INFORMATION FOR MEMBERS OF STICHTING IKEA PENSIOENFONDS

stip news



AUTUMN 2026

From 1 January 2028, you will have a new pension scheme with STIP

All pension schemes in the Netherlands must comply with the Future of Pensions Act (Wtp). This is why you will have a new pension scheme with STIP from 1 January 2028. We will have a solidarity-based defined contribution scheme. In this scheme, you build up a pension that suits you, while sharing risks with others. Our new pension scheme applies to everyone who works or has worked for IKEA Netherlands and Inter IKEA Systems.

In this newsletter, we explain the main changes and what they mean for you.



CONTENTS

STIP will have a different pension administrator 2
Webinar on Thursday 19 November 2026 2

Information for ***active members and members who are incapacitated for work***

Your accrued pension will move to the new pension scheme 3
The new pension scheme at a glance 4
Your pension accrual continues if you become incapacitated for work 5
Your partner and children receive a pension if you die 5

Information for ***former members***

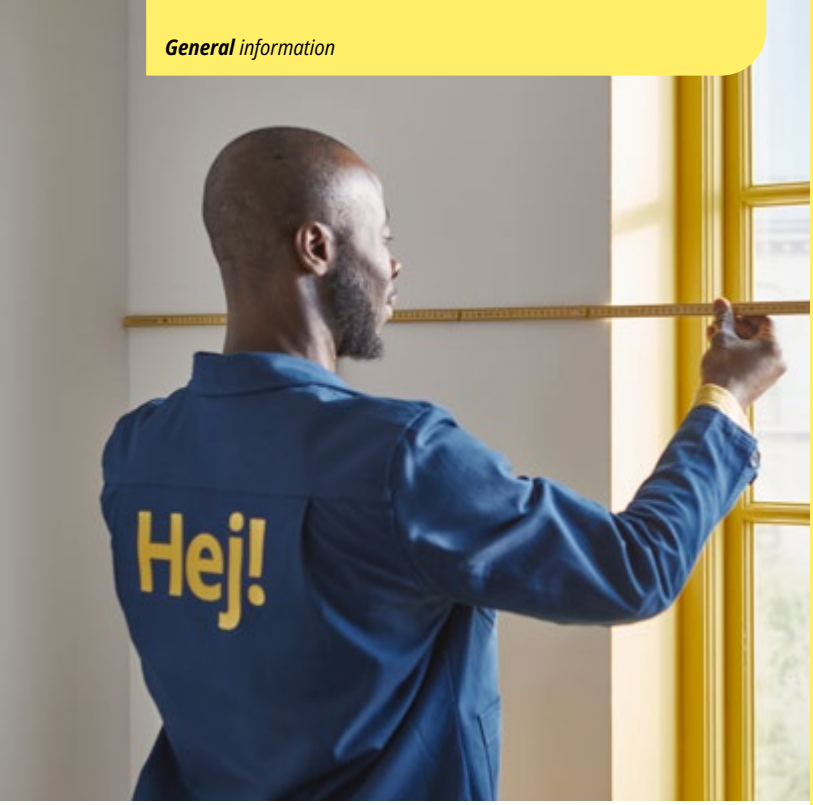
Your accrued pension will move to the new pension scheme 7
The new pension scheme at a glance 7
Pension for your partner and children 8

Information for ***pensioners***

Your pension will move to the new pension scheme 9
The new scheme at a glance for pensioners 9
Pension for your partner and children 9
How we limit fluctuations in your pension 10

When is someone considered a partner for pension purposes? 10
You may receive an extra amount when we move to the new scheme 11
When will you receive information about your pension? 11
Financial position 12
What can you do now? 12

Translation prepared from the Dutch brochure.
The original Dutch pension regulations remain decisive.



STIP will have a different pension administrator

After a careful selection process, STIP has chosen Blue Sky Group as its new pension administrator. We believe it is important that our pension administration is reliable and continues to work well in the future.

