

## Our solutions

### Tailor-made solutions

Are you looking for certainty with a budgetable solution via a guaranteed return? Or are you prepared to take a calculated risk with the opportunities that investment funds can offer you? At Vivium, we have various solutions to fit your company's needs.

Solutions with a guaranteed return >

Solutions via investment funds >

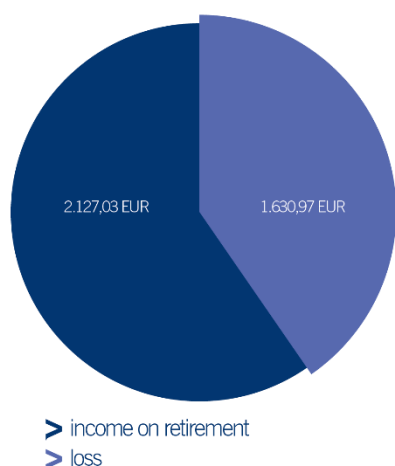
### What is a group insurance?

In addition to a **tax-efficient** way of rewarding your employees, group insurance is an essential part of a competitive, contemporary salary package. In this way, you help to build the future of your employees and those talents can also secure the future of your company.

As an employer, you save for your employees' **supplementary pension** through a group insurance plan. The statutory pension – the first pension pillar – will not be sufficient in most cases to maintain the same standard of living after retirement.

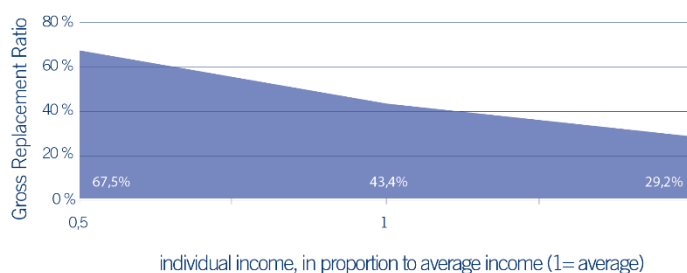
The OECD, the Organisation for Economic Co-operation and Development, has shown this. Their report shows that Belgians with an average gross salary of EUR 3,758 in 2021 could count on a pension of 43.4% compared to their last gross salary. These figures take into account the entire Belgian population and therefore also pensioners with a shorter career and also employees who temporarily did not work or worked less.

### Gross replacement ratio (Belgium, 2021)



The OECD figures show that with an average salary of EUR 3,758, the gross replacement ratio upon retirement amounts to 43.4%. If you earn more, your replacement ratio will be proportionally even smaller.

OECD: Organisation for Economic Cooperation and Development



You can also choose to include **personal employee contributions** in the group insurance plan. This is how you build a higher supplementary pension for the future.

In addition to building up retirement provisions, you can also provide extra protection for your employees in the event of incapacity for work and death by adding **risk cover** to the group insurance.

## Why a group insurance?

A group insurance policy is one of the most important fringe benefits for employees and is, therefore, a tool for attracting and retaining **talent** within your company. The group insurance premiums are also **deductible as a professional expense** for the employer. Moreover, your employees benefit from a tax advantage if there are personal contributions.

Due to favourable taxation, a group insurance policy offers a higher **net return** for an employee than cash remuneration.

	Cash	Group insurance
<b>Gross cost to employer</b>	<b>EUR 127.05</b>	<b>EUR 113.26</b>
Tax on insurance premiums		4.40%
Employer NSSO	27.05%	8.86%
	<b>EUR 100</b>	<b>EUR 100</b>
Employee NSSO	13.07%	
<b>After deduction of NSSO</b>	<b>EUR 86.93</b>	<b>EUR 100</b>
Management fees (indicative)	Not applicable	2.00%
<b>Taxable/available</b>	<b>EUR 86.93</b>	<b>EUR 98</b>
Deductions (*)	53.50% taxes (max.), surcharges and special NSSO contribution	
<b>Net salary increase</b>	<b>EUR 40.42</b>	
Gross yield from group insurance		EUR 138.64 (**)
Deductions		Solidarity contribution 2.00% RIZIV/INAMI contribution 3.55% Withholding tax 10.00% (***) (plus municipal taxes)
<b>Net retirement lump sum after 20 years</b>	<b>To invest at net 5.5% over 20 years to generate the same net return</b>	<b>EUR 117.86</b>

(\*) These deductions may differ depending on the employee's personal situation.

