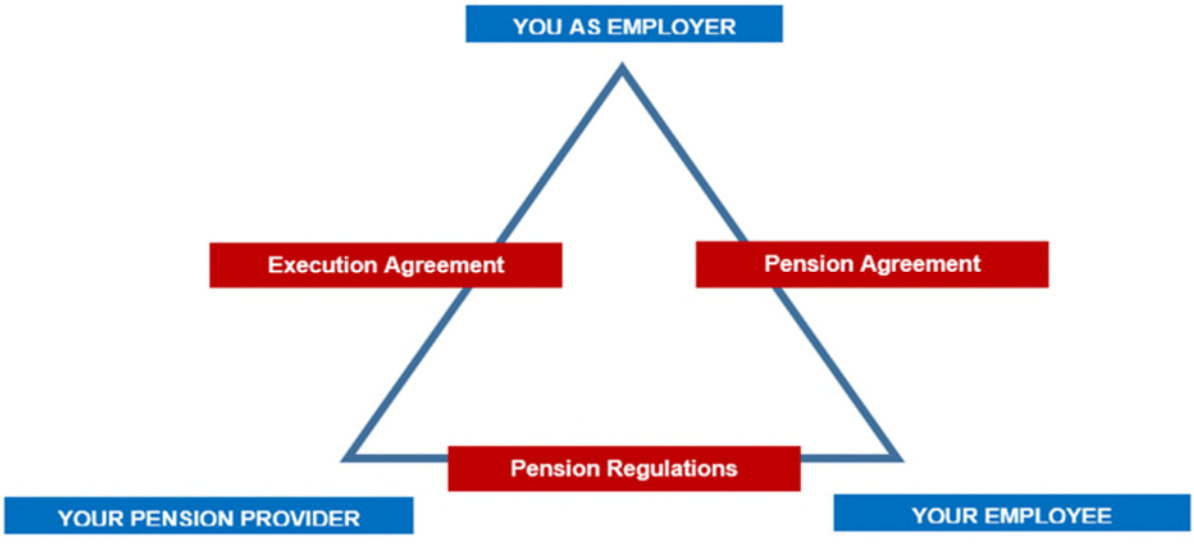
Preface[1]

The Execution Agreement for the Cappital Pension (a.s.r. Variant) Net Pension Scheme (hereinafter 'Execution Agreement') contains the arrangements between you as the employer and us as the pension provider. We are ASR Premiepensioeninstelling N.V. ('Cappital Pension') and ASR Levensverzekering N.V. ('Leven van a.s.r.') and ASR Schadeverzekering N.V. ('Schade van a.s.r.'). Together we are the pension provider (hereinafter 'we', 'us' and 'pension provider') for the Pension Regulations for the Cappital Pension (a.s.r. Variant) Net Pension Scheme (hereinafter 'Cappital Pension 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. The pension agreement is an integral part of the employment agreement. We, too, as pension provider, will have a relationship with your employees after their registration. We have set out the details of this relationship in the 'Cappital Pension 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 Cappital Pension 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 asr.nl/cappitalpensioen/documenten.



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.

In this Execution Agreement

1.	Section 1. Basic assumptions	4
1.1.	The pension providers	4
1.2.	Participation in the net pension scheme	4
1.3.	Net pension entitlements	5
1.4.	Acceptance	5
2.	Section 2. Obligations	7
2.1.	Our obligations	7
2.2.	Your obligations	7
3.	Section 3. Determining the price	10
3.1.	Pensionable earnings	10
3.2.	Calculating the net defined contribution for Pension	10
3.3.	Calculating the contribution for the partner's and orphan's pension	11
3.4.	Calculating the premium for the waiver of contribution	12
3.5.	Costs	12
4.	Section 4. Payment of contributions	13
4.1.	Contributions and administration costs	13
4.2.	Method of payment	13
4.3.	Payment term	13
4.4.	Payment arrears	14
5.	Section 5. Adjustment and cancellation	15
5.1.	Adjustment by us	15
5.2.	Adjustment by you	15
5.3.	Term of the Execution Agreement	16
6.	Section 6. Final provisions	18
6.1.	Formal provisions	18
6.2.	Protection of personal data	18
6.3.	Restriction of the right to a pension benefit	18
6.4.	War risk	19
6.5.	How do we deal with fraud?	20
7.	Section 7. Complaints	21