Achmea Pensioenservices (APS) currently administers STIP's pension scheme. In 2025, APS decided to phase out its services to external clients. STIP therefore looked for a good solution for the future.
From **1 January 2028**, Blue Sky Group will take over APS's work.

In the period ahead, STIP, APS and Blue Sky Group will work closely together on the move to the new pension scheme and the new pension administration from 1 January 2028.

What does this mean for you?
STIP wants this change to take place as smoothly as possible for all members. For the time being, you can continue to contact us by email and telephone and use the portal in the same way.

Webinar on Thursday 19 November 2026

New pension rules are coming. They apply to all members, young and old. STIP's new pension scheme is expected to start on 1 January 2028.

We will mainly explain how your pension scheme works now and how the new scheme will work.



Topics include:

1. Why is the scheme changing?
2. How does the new scheme work?
3. What stays the same and what changes?
4. Moving to the new scheme and sharing together
5. Possible outcomes and questions

Choose a time when you register
Would you like to attend the webinar? Register using the QR code. After registering, you will receive a confirmation. You can use this to log in on the day of the webinar.

The webinar is limited to 1,000 participants. If it is fully booked, you can watch the recording on our website afterward.

Use this QR code to register!

Your accrued pension will move to the new pension scheme

On 1 January 2028, we will calculate exactly how much pension you have accrued in the current pension scheme. We will convert this value into personal pension capital for your pension in the new scheme. This will be your starting amount in the new pension scheme. No later than one month before 1 January 2028, you will also receive an overview showing what this means for your pension or expected pension.

You continue to build up pension through your personal pension capital

Every month, you and your employer pay a fixed amount: the pension contribution. This contribution is added to your personal pension capital. Your personal pension capital is intended only for your pension, or for your (former) partner if you die. The pension you receive later depends on investment returns and market interest rates.

The objectives agreed by the social partners

When choosing the solidarity-based defined contribution scheme, the social partners agreed on the following objectives:

- We aim for the expected pension at retirement to be at least equal to the expected pension under the current scheme.
- We want to limit reductions to pensions already in payment as much as possible.
- We want to be able to use reserves so that all generations can benefit from them.

Your personal pension capital will fluctuate

STIP invests your personal pension capital so that it can grow. Your pension capital moves with investment results. If investments perform well, your personal pension capital grows. The opposite can also happen, because investing involves risks. If investment results are disappointing, your personal pension capital can also fall.

Your personal online environment

In your personal online environment on the website, you will be able to see how much pension capital you have built up. You will also see an estimate of your pension at your retirement date. We show this estimate in three scenarios: optimistic, expected and pessimistic.



The new pension scheme at a glance

What stays the same?

- You and your employer will continue to pay pension contributions. Your employer pays 75% and you pay 25%.
- We will continue to invest this money collectively so that it can grow.
- When you retire, you will still receive retirement pension for as long as you live.
- You will still have choices when you retire. For example, you can retire earlier or later, take partial retirement, vary the amount of your retirement pension and exchange partner's pension for retirement pension.
- We will continue to provide protection in the event of incapacity for work and death. Your pension accrual continues if you become incapacitated for work, and your partner and children receive a pension if you die.

What changes?

- The contribution becomes the central element, rather than an expected pension benefit. There is no longer a pension benefit fixed in advance.
- You will have personal pension capital, your own pension pot. You build up pension in this pot and, after you retire, your pension is paid from it.
- We invest the pension capital. Investments are matched to members' risk profile and age. We take more investment risk for younger members than for older members. If investments perform well, your personal pension capital grows. If they perform less well, it can fall. Investing means the value can fluctuate, but over the long term it often produces a higher return than saving.
- In the new scheme, you will no longer receive an increase (indexation) on your accrued pension and there will no longer be a funding ratio.
- Your personal pension capital will move more closely with investment results.
- The survivor's pension consists of a lifelong partner's pension equal to 20% of pensionable salary, a temporary partner's pension up to State Pension (AOW) age for full-time employment, and an orphan's pension equal to 6% of pensionable salary until age 25.