(\*\*) The available amount capitalised during 20 years at a rate of 1,75% per year.

(\*\*\*) Providing actual employment until the legal retirement age or a proven career of 45 years. If these conditions are not met, the withholding tax is 16.5%.

## Solutions with a guaranteed return

**VIVIUM Excellent Benefits** is a classic Branch 21 group insurance policy. This offers a fixed return guaranteed by Vivium.

In addition to building up a supplementary pension, you can also provide extra protection for your employees in the event of incapacity for work and death by adding **risk covers** to the group insurance. You can even choose to offer your employees options in terms of the supplementary cover within the predetermined budget.

You can also opt to allow your employees to contribute to their pension build-up by means of a **personal contribution**.

Find out why Vivium is the most [reliable partner](#) for you!

Contact us for more information

## Sustainability information



Sustainability information in [Dutch](#) or in [French](#).

Pre-contractual sustainability information in [Dutch](#) or in [French](#).

## Vivium Premium Benefits: Solutions via investment funds

Our **Cash Balance products in Branch 23** are perfectly suited to the economic reality we are in.

You can also provide your employees with extra protection in the event of incapacity for work and death by adding risk covers to the group insurance. A Branch 23 solution is also available for your bonus plan.

Find out how our solutions can make this happen and why Vivium is your most [reliable partner!](#)

- Pre-defined or variable return
- The product's main features and benefits
- Our investment partners and our investment funds
- Sustainable investing

### Possibilities

#### With a pre-defined return

You select a **fixed rate** of return at the start, which is then allocated to your employees. This could be 0%, 1% or 3.25% for instance, or even as a function of the minimum rate of return.

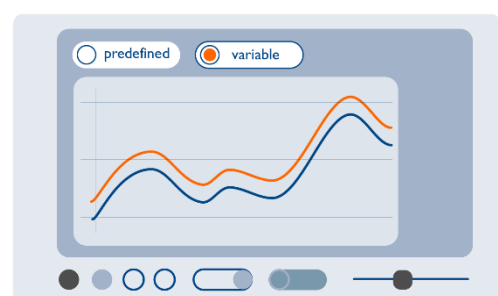
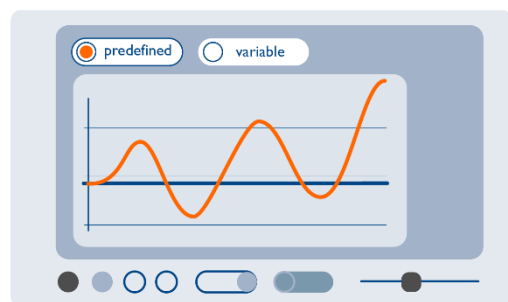
#### *Option supplementary allocated pension amount:*

You can choose to combine this with an **extra return/allocation** of a supplementary allocated pension amount.

This can be allocated either automatically or at your explicit request once the return exceeds a certain threshold.

#### With a variable return

The return is determined as a function of **one or two indices** selected by Vivium. As a result, your employees will benefit from the potential of the financial markets.



## The product's main features

### Surplus

'Vivium Premium Benefits' enables you to build up a surplus. By surplus, we mean the positive difference between the return achieved from the underlying investment funds and the funding obligations of the pension commitment.

This surplus can be used in flexible ways:

<p>to pay allocated pension amounts (also known as a 'contribution holiday').</p> 	<p>to satisfy your minimum funding requirements</p> 	<p>to exceptionally make an additional commitment to your employees</p> 	<p>to distribute the return amongst all affiliates in the pension commitment</p> 
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### Spread allocations

To protect you from less favourable times on the investment market, Vivium ensures that you don't take too much risk by **spreading your allocations** in monthly deposits.

### Buffer

In addition, you can also opt to set up a 'savings fund' at the start, a **so-called safety buffer** so that you do not have to pay additional financing immediately if things go less well.

### Switch of investment fund

You may switch to another Vivium investment fund or a combination of several Vivium investment funds whenever you wish. We offer you this option **free of charge once a year**.

