resaver

RESAVER PENSION FUND

Stay Mobile, Stay Secure

A SMARTER WAY

TO SAVE FOR RETIREMENT

Co-funded by
the European Union

Overview

The mobility of researchers is a key driver of excellence in research. However, researchers face difficulties and are often reluctant to accept postings in a foreign country fearing from losing their pension contributions or even not being eligible for these during short-term contracts due to vesting periods. To overcome this problem, the European Commission has supported the creation of a single European-wide pension fund called RESAVER (**Re**tirement **Sa**vings **V**ehicle for **E**uropean **R**esearch Institutions), **tailor-made for research organisations** and their employees.

RESAVER enables mobile employees of its members (employers) to **remain affiliated to the same supplementary pension fund** when moving between different countries within the EEA and by a high number of employers joining the fund, researchers will be able to receive their supplementary pension from one single pension provider – even though they accrued their pension rights in different countries via different employers. Not only mobile employees can benefit from RESAVER though, **all staff is eligible for joining** from organisations engaged in research activity.

RESAVER is based in Belgium and is **operational in 9 countries** with the ambition to enter all European countries.

Cross-border solution coverage

1 Belgium
2 Netherlands
3 Italy
4 Austria
5 Hungary
6 Cyprus
7 France
8 Spain
9 Czech Republic

RESAVER Pension Fund...

- is a **European, multi-country, multi-employer pension fund** that was created for research performing organisations and their employees.
- enables **organisations to define their own contribution levels** which are used to build the basis **for supplementary pensions** on top of state pension.
- is a **trusted and secure** pension solution with a transparent governance structure.
- is supported and co-financed by the **European Commission.**
- enables employees to **remain affiliated to the same pension fund** when moving between countries and employers.
- is **cost efficient** due to its non-profit nature and economies of scale achieved by growing number of employers and assets.
- provides access to a **wide range of investment options** with a potential to achieve expected returns.
- ensures easy interaction with organisations and adequate support for participants via the interactive **online portal** called **myRESAVER**.

Occupational pension with RESAVER

An occupational pension plan is set up by employers to support employees in building income for their retirement. Contributions are made by the employer, often alongside employee contributions and invested over time.

Pension plans in RESAVER are designed for institutions engaged in research. They enable employers to provide portable, compliant and professionally managed retirement plans for their staff.

Long-term commitment

Joining RESAVER shows your commitment to employee well-being and supports a sustainable European research area through better pension coverage.

Expert help

By joining RESAVER, employers delegate the complex tasks of pension administration, investment management and regulatory compliance to a professional, cross-border pension fund - allowing them to focus on their core mission.

WHO CAN JOIN?

RESAVER is open to public and private **research performing organisations,** as well as **higher-education institutions** conducting research. Participation in the Fund is not limited to researchers. All staff can benefit as shown below:

Researchers with employment contracts	Researchers coming from outside the EEA (typically on local contracts)	Employees other than researchers who work for the same organisation as the researchers

What's in it for your ORGANISATION?

- Attract and retain the best researchers by facilitating their mobility.
- Improved benefit package, supporting a stronger employer brand.
- Flexible contribution structure, tailored to the needs of your organisation.
- Competitive and transparent fee structure.
- Delegated solution: efficient management of your pension plan, low administrative burden.
- Reassurance of strong protection and governance — RESAVER is reg- ulated by the EU IORP II Directive.

What's in it for your STAFF?