Your pension accrual continues if you become incapacitated for work



If you become or are incapacitated for work, you will continue to build up personal pension capital. The partner's and orphan's pensions also remain insured. You do not have to pay contributions for the part for which you are incapacitated for work. Pension accrual for that part continues without contributions from you. For the part you work, you and your employer continue to pay contributions. This is already the case and will remain so under the new scheme.

Your partner and children receive a pension if you die

In the new pension scheme, the survivor's pension is insured on a risk basis. The exact arrangements for partner's and orphan's pensions depend on your situation, including whether you still work for your current employer, have left employment or have retired.

If you die while employed, or while incapacitated for work and still accruing pension, your partner is entitled to a partner's pension and your children are entitled to an orphan's pension if they are under 25. The partner's and orphan's pensions accrued under the current scheme remains in place.

If you stop accruing pension with STIP, for example because you start a new job, your partner and children remain entitled to the partner's and orphan's pension accrued under the current STIP scheme. You may also be insured for these pensions through your new employer's pension scheme.

If you leave employment and do not yet have a new employer, the insurance for partner's and orphan's pension under the new scheme ends when you leave.

The orphan's pension will be simpler
Under the current scheme, orphan's pension is paid until age 18, or up to age 27 if the child is studying or receives a Wajong benefit. Under the new scheme, every child receives orphan's pension until age 25.

Death before retirement - EMPLOYED	**Partner's pension:** • Your partner receives a lifelong partner's pension under the new scheme equal to 20% of your pensionable salary per year. • Your partner also receives the partner's pension accrued under the current scheme. • Your partner also receives a temporary partner's pension up to State Pension (AOW) age. • If you divorce, your former partner is entitled to a special partner's pension under the current scheme. **Orphan's pension:** • Each child receives orphan's pension under the new scheme equal to 6% of your pensionable salary per year. • The child also receives the orphan's pension accrued under the current scheme. • The new orphan's pension is paid until age 25.
Death before retirement - NO LONGER EMPLOYED	**Partner's pension:** • Your partner does not receive partner's pension under the new scheme if you are no longer employed. • Your partner receives the partner's pension accrued under the current scheme. • Partner's pension may be arranged through your new employer's pension scheme. **Orphan's pension:** the same principles apply. The child receives the orphan's pension accrued under the current scheme.
Death after retirement	The partner's pension depends on the choices you made when you retired. Your partner receives partner's pension if you chose this at retirement. If you exchanged the partner's pension for a higher retirement pension, your partner receives no partner's pension under the new scheme. In the event of divorce, your former partner is entitled to a special partner's pension under the new scheme. A child receives the orphan's pension accrued under the current scheme, but no orphan's pension under the new scheme if you die after retirement.

Your accrued pension will move to the new pension scheme

On 1 January 2028, we will calculate exactly how much pension you accrued under the current pension scheme. We will convert this value into personal pension capital for your pension under the new scheme.

STIP invests your personal pension capital
We invest your personal pension capital so that it can grow. Your capital moves with investment results. If investments perform well, it grows. The opposite can also happen, because investing involves risks. If investment results are disappointing, your personal pension capital can fall.

Your personal online environment
Your personal pension capital is intended for your pension and for your (former) partner if you die after your retirement date. When you retire, your pension is paid from your personal pension capital.
The amount depends on your personal pension capital, investment results and market interest rates. Your personal online environment will show how much pension capital you have and an estimate of your pension at retirement in three scenarios: optimistic, expected and pessimistic.



The new pension scheme at a glance

What stays the same?

Pension contributions already paid will continue to be invested. You will still receive retirement pension for as long as you live and will still have choices at retirement.
The partner's and orphan's pension accrued under the current scheme remains in place.

What changes?