**Advantages for you as an employer**

- > Attract and retain talent
- > Tax-deductible group insurance premiums and allocations
- > Reliable partners
  
- > Expected lower long-term financing
- > Choice in returns to be allocated to the employee
- > Spreading allocations
- > Selection of high-performance (impact) funds
- > Safety buffer possible
- > Exemption of allocation via contribution holiday

**Advantages for your employees**

- > More financial means at retirement
- > Financial protection in the event of incapacity for work or death-in-service
- > Favourable taxation on premiums and allocations, and at payment
- > Guaranteed return
  
- > Transparent pension promise
- > Security for the future
- > Return exceeding minimum guaranteed return imposed by the Law on Supplementary Pensions (art. 24)

## Our investment partners and our investment funds

For our range of funds, we work with **Degroof Petercam Asset Management** and **Triodos Investment Management**, two experienced and reliable players in the Belgian and international investment landscape.

### DPAM

Degroof Petercam Asset Management is a leading Belgian asset manager focused on active management. Since the early 2000s, it has been a pioneer in responsible and sustainable investment.



### Triodos

Triodos Investment Management is an impact investor with more than 25 years of experience and operations all over the world. It views impact investing as the driving force behind the transition to a more inclusive and sustainable world.



### Amundi

Amundi is Europe's largest asset manager by assets under management: more than EUR 2 trillion. With more than 5,000 employees, Amundi offers a wide range of services including both active and passive fund management.



### BlackRock

Blackrock is a leading global asset manager and has been active in the Belgian market since 2003. Their mission is to help a growing number of people feel financially healthy.



Wish to know more about these investment funds?

On [this page](#) (available only in Dutch or French) you will find the monthly fact sheets for **Vivium's EB Branch 23** funds, the EB Branch 23 Fund Management Regulations and more general information such as the Branch 23 Fund Offer Sheet and a document containing information on how Vivium integrates sustainability risks.

Or visit the detailed information that the asset managers make available for **the underlying investment funds** on their website via the links below. Please note that the costs and returns may differ from Vivium's EB Branch 23 funds.

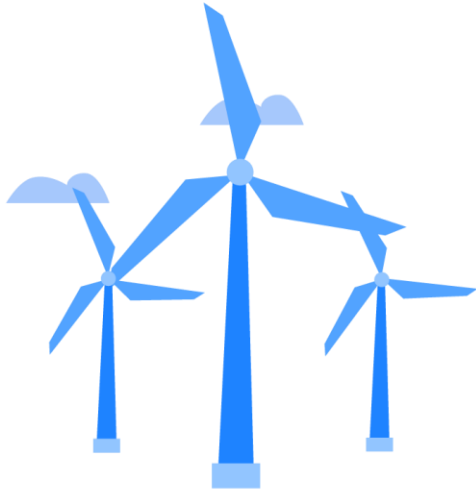
MXD Balanced Low	DPAM Horizon Balanced Low Strategy F	ISIN-code BE6299368918	<a href="#">See details</a>
MXD Balanced	DPAM Horizon Balanced Strategy F	ISIN-code BE6299372951	<a href="#">See details</a>
MXD Active	DPAM Horizon Active Strategy F	ISIN-code BE6299358810	<a href="#">See details</a>
I-MXD Low	Triodos Impact Mixed Fund-Defensive I-cap	ISIN-code LU1956011198	<a href="#">See details</a>
I-MXD Balanced	Triodos Impact Mixed Fund-Neutral I-cap	ISIN code LU0504302943	<a href="#">See details</a>
I-MXD-Active	Triodos Impact Mixed Fund-Offensive I-cap	ISIN code LU1956011784	<a href="#">See details</a>
Equities World ETF	Amundi Index MSCI World SRI PAB UCITS ETF DR	ISIN-code LU1861134382	<a href="#">See details</a>
Corporate Bonds Euro ETF	Amundi IS Euro Corporate SRI ETF DR-C	ISIN-code LU1437018168	<a href="#">See details</a>
Government Bonds Euro Fund	iShares Euro Government Bond Index Fund	ISIN-code IE0031080868	<a href="#">See details</a>

[Contact us for more information](#)



## Sustainable investing

### Sustainability risks are integrated into investment decisions



For the EB Branch 23 funds, Vivium mainly selects underlying funds that respect the **ESG guidelines**. We are convinced that investments in companies and sectors focusing on sustainable development in ESG (Environment, Society and Good governance) are the best choices in the long term.