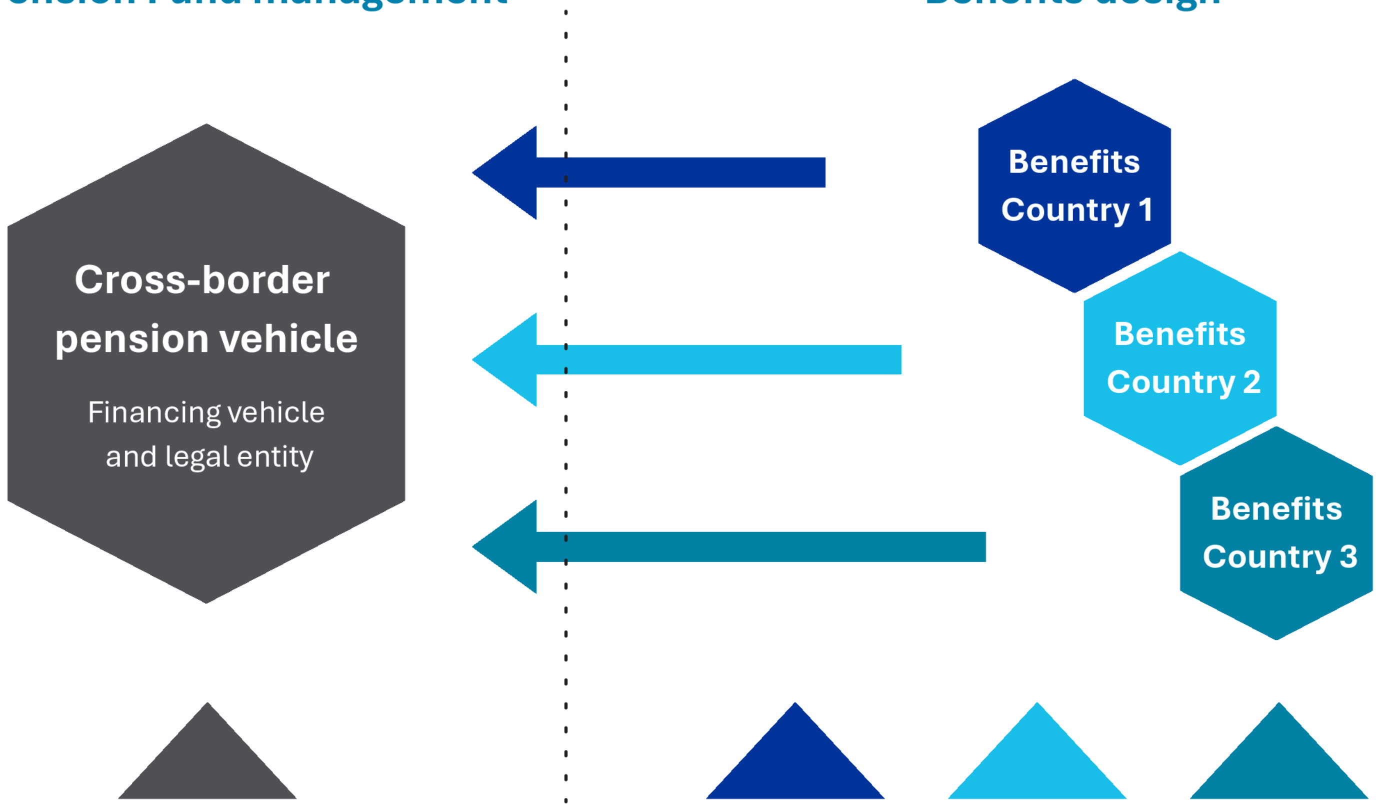
- Continuity of the accumulation of pension rights, as professionals move between organisations and countries during their career.
- Easy management and monitoring through a user-friendly member portal (MyRESAVER) and reduced administrative burden at retirement.
- Immediate vesting of pension rights and transparent fees.
- At least as tax efficient as local occupational pension solutions.
- Access to high-quality investment options.

CROSS-BORDER STRUCTURE

Country sections

Pension Fund management

Benefits design



Home Country (Belgium)

Regulated by home country legislation

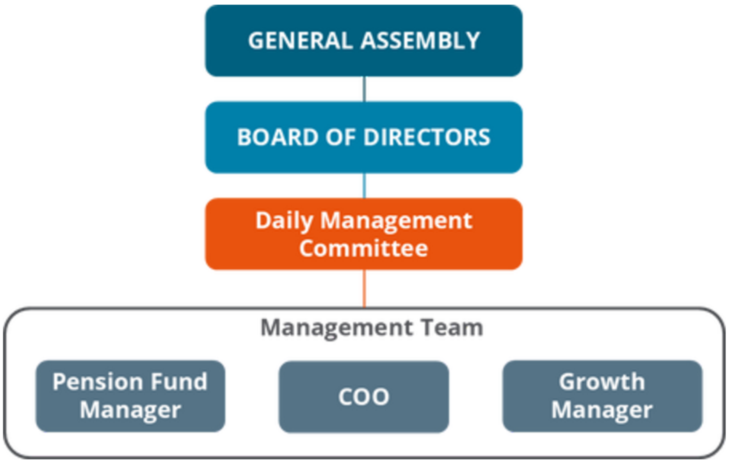
Host Country 1 Host Country 2 Host Country 3

Regulated by the social and labour law of the country where employees are located.