Annexes

Annex – Explanation of Terms
Annex – Costs, Rates and Assumptions
Annex – Cappital Pension menu

Important: All annexes an integral part of this Execution Agreement

Section 1. Basic assumptions

1.1. The pension providers

Cooperation

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

Cappital Pension is the pension provider for the net defined contribution scheme for the Investment Pension. In addition, Cappital Pension acts as point of contact for:

- Leven van a.s.r. as the pension provider for:
  - partner's and orphan's pension;
  - waiver of contribution in the event of occupational disability.
  - Pension purchased with the Investment Pension.

If the participant's first day of sick leave is before 1 January 2025, Schade van a.s.r. is the pension provider for the waiver of contribution in the event of occupational disability.

Cappital Pension has selected this insurer because of its favourable rates, its administrative facilities, and its sound financial basis.
Cappital Pension's management board will periodically assess whether these insurers meet the criteria that are applied.

A single point of contact

Cappital Pension is the point of contact for Leven van a.s.r. and Schade van a.s.r.. 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 Cappital Pension.

1.2. Participation in the net pension scheme

Participant

- Participant is the person who qualifies as a participant in the pension scheme according to the Pension Regulations.

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 Cappital Pension 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 Cappital Pension 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 Cappital Pension 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 purpose. This is explained in Section 9 'Disability' of the Cappital Pension 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 Leven van a.s.r. on the personal retirement date. The size 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 € 725,552.00 (2026). This amount is determined annually by Leven van a.s.r..

The pensionable salary taken into account when determining the net partner's and orphan's pension may not increase by more than 20% 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 Cappital Pension 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 Cappital Pension Net Pension Regulations.

Section 2. Obligations

2.1. Our obligations

We administer the net pension scheme as described in the Cappital Pension Net Pension Regulations. This means that we perform various activities. Many of these activities are included in the price. These include, 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 ‘Cappital Pension Menu’ annex.

Costs for additional services
For the provision of other services than those stated in the ‘Cappital Pension 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 ‘Cappital Pension 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 mijncappitalpensioen.asr.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.

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 Cappital Pension 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 execution
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 nonetheless 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. We require information from you for this. The Dutch Authority for the Financial Markets (AFM) may impose a fine for not providing the legally required information on time or for not being able to provide it. 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 Cappital Pension Net Pension Regulations.

Ultimate beneficial owner (UBO)
Among other things, we are obliged to comply with the legislation and regulations in the area of financial supervision, the Money Laundering and Terrorist Financing (Prevention) Act (Wwft), the Financial Supervision Act (Wft), the Sanctions Act (Sanctiewet) and sanctions regulations. This includes identifying and screening the ultimate beneficial owner (UBO) and checking whether his UBO is included in sanctions lists. You must inform us as soon as possible if there have been any changes relating to the UBOs of your organisation, 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 provide 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).
You must correctly supply the initial set of participant information required to organise the administrative records.
Once the records have been organised, submission of information and changes/updates takes place via the Cappital Pension employer portal, where you can find detailed instructions on how to submit these changes and updates.

You must provide us with the following participant information via the Cappital Pension 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 by which you need to submit changes and updates.

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

Cappital Pension employer portal
During our collaboration you have access to the Cappital Pension employer portal, which allows you to access the pension data of your employees who are participants in the pension scheme.
Changes and updates of participant information can only be submitted via the Cappital Pension employer portal.

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

- You will be given a user name and password for access to the Cappital Pension 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 manual on asr.nl/cappitalpensioen/documenten. You are responsible for the Cappital Pension employer portal being used in accordance with our instructions.
- You are required to put security measures in place regarding use of the Cappital Pension employer portal.
- You may only process the information that you receive via the Cappital Pension 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 Cappital Pension employer portal.
- When you pass on a notification or a request from a participant via the Cappital Pension portal, you should store a copy of the notification or message (digitally, where applicable). If we ask for it, you should send it to us.
- You are not permitted to undertake any publicity activities relating to the Cappital Pension 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 Cappital Pension 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 sustain arising from use of the Cappital Pension 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 annually as of 1 January.