We underline this conviction by selecting external asset managers for our Branch 23 offering based on various criteria, including the way in which they manage sustainability risks.

Each of the Investment Managers must – at the minimum – sign the Principles for Responsible Investment, a global initiative supported by the United Nations. In addition, we prefer funds that integrate

ESG selection criteria into their investment policy and exclude controversial activities.

For the underlying funds, Vivium takes into account sustainability risks based on the Morningstar Sustainability Rating, the Morningstar ESG Risk Score, the Morningstar Carbon Risk Score and Fossil Fuel Engagement.

The underlying Triodos investment funds also have a Towards Sustainability label, a quality standard on sustainable investment for financial products. Funds with this label meet various requirements around exclusion, impact, engagement, transparency and accountability. The label is under independent supervision.

### Vivium offers sustainable investment options

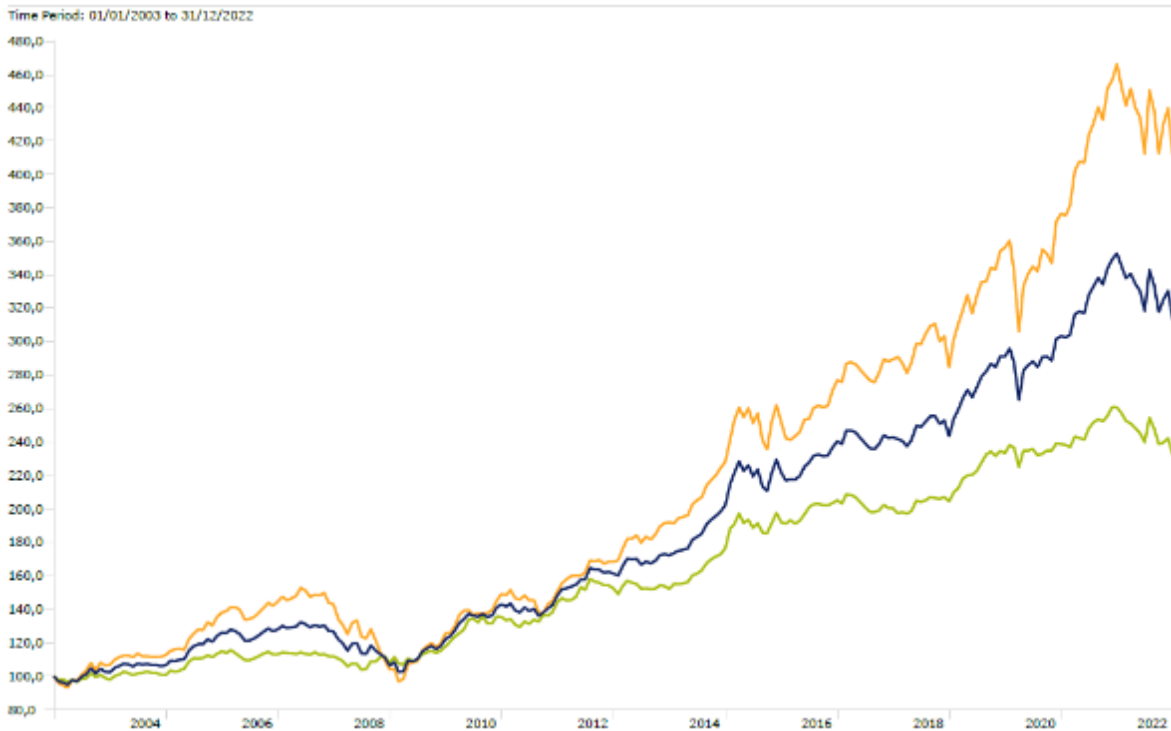
Vivium ensures that in its Branch 23 offering it chooses mainly underlying funds with sustainable characteristics (art. 8 SFDR), as well as underlying funds that have a sustainable investment objective (art. 9 SFDR).

## FAQ

Why invest in Branch 23?

