



PENSION IS IMPORTANT

The choices you make today will have a significant impact on your future income. We help you get an overview, so that you can make your own choices to influence your pension.

Each month, MHWIRTH saves towards your pension through a defined-contribution pension plan in DNB. It is important to familiarise yourself with your pension agreement.

WHERE CAN YOU FIND YOUR PENSION AGREEMENT?

You can find this information in the 'Spare' app or in DNB's online bank. This also applies to everyone, even if you are not a DNB banking customer.

You can log into the Internet bank as follows:

1. Go to dnb.no
2. Log in using the BankID issued by your bank
3. Go to Pensions and Insurance.
4. Go to Pensions and select My Agreements

WHAT WILL YOUR PENSION BE?

The pension calculator in the online bank or the 'Spare' app lets you easily see how much your employer is saving towards your pension and how much your pension will be. When you log in, data from the National Insurance Scheme and pension agreements from previous private sector employers is automatically retrieved.

PENSION SAVINGS FROM YOUR EMPLOYER

The pension agreement provided by your employer applies to all employees who are minimum 13 years old, regardless of FTE fraction. Every month, your employer saves a percentage of your salary up to 12 G (G is the National Insurance basic amount).

- 5,5 per cent of salary up to 7.1 G
- 15 per cent of salary between 7.1 G and 12 G

Example of calculated contribution for salary of NOK 950 000

1. Pensionable salary between 0 and 7,1 G: 880.599
2. Pensionable salary between 7,1 and 12 G:
 $950.000 - 880.599 = 69.401$
3. Total contribution:
 $5,5 \% \cdot 880.599 = 48.433$
 $15 \% \cdot 69.401 = 10.410$
 Total annual contribution = NOK 58.843

PENSION ACCOUNT

Your defined-contribution pension from your current employer and all accrued pension benefits from your previous employers are gathered in your pension account. This results in a better overview, lower costs and the possibility of a larger pension for you.

[Read more about pension accounts in DNB](#)

*G = National Insurance basic amount. 1 BA is NOK 124.028 per 1.5.2024.

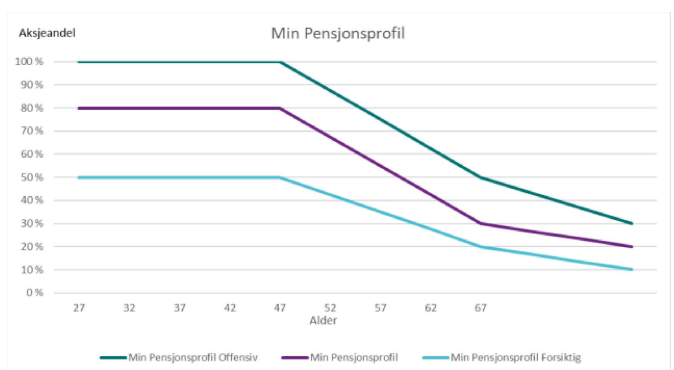
SAVINGS OPTIONS

Equity allocation is crucial. Your pension capital is invested in the stock market, bond market and alternative investments. The most important factor in achieving high returns is the choice of equity allocation. History has shown that stocks provide the highest returns over time, but they can also experience significant fluctuations in value.

Your pension capital is placed in My Pension Profile. It is important that you familiarise yourself with your options and choose the profile that best suits you.

Our pension profiles are adjusted according to your age, and the proportion of shares is gradually down-weighted from the age of 47. You can adjust this down-weighting or remove it altogether.

[Read more about your options](#)



MY PENSION PROFILE

You can choose between three profiles involving different levels of risk.

- **My Pension Profile – Forsiktig** (low risk, starts with 50 per cent listed shares)
- **My Pension Profile** moderate risk, starts with 80 per cent listed shares)
- **My Pension Profile – Offensiv** (high risk, starts with 100 per cent shares)

MY PENSION PROFILE – INDEKS ('INDEX')

You can also choose a pension profile with a simpler composition and index-based equity management.

MY PENSION PROFILE GREEN TRANSITION

You can also choose a pension profile with a special focus on sustainability and responsible investments.

You can easily change your pension profile and/or down-weighting in the 'Spare' app or the online bank.

[Read more about asset management](#)

HOW TO MAKE THE RIGHT CHOICES

DNB has developed simple courses that we call *ePensjon* to help you learn the basics so you can make the right choices.

ePensjon consists of the following courses:

- Your pension in DNB
- What is a pension?
- DNB Pension Account
- What happens if you quit, become incapacitated for work or die?
- When you retire
- Did you know that you can influence your pension?
- Check what you will earn in the future

WHERE CAN I FIND THE COURSES?

If you are on a computer or a mobile phone, you can simply click the links in this document.

[Register here](#)

You can also use your mobile phone/tablet to scan the QR code, which will bring you directly to the course registration page.



IF YOU LEAVE THE COMPANY

If you leave your company, you will receive a pension capital certificate showing your accrued pension benefits from that company. If you start at a new company with a defined-contribution pension scheme, the pension capital certificate will be automatically moved to your pension account, unless you opt out of having it moved. If you are not enrolled in a new defined-contribution pension, your pension capital certificate will remain in DNB. You can still collect pension capital certificates and make changes in your investment options. [Read more](#)

WHEN YOU RETIRE

Your pension capital is the sum of the contributions and the returns. You can choose when you wish to start drawing your pension, but disbursement cannot start until you reach the age of 62. The accumulated capital is disbursed as a monthly retirement pension and is taxed as pension income. The pension must be disbursed for a minimum of ten years and at least until you reach the age of 77.

[Pension planning | Pension from A to Z – DNB](#)

IF YOU BECOME INCAPACITATED FOR WORK

If you are still incapacitated for work after 12 months of sick leave, you may be entitled to a work assessment allowance or disability benefits from the Norwegian National Insurance Scheme. Your pension saving through your employer will continue, provided that you were fully fit for work when you were employed by the company.

You will also receive a monthly disability pension, disbursed by DNB. The disability pension is a percentage of your salary and represents the total of the elements listed below.

- 3 per cent of salary between 0 G and 12 G
- 63 per cent of salary between 6 G and 12 G
- 3 per cent of salary between 0 G and 6 G for each child under the age of 18 (maximum 12 per cent).

The payment is made as long as you are at least 20 per cent sick/incapacitated for work and lasts until you are declared fit or reach the age of 67.

When disbursing a disability pension, any employment income and/or disability pension from previous employment will be taken into account.

Check your insurance certificate in DNB's online bank.

IN THE EVENT OF DEATH

In the event of your death during the saving or disbursement period, your pension capital will be paid to your dependants. Firstly, funds will be put aside to give any children under the age of 21 an annual pension of up to 1 G until they reach the age of 21. The remaining capital will be used to pay pension benefits to your surviving spouse/cohabitant for at least ten years. If you do not have children under the age of 21 and/or a spouse/cohabitant, the pension capital will be disbursed as a lump sum that will be added to your estate.

Any insurance settlement will be based on the agreement, the insurance certificate and the policy conditions.

DO YOU HAVE ANY QUESTIONS ABOUT YOUR PENSION?

- Call us on (+47) 73 58 22 10.
- Send 'PENSION' to (+47) 915 04800, and we'll call you.
- Log in to the online bank and send us a message.