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? 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 Cappital Pension 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 how much contribution he/she wishes to pay. He/she can choose any whole percentage from 25% up to and including 100% of the percentage of the pensionable earnings applying to his/her age according to the maximum defined contribution table. The age we use is the participant's age on 31 January of each year.

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 deduct the insurance premium from that contribution each month.

More information about the Investment Pension can be found in Sections 4 ('Accrual of pension') and 8 ('Death') of the Cappital Pension 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 Cappital Pension 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 under 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 unemployment benefit (WW) 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 unemployment benefit exists. This also applies to foreign unemployment benefit. You can find more information about this in Section 10 'Termination of your participation in the net pension scheme' of the Cappital Pension 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 2026, the interest rate adjustment has been set at 7,98%. The interest rate adjustment has already been accounted for in the gross contribution tables.

3.4. Calculating the premium for the waiver of contribution

The premium for the waiver of contribution in the event of disability is a percentage of the contribution. The level of this percentage is stated in the ‘Costs, Rates and Assumptions’ annex. Section 9 (‘Disability’) of the Cappital Pension 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.

For the insured pensions (the net partner’s and orphan’s pension), this premium has already been accounted for in the rates. The ‘Costs, Rates and Assumptions’ annex explains how that is done.

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 ‘Cappital Pension 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 Cappital Pension Net Pension Regulations give the exact details of how this works.

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.
Premiums 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 (*Centraal bureau voor de statistiek*, CBS).
- and costs for additional services. See the 'Cappital Pension 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.

You pay premiums for new insurance policies and increases of existing insurance policies that are to take effect retroactively 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 Cappital Pension 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 contributions and administration costs monthly before the due dates. The instructions on the Cappital Pension employer portal state the dispatch dates and due dates for the invoices.

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 on 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 on time. Money that cannot be processed because we received it too late will only be invested the next month, after full payment of the invoice. We will not need to pay you any interest on this amount.

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 'R Net Pension' profit-sharing pool. Profit-sharing is explained in Section 5.1 'Profit-sharing on Investment Pension' of the Cappital Pension Net Pension Regulations.

Pursuant to the Pensions Act, we may terminate the risk insurance policies in this way effective from three (3) months after notification. Until that time, the risk cover is maintained. Paid-up policies can be created with retroactive effect up to a maximum of 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 Cappital Pension. 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 in the standard retirement age may also apply to pension entitlements that have already been accrued.
If we make an adjustment we will notify you beforehand.

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 well in 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 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. The authorised signatory will send the cancellation by e-mail to onscappitalpensioen@asr.nl. We will notify you in writing by registered post.

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 a group transfer of accrued benefits.

Non-contributory continuation
We create paid-up policies for the current insurance policies and the net pension entitlements that have been accrued. 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 net pension Execution Agreement.

The insurance policies that have no paid-up value or commuted value will lapse.
Insurance policies that Leven van a.s.r. and Schade van a.s.r. are paying out at that time will continue to be paid out in accordance with the provisions of this Execution Agreement.

Cappital Pension guarantees the administrative execution of the paid-up insurance policies. In doing so, they adhere to the provisions of this Cappital Pension 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 is 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 Cappital Pension Net Pension Regulations comply with the applicable legislation and regulations and with our own policy. We hereby 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. 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 cooperate with proper implementation of the pension scheme.
- Cappital Pension has opted to collaborate with Leven van a.s.r. on account of their professionalism, administrative facilities, and sound financial basis. Cappital Pension's management board assesses annually whether this insurer is complying properly with the arrangements made. In the case of a negative assessment, Cappital Pension 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 General Data Protection Regulation (GDPR) and the Code of Conduct for the Processing of Personal Data by Insurers (see www.verzekeraars.nl).
How your data is dealt with is explained in the privacy statement, which you can find on our website.

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 use the commuted value applying one day prior to the death of the participant. However, if the obligation to pay out pensions is lower than the commuted value, we will base the amount paid out on that obligation.