You will have personal pension capital, your own pension pot. We invest it, so its value can rise or fall.
If you no longer work for IKEA, you will stop building up pension with Stip. Your insurance for the new partner's and orphan's pension on a risk basis will also end.
This cover may be arranged through your current employer's pension scheme.

Pension for your partner and children

If you die
You no longer accrue pension with STIP, but you did accrue pension here in the past. If you die, your partner and children are entitled to the partner's and orphan's pension you previously accrued with STIP. You may also be insured for partner's and orphan's pension through your new employer's pension scheme.

If you die after retirement
Your partner receives a partner's pension unless, when you retired, you exchanged the partner's pension for a higher retirement pension. Any children remain entitled to the orphan's pension accrued under the current STIP scheme.

Overview

Death before retirement - NO LONGER EMPLOYED	• Your partner receives the partner's pension accrued under the current scheme, for life. • If you have a new employer, partner's pension may be arranged there. • A child receives the orphan's pension accrued under the current scheme. The current conditions and age limits continue to apply to this accrued orphan's pension.
Death after retirement	• Your partner receives partner's pension in line with the choice you made at retirement. • A child receives the orphan's pension accrued under the current scheme.



Your pension will move to the new pension scheme

On 1 January 2028, we will convert your pension into personal pension capital for your pension under the new scheme, your own pension pot. We pay your pension from this pot.

An important change: your pension can fluctuate
We invest your pension capital. Your pension can therefore go up or down slightly each year and will move more closely with investment results. If investments perform well, your pension increases.

The opposite can also happen, because investing involves risks. If investment results are disappointing, your pension can fall. We use safeguards to prevent pensions already in payment from fluctuating too much from year to year.

Your personal online environment
Your personal pension capital is intended for your pension, or for your (former) partner if you die. Your pension is paid from this capital. The amount depends on the amount of your personal pension capital and investment results. In your personal online environment, you will be able to see how much pension capital you have.

The new scheme at a glance for pensioners

What stays the same?

You will continue to receive retirement pension for as long as you live. If you die, your partner may be entitled to partner's pension, depending on the choices you made at retirement.

What changes?

You will have personal pension capital from which your pension is paid. We invest this capital. If investments perform well, your pension rises; if they perform less well, your pension can fall. There is no longer a separate indexation increase. Your pension moves more closely with investment returns.

Pension for your partner and children

If you receive a pension from STIP and die, your partner receives partner's pension unless you exchanged it for a higher retirement pension when you retired. Your children do not receive orphan's pension under the new scheme if you die after retirement. Your partner and children remain entitled to any partner's and orphan's pension accrued under the current STIP scheme.

How we limit fluctuations in your pension

When you receive pension under the new scheme, it will be a variable pension. Your pension will move more quickly with investment results, so the amount may differ from year to year. To limit large fluctuations in pensions already in payment, we spread results over three years and use the solidarity reserve.

Good to know:

- **Collective risk**: risks such as investment results and life expectancy are shared within the collective.
- **Staying with the fund**: you will continue to receive your pension from STIP. That will not change.

When is someone considered a partner for pension purposes?

Married or registered partnership:
your partner is automatically recognised as your partner. If you live in the Netherlands, you do not need to register your partner. We receive this information from the Personal Records Database (BRP). If you live outside the Netherlands and marry or enter into a legally registered partnership, you do need to inform us. You can do this in your personal online environment.

Living together without being married or registered partners: you no longer need to provide a notarised cohabitation agreement. A cohabitation declaration is sufficient. In it, you both declare that you live at the same address and care for each other. You can register your partner in your personal online environment. If your partner has not been registered and you die, your partner can still contact us, but must then show that a partnership existed.

You may receive an extra amount when we move to the new scheme

Extra amount from reserves
When we move to the new pension scheme, we will transfer the pensions to the new scheme. Reserves that we no longer need to keep after the transition will also be distributed. If there are sufficient reserves, members will receive an extra amount. This amount will be added in one go.

