



## CONTRIBUTION DETAILS PLASTICS, RUBBER AND GLUE INDUSTRY 2025

You and your employees pay contributions for their pensions. You deduct the part that your employees pay from their salary. You use these details to calculate how much contribution you have to pay to us.

### Contribution details according to CLA

The plastics, rubber and glue industry made new collective agreements about the pension contributions. Below you can see the agreed contribution details for 2025.

If you are voluntarily affiliated with us, or have made other arrangements, other contributions and amounts may apply to you. You will find the arrangements in your implementation agreement. You can also call us on +31 (0) 20 541 83 00.

### 1. Contribution percentages

These are the contribution percentages for 2025:

#### Basic scheme

Total contribution	: The pension contribution varies per company and depends on the ages of your employees. On average, all organised employers together pay approximately 27.94% of the sum of the pensionable earnings.
Employer's share	: You pay at least 60% of the contribution.
Employee's share	: Your employees pay a maximum of 40% of the contribution.
Total contribution	: 27.94% (employers member of NRK)
Employer's share	: 16.77%
Employee's share	: 11.17%

### 2. Salary details

You pay contributions on part of the salary: the pensionable earnings. This is how you calculate the pensionable earnings:  
Pensionable salary - offset sum + pensionable earnings

#### Salary details

Pensionable salary	: 12 times the fixed gross monthly salary, including assessment and personal allowance and holiday pay. You add to that the shift allowance that you paid that year. You can choose to include salary components in the pensionable salary.
Maximum pensionable salary	: € 84,238 per year
Offset sum	: € 19,795 per year
Maximum pensionable earnings	: € 64,443 per year

### 3. Scheme details

These are the details of your pension scheme for 2025:

#### Age

Start pension accrual	: 1st working day
End pension accrual	: 1st day of the month in which your employee receives state pension. If your employee leaves employment early, the pension accrual will stop on the day he or she leaves.

**Retirement pension**

The retirement pension is accrued on the basis of an average pay and amounts to 1.875% of the pensionable earnings for 2025.

**Partner's pension**

This pension is insured on a risk basis. If your employee dies during active employment, his/ her partner will receive 70% of the pension your employee could have accrued until his/ her retirement. If your employee opted for supplementary risk partner pension insurance when transferring from the Bedrijfstakpensioenfonds KRI at the beginning of 2017, he/ she is additionally insured. This is settled in your contribution.

**An orphan's pension**

This pension too is insured on a risk basis. If your employee dies during active employment, his/ her child or children will receive, under certain conditions, 14% of the pension your employee could have accrued until his/ her retirement.

**Additional product**

The product below is not mandatory. Perhaps you have opted for this?

*A higher maximum pensionable salary*

You can opt to use a higher pensionable salary in your pension scheme. This higher pensionable salary is a maximum of € 137,800 (2025).