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 Terrorismeschaden 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 terrorismedekking*) and the Settlement of Claims Protocol (*Protocol afwikkeling claims*) will apply in full. These can be found on www.terrorismeverzekerd.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 premium reserve which we are required to hold for the insurance policies pursuant to the Financial Supervision Act (*Wet op het financial 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.

The exclusions in the 'Insurance conditions for incapacity for work' also apply to the insurance policies for a waiver of contributions in the event of incapacity for work.

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 where no acts of war took place. The participant/former participant or pension beneficiary must demonstrate that this applies to him or her. He or she must do so within six (6) 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 the contribution is waived 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 reductions are higher than the amount of the additional mortality losses resulting from 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. He can do so if the Financial Transactions (Emergencies) Act (*Noodwet financieel verkeer*) applies. In that case the restrictions in this section will lapse.

The exclusions in the ‘Insurance conditions for incapacity for work’ also apply to the insurance policies for a waiver of contributions in the event of incapacity for work.

6.5. How do we deal with fraud?

Unfortunately, situations may arise in which we suspect that fraud has been committed. How we deal with such situations is set out in our fraud policy, on which you can read more on our website. Here we also explain what action we may take if you commit fraud. This includes:

- recording the fraud you committed in our incidents register and adding your personal data to registers accessible to other financial institutions;
- terminating all products you have with ASR Nederland N.V. and its subsidiaries;
- recovering our investigative costs from you.

Our fraud policy adheres to the Insurers & Crime Protocol (*Protocol Verzekeraars & Criminaliteit*) and the Financial Institutions Incidents Warning Systems Protocol (*Protocol Incidenten-waarschuwingssysteem Financiële Instellingen*).

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 send an e-mail with your complaint to onscappitalpensioen@asr.nl. You can also send your complaint by post to:

Cappital pensioen
Klachtbehandeling
Postbus 2072
3500 HB Utrecht
For more information about our complaints procedure you can contact the Cappital Pension employer's desk on +31 (0)30 257 34 11.

Annex Explanation of Terms

Who is:

Cappital Pension	ASR Premiepensioeninstelling N.V., having its registered office in Utrecht, the Netherlands, acting on its own behalf or as an authorised agent to carry out certain activities on behalf of Leven van a.s.r. and Schade van a.s.r..
Child	Own children in accordance with the law, with the proviso that these are own children before your 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.
Leven van a.s.r.	ASR Levensverzekering N.V., having its registered office in Utrecht, the Netherlands.
Partner	The person with whom, before his/her personal retirement date, the participant: - is married; or - has entered into a registered partnership; or - cohabits and with whom the participant has entered into a partnership in accordance with the definition in the Cappital Pension Net Pension Regulations.
Schade van a.s.r.	ASR Schadeverzekering N.V., having its registered office in Utrecht, the Netherlands.
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 net pension scheme. The participant decides for himself 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 net pension scheme. This is the first day of the month in which the participant reaches the age of 68. The retirement date follows the standard retirement date (*pensioenrichtleeftijd*) as stated in the Wages and Salaries Tax Act (*Wet op de loonbelasting*). This also applies to the already accrued pension.
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, and also 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 Cappital Pension, also acting on behalf of Leven van a.s.r. and Schade van a.s.r., on the administration of this net pension scheme.
Insurance policies	These are the insurance policies you take out with Leven van a.s.r. and Schade van a.s.r. for the administration of this net pension scheme.

Annex Costs, Rates and Assumptions

Costs 2026

Administration costs per participant	Per participant per month: €5,90 (This comes to € 70,80 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 7.98% (2026). 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).