Compensation for active members
Members who are disadvantaged by the abolition of the average contribution system may receive one-off compensation. The compensation is added to personal pension capital. The aim is to ensure that the expected pension at retirement is at least equal to the expected pension under the current scheme for all members.

The principles are:

- Compensation applies to all members who are active on both the day before the transition date and the transition date itself.
- Compensation is calculated within the age cohort without taking previously accrued pension into account.
- The same level of compensation applies within each year of birth.
- Compensation is added to personal pension capital in one go.
- Where possible, compensation is financed from STIP's assets.

You will see the compensation in the transition statement you receive after the move to the new pension scheme.

When will you receive information about your pension?



2026 We will keep you informed through our website and digital newsletter.
2027



2026 OCTOBER Information about the webinar on 19 November 2026 and how to register.



2027 NOVEMBER You receive a first, provisional statement showing your pension under the current scheme and a provisional calculation of your pension under the new scheme.



2028 1 JANUARY STIP's new pension scheme starts. Your personal online environment will temporarily have limited availability.



2028 SPRING You will be notified when your personal online environment is fully available again. You can then view your personal pension capital and expected pension.



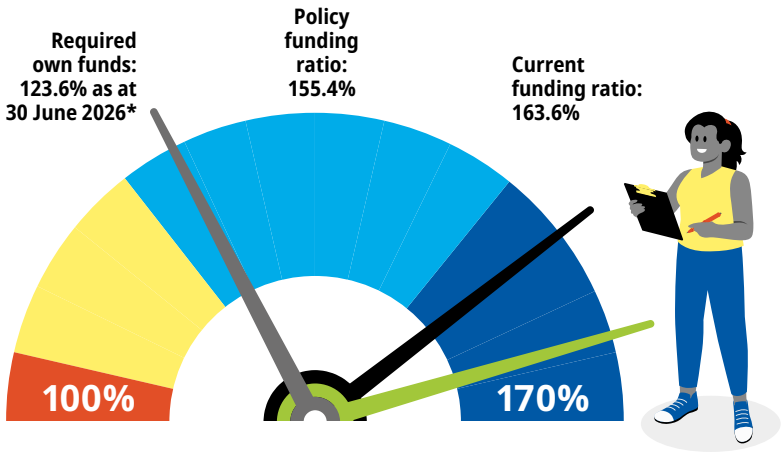
2028 SPRING You receive the second, final transition statement. It shows the final amounts after the transition and explains any differences from the provisional statement.

AUTUMN 2026

STIP is in a good financial position.

STIP is in a good financial position. Our financial position is healthy and stable. This is reflected in our funding ratio, which is well above the statutory threshold. This means there is sufficient money to pay your pension now and in the future. More information about our financial position is available on our website.

Financial position as at 30 September 2026



The **current funding ratio** *is the ratio between our current assets and the assets needed to pay pensions now and in the future.*

The **policy funding ratio** *is the average funding ratio over the past 12 months.*

Required own funds *are the minimum buffer we must hold to absorb financial setbacks so that pensions can continue to be paid.*

* The required own funds as at 30 September 2026 are not yet known.

What can you do now?

1 We mainly provide information about the new pension scheme digitally. Enter your private email address in your personal online environment and choose 'digital' as your communication preference.



Sign up now and don't miss a thing

2 Check that your details are correct, such as your bank account number, email address and partner details. Tell us about changes promptly, for example if you start living together or divorce.

3 Check how much pension you have accrued with STIP in your personal online environment.

4 Mijnpensioenoverzicht.nl gives you an overview of your pension, including your State Pension (AOW), pensions accrued through your employer(s), and an estimate of your future net monthly pension.

Pension with other pension funds: if you have also accrued pension with another pension fund, that fund will contact you.

Stichting IKEA Pensioenfonds

Colophon *Stichting IKEA Pensioenfonds. Editorial team: the Board of Stichting IKEA Pensioenfonds and our administrator Achmea Pensioenservices.*

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