### General positive trend in the medium term for Branch 23

Branch 23 is based on **an obligation of means**. This means that the capital and return on investment in Branch 23 are not guaranteed by the pension institution. However, a minimum return of 1,75% at present must be guaranteed as laid down in the Law on Supplementary Pensions (WAP/LPC). In recent years, the trend in returns on Branch 23 investments has been positive and they have exceeded this minimum return. The chart here below shows you the returns when investing via the classic risk profiles over a period of 20 years, based on the MSCI World Index (equities) and the Bloomberg Global Aggregate Index (bonds).



What is Cash Balance?

 Pension promise

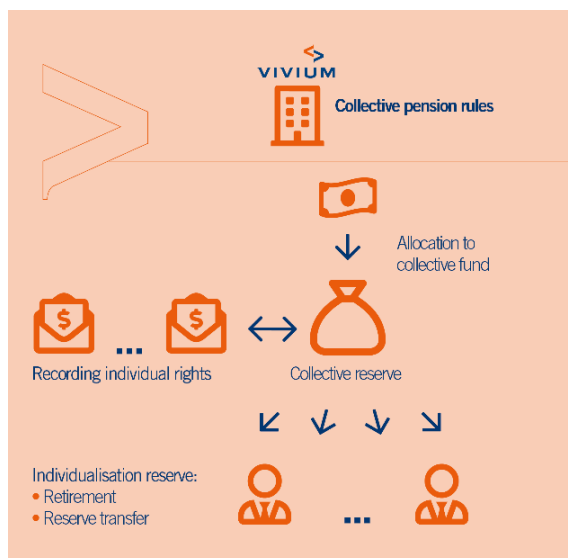
In a “Cash Balance” plan, you promise the affiliates a pension amount that capitalises on a certain return. This pension amount can be a fixed amount or an amount expressed as a percentage of the salary. We call this amount an “allocated pension amount”.

 Return

As an employer you promise a predefined return to your employees. This can be a fixed return, for example 0%, 1%... or a variable return following the guaranteed rate of return imposed by the Law on Supplementary Pensions (art. 24), currently 1,75%.

 Collective capitalisation

The employer’s deposits, also referred to as ‘allocations’ end up in a collective financing fund, where they are collectively managed for all affiliates together. In the background, the rights per employee are calculated annually. Upon payment or transfer of the accrued reserves, the lump sum is withdrawn from the collective financing fund.



 Also possible in a cafeteria plan

In addition to a retirement lump sum or death benefit before retirement, Vivium offers various types of risk covers.

You can then opt for a fixed formula for everyone or you can leave the choice between certain formulas to your employees.

**Minimum guaranteed return**

*The legislator imposes a minimum guaranteed return so that employees receive, at the time of retirement or upon transfer of their accumulated savings on termination of employment, at least the amounts deposited for them capitalised at a statutorily established interest rate.*

*This statutory return must be guaranteed by the organiser (employer). If the return from the deposited contributions to a pension institution is less than what is imposed by law, the organiser is obliged to make an additional payment.*

## VIVIUM, your partner in Employee Benefits



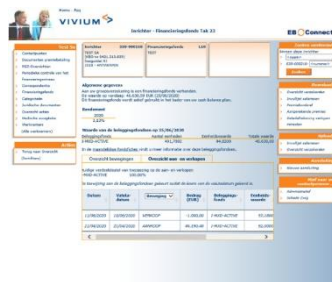
At the setup of a group insurance with Vivium, you will be assigned a personalised administrator and account manager.

### Secure EB-Connect application

You can manage and consult your group insurance with the secure online management application, "EB-Connect".

This application offers you many advantages:

- > Secure access
- > All your documents in a digital library
- > Online notification of changes
- > Easy to use and always available



### Digital benefit statements

Via [mygroupinsurance.vivium.be](http://mygroupinsurance.vivium.be), the affiliates of your group insurance have access to a personalised overview of their insured cover with Vivium and find answers to frequently asked questions about group insurance policies.

### A website with lots of information

Because group insurance policies and related matters sometimes require some further explanation, Vivium has developed a special website. It provides a lot of information on issues, such as the taxation of group insurance policies and how we can work together optimally.

### Services for you

Vivium offers various services to help you manage the insurance policy and the affiliates. Consult the overview [here](#).