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	€ 1.94	€ 2.88
16	€ 1.61	€ 2.12	€ 2.88	€ 3.89
17	€ 1.78	€ 2.37	€ 3.13	€ 4.40
18	€ 2.20	€ 2.79	€ 3.73	€ 5.42
19	€ 2.63	€ 3.47	€ 4.57	€ 6.43
20	€ 2.88	€ 3.73	€ 4.83	€ 6.77
21	€ 3.04	€ 3.89	€ 5.24	€ 7.19
22	€ 3.13	€ 3.98	€ 5.24	€ 7.28
23	€ 3.55	€ 4.40	€ 5.83	€ 8.03
24	€ 3.73	€ 4.65	€ 6.26	€ 8.38
25	€ 3.89	€ 4.73	€ 6.43	€ 8.63
26	€ 3.98	€ 4.99	€ 6.60	€ 9.05
27	€ 3.89	€ 4.91	€ 6.43	€ 8.54
28	€ 4.32	€ 5.42	€ 7.02	€ 9.31
29	€ 4.48	€ 5.67	€ 7.28	€ 9.73
30	€ 4.57	€ 5.83	€ 7.36	€ 9.90
31	€ 4.99	€ 6.34	€ 8.12	€ 10.74
32	€ 5.50	€ 6.68	€ 8.63	€ 11.42
33	€ 5.67	€ 7.02	€ 8.97	€ 11.68
34	€ 6.09	€ 7.53	€ 9.48	€ 12.35
35	€ 6.52	€ 8.21	€ 10.32	€ 13.45
36	€ 6.93	€ 8.54	€ 10.83	€ 13.96
37	€ 7.53	€ 9.31	€ 11.68	€ 14.98
38	€ 8.12	€ 9.98	€ 12.52	€ 15.98
39	€ 9.05	€ 11.08	€ 13.78	€ 17.51
40	€ 9.81	€ 11.93	€ 14.80	€ 18.95
41	€ 10.83	€ 13.11	€ 16.33	€ 20.55
42	€ 11.93	€ 14.55	€ 18.02	€ 22.67
43	€ 13.45	€ 16.16	€ 19.71	€ 24.87
44	€ 14.88	€ 18.02	€ 21.99	€ 27.49
45	€ 16.24	€ 19.46	€ 23.77	€ 29.52
46	€ 17.85	€ 21.48	€ 26.05	€ 32.23
47	€ 20.30	€ 24.19	€ 29.43	€ 36.20
48	€ 22.33	€ 26.73	€ 32.23	€ 39.76
49	€ 24.62	€ 29.35	€ 35.28	€ 43.14
50	€ 27.23	€ 32.23	€ 38.74	€ 47.12
51	€ 30.45	€ 35.95	€ 42.97	€ 52.19
52	€ 33.75	€ 39.67	€ 47.37	€ 57.01
53	€ 37.56	€ 44.15	€ 52.36	€ 63.02
54	€ 41.19	€ 48.04	€ 56.93	€ 68.09
55	€ 45.93	€ 53.46	€ 63.18	€ 75.28
56	€ 50.33	€ 58.28	€ 68.60	€ 81.54
57	€ 55.74	€ 64.45	€ 75.53	€ 89.41
58	€ 60.73	€ 70.21	€ 81.79	€ 96.51
59	€ 65.89	€ 75.88	€ 88.05	€ 103.28
60	€ 72.40	€ 83.06	€ 96.26	€ 112.50
61	€ 78.33	€ 89.49	€ 103.28	€ 120.28
62	€ 85.34	€ 97.28	€ 111.82	€ 129.58
63	€ 93.13	€ 105.82	€ 121.29	€ 140.07
64	€ 100.32	€ 113.77	€ 129.83	€ 149.21
65	€ 109.20	€ 123.24	€ 140.07	€ 160.46
66	€ 118.42	€ 133.30	€ 150.98	€ 172.13
67	€ 126.71	€ 142.10	€ 160.46	€ 182.28

Rates table for 2026. We can adjust the rates annually. 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 2026.

