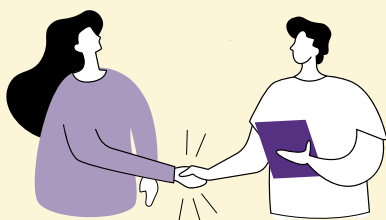


WHAT IS CONTRACTUAL PENSION?

Contractual pension (AFP) is a collective agreement-based pension scheme for employees in the private sector. The AFP benefit is a lifelong payment that supplements the retirement pension from the National Insurance Scheme. AFP can be drawn starting at the age of 62. The AFP scheme is an eligibility-based scheme, meaning you must meet the conditions in the AFP statutes at the time of withdrawal in order to receive AFP.



FELLESORDNINGEN FOR AFP

The AFP scheme in the private sector is based on the tripartite cooperation between employer organizations, employee organizations, and the government. The scheme is administered by Fellesordningen for AFP.

WHO CAN RECEIVE AFP

To qualify for AFP, you must be employed at a company covered by a collective agreement that includes an obligation to participate in the AFP scheme. Additionally, you must fulfill the conditions in the AFP statutes. One set of conditions must be met by your 62nd birthday, and another set of conditions must be met at the time of withdrawal. This brochure provides a brief overview of the eligibility conditions for AFP. A complete overview of the updated conditions can be found at www.afp.no (in Norwegian).

CONDITIONS AT AGE 62

To be eligible for AFP, you must have sufficient qualification time in one or more affiliated companies. On your 62nd birthday, you must have worked for at least seven of the past nine years at a company/ companies affiliated with Fellesordningen for AFP. A company is affiliated by being party to a collective

agreement to which the AFP scheme is an appendix.

During this period, your employment must consistently have been at least 20 percent, and it must have been your main occupation. This also means that your employment must have provided pensionable income higher than your other incomes.

You will not be granted AFP if you have received a pension, severance pay or other pension-like benefits from any current or previous employer in the three years prior to turning 62. These three years are calculated from birthday to birthday. An important exception to this condition is that AFP may still be granted if the total value of these benefits does not exceed 1.5 G (G is the basic amount in the national insurance scheme) in each of the three years.

If you have received disability benefits from the national insurance scheme after turning 62, you cannot receive AFP. If you are approaching your 62nd birthday and are receiving disability benefits, you should contact Nav for guidance regarding disability pension, AFP and the national insurance retirement pension. (Nav; Norwegian Labour and Welfare Administration)

The withdrawal date is the date you start receiving AFP. It is always the first day of the month and cannot be earlier than the month after you turn 62.

CONDITIONS AT THE TIME OF WITHDRAWAL

At the time of withdrawal, and the three preceding years, you must be employed and be an actual and active employee, with at least a 20 percent position,

at an affiliated company. Specific rules apply to sick leave, leave of absence, and other interruptions in employment.

To be eligible for AFP, you must at the time of withdrawal, and the preceding year, have had a pensionable income equivalent to at least 1 G. You must simultaneously begin withdrawing your retirement pension from the national insurance scheme. To withdraw from the national insurance scheme before the age of 67, you must have accumulated pension rights. If you do not start withdrawing your retirement pension from the national insurance scheme, you cannot withdraw AFP.



CAN I DRAW FULL AFP WHILE WORKING?

Yes. You are not required to stop working to start drawing AFP. There are also no income limitations; you can earn unlimited amounts while drawing AFP and national insurance retirement pension.

HOW MUCH WILL I GET?

Nav calculates the AFP pension amount. You will find Nav's pension calculator on www.nav.no under "Din pensjon", which provides an estimate of your pension. You can also contact Nav's pension helpline at 55 55 33 34.

WHEN CAN I START WITHDRAWING AFP?

You can begin withdrawal no earlier than the month after turning 62. The AFP scheme allows flexible withdrawal. Provided you meet the conditions at the time of withdrawal, you decide when to start.

The timing of your withdrawal affects the annual benefit amount.

WHEN AND HOW DO I APPLY FOR AFP?

You must apply in order to start withdrawing AFP. You can apply electronically, at the same time as applying for the national insurance pension, via «Din pensjon» on www.nav.no. Alternatively, you can apply by filling out the paper form available at www.afp.no.

When applying for AFP, you must simultaneously begin drawing your national insurance pension (if you have not already started).

WHAT DOES THE AFP SCHEME MEAN FOR EMPLOYERS?

Premiums for the private AFP scheme are billed to the company and are calculated as a percentage of each employee's salary between 1 and 7.1 G. Employers pay premiums for all employees, from the age of 13 to 61. The AFP premium rate for 2025 is 2.7 percent. Employers receive quarterly AFP premium invoices.

WORK ABROAD OR AT SEA

Employers must pay particular attention to employees working abroad or at sea and their inclusion in the AFP scheme. Detailed rules and conditions are available at www.afp.no (in Norwegian).

LIFELONG CONTRACTUAL PENSION (AFP) IN THE PUBLIC SECTOR

Historically, it has not been possible to combine qualification time from the AFP schemes in the private and public sectors. For those born in 1963, 1964 or 1965, new regulations make it possible to exchange qualification time between sectors. For more information check our website www.afp.no.



This brochure provides a general description of the conditions for receiving AFP. Be aware that conditions may change over time.

Complete and updated conditions are available at www.afp.no.