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	€ 0.09	€ 0.09	€ 0.17
25	€ 0.17	€ 0.17	€ 0.17	€ 0.25
26	€ 0.25	€ 0.25	€ 0.34	€ 0.34
27	€ 0.34	€ 0.42	€ 0.42	€ 0.51
28	€ 0.59	€ 0.59	€ 0.68	€ 0.85
29	€ 0.85	€ 0.93	€ 1.02	€ 1.10
30	€ 1.18	€ 1.27	€ 1.35	€ 1.44
31	€ 1.52	€ 1.69	€ 1.78	€ 1.95
32	€ 1.95	€ 2.12	€ 2.28	€ 2.54
33	€ 2.28	€ 2.54	€ 2.79	€ 2.96
34	€ 2.88	€ 3.05	€ 3.30	€ 3.55
35	€ 3.38	€ 3.64	€ 3.89	€ 4.31
36	€ 3.81	€ 4.23	€ 4.48	€ 4.82
37	€ 4.57	€ 4.82	€ 5.16	€ 5.50
38	€ 5.16	€ 5.50	€ 5.92	€ 6.34
39	€ 6.01	€ 6.43	€ 6.77	€ 7.36
40	€ 6.77	€ 7.11	€ 7.70	€ 8.12
41	€ 7.61	€ 8.04	€ 8.54	€ 9.14
42	€ 8.46	€ 9.05	€ 9.56	€ 10.07
43	€ 9.39	€ 9.81	€ 10.49	€ 11.00
44	€ 10.24	€ 10.91	€ 11.42	€ 12.10
45	€ 11.00	€ 11.50	€ 12.18	€ 12.77
46	€ 11.84	€ 12.35	€ 12.94	€ 13.53
47	€ 12.94	€ 13.45	€ 14.13	€ 14.80
48	€ 13.79	€ 14.38	€ 14.97	€ 15.65
49	€ 14.63	€ 15.31	€ 15.90	€ 16.41
50	€ 15.48	€ 16.07	€ 16.66	€ 17.34
51	€ 16.49	€ 17.17	€ 17.76	€ 18.36
52	€ 17.17	€ 17.68	€ 18.19	€ 18.86
53	€ 17.76	€ 18.27	€ 18.86	€ 19.37
54	€ 17.85	€ 18.27	€ 18.78	€ 19.20
55	€ 18.10	€ 18.52	€ 18.86	€ 19.20
56	€ 17.68	€ 17.93	€ 18.27	€ 18.69
57	€ 17.59	€ 17.85	€ 18.10	€ 18.36
58	€ 17.59	€ 17.76	€ 18.02	€ 18.19
59	€ 17.68	€ 17.93	€ 18.10	€ 18.27
60	€ 17.76	€ 18.02	€ 18.19	€ 18.27
61	€ 17.76	€ 17.93	€ 18.10	€ 18.19
62	€ 17.51	€ 17.59	€ 17.68	€ 17.85
63	€ 17.00	€ 17.09	€ 17.17	€ 17.26
64	€ 15.90	€ 15.90	€ 15.99	€ 16.07
65	€ 14.38	€ 14.38	€ 14.46	€ 14.46
66	€ 12.43	€ 12.43	€ 12.43	€ 12.52
67	€ 9.56	€ 9.64	€ 9.64	€ 9.64

Rates table for 2026. We can adjust the rates annually. 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 2026.

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 assumptions and market interest rate then applicable.	
Actuarial assumptions for the risk insurance of partner's and orphan's pension prior to the retirement date	
Rate	a.s.r. Risk Rates for Cappital Pension 2026 This rate is based on the life-expectancy table 2022 of the Royal Dutch Actuarial Association (AG), with the mortality rates for 2026 being used for the risk insurance policies. An experience adjustment is applied to the mortality rate for mortality among insured persons.
Actuarial interest rate	3%
Age adjustment to 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 partner's and orphan's pension (in the contribution)	2.45%
Disbursement costs for partner's and orphan's pension commencing prior to retirement date (in the premium)	2%
Surcharge for payment in instalments (in the premium)	1,5%

Annex Cappital Pension Menu 2026

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 Cappital Pension format)	
Incoming individual transfer of accrued benefits	
Insight into changes or updates	
Dealing with complaints	
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 My Cappital Pension (with investment information and indicative pensions) (Dutch and English)	
Outgoing group transfer of accrued benefits (standard Cappital Pension format) Outgoing individual transfer of accrued benefits Payment (we take care of payment of pension to the participant’s surviving dependants)	
Providing data to Pensions Register	
Providing information in the case of statutory amendment of scheme	
Providing information in case of amendment of scheme at Cappital Pension’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: • 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 Cappital Pension'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)	€ 20.95**

Hourly rate*: In the case of an hourly rate, we will provide a proposal beforehand.
Hourly rate for production work: € 140.00**
Hourly rate for specialist work: € 285.00**

* 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.

** These amounts may be adjusted 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 (*Centraal bureau voor de statistiek*, CBS).