Legal Form

- *Organisation for Financing Pensions (OFP)* is an entity defined by Belgian law, responsible for managing and overseeing pension funds. RESAVER is an OFP that manages the collection, investment and distribution of pension contributions to provide retirement benefits to participants of its member organisations.
- In the European Union OFPs are a type of *Institution for Occupational Retirement Provision (IORP)* regulated by the IORP Directives I and II. The Directives regulate cross-border activity within the EU and require adherence to stringent governance and prudential standards.

GOVERNANCE STRUCTURE



SUPERVISION
Belgian Regulator *(FSMA)*
Local regulators
External Auditor *(KPMG)*
Internal Auditor *(Deloitte)*
Compliance Officer *(Lydian)*
Risk Manager *(Mercer)*
European Commission

OUTSOURCING TO GLOBAL TRUSTED PARTNERS				
ASSETS	**LIABILITIES**	**REPORTING**	**ADMINISTRATION**	**CONSULTANTS**
Investment manager *BlackRock* Asset depository *State Street*	Actuarial function *Mercer*	Accountant *BDO*	Pension administrator and Member Service Centre *Previnet*	Technical expert *Aon* Legal expert *Lydian* *Local providers*

The **General Assembly** is the supervisory body of the RESAVER Pension Fund which consists of members affiliated to the Pension Fund.

The main governance body is the **Board of Directors** that is responsible for monitoring the operational activities of the RESAVER Pension Fund, supported by the **Daily Management Committee** and the **Management Team**.

A range of excellent **global third party providers** have been appointed through public tender.

Supervision is provided by **regulators** and the **key functions** such as auditors, a compliance officer and a risk manager.

RESAVER is sponsored by the **European Commission** that provides funding through grants to cover the operational expenses and invest in future growth, and oversees all activities through grant reporting and as an observer of meetings of the RESAVER governing bodies.

BOARD OF DIRECTORS

JOHAN HUYSSE, SENIOR POLICY ADVISOR AT UNL

INDI SEEHRA, HR DIRECTOR AT LSE

FILIP HEMERYCK, HEAD OF GROUP BENEFITS AT SYNGENTA

LISELOTTE SCHOELL, HR DIRECTOR AT CEU AUSTRIA

JÁNOS GOCSMAN, DEPUTY DIRECTOR OF HRO AT CEU

COST OF PARTICIPATION

RESAVER Pension Fund membership has the following annual fees, paid by the employer or the employee as indicated below.

Fee Structure

1 — ANNUAL MEMBERSHIP FEE
(paid by organisation)

The annual fee for organisations depends on the number of participants in the plan. The cost is equal to **50 Euro** per participant, with a minimum of 500 Euro/year and a maximum 5.000 Euro/year

2 — ANNUAL MEMBER FEE
(usually paid by employee)

The annual fee for the participants is **33 Euro** per employee.

3 — ADMINISTRATION and ASSET MANAGEMENT FEES
(deducted from the account balance)

0.35% - 0.50% of assets per year for Life Style investments and **0.35% - 1 %** for Free Style investments

Regulatory approval and setup cost are **free of charge**.

INVESTING WITH RESAVER

Participants of RESAVER Pension Fund have control over how their contributions are invested. They can select their investments via “Free Style” and “Life Style” options.

DO IT FOR ME "LIFE STYLE"

LIFE STYLE INVESTMENT OFFER

The asset allocation adjusts automatically to become more conservative or less risky as retirement date approaches.

I CAN DO IT "FREE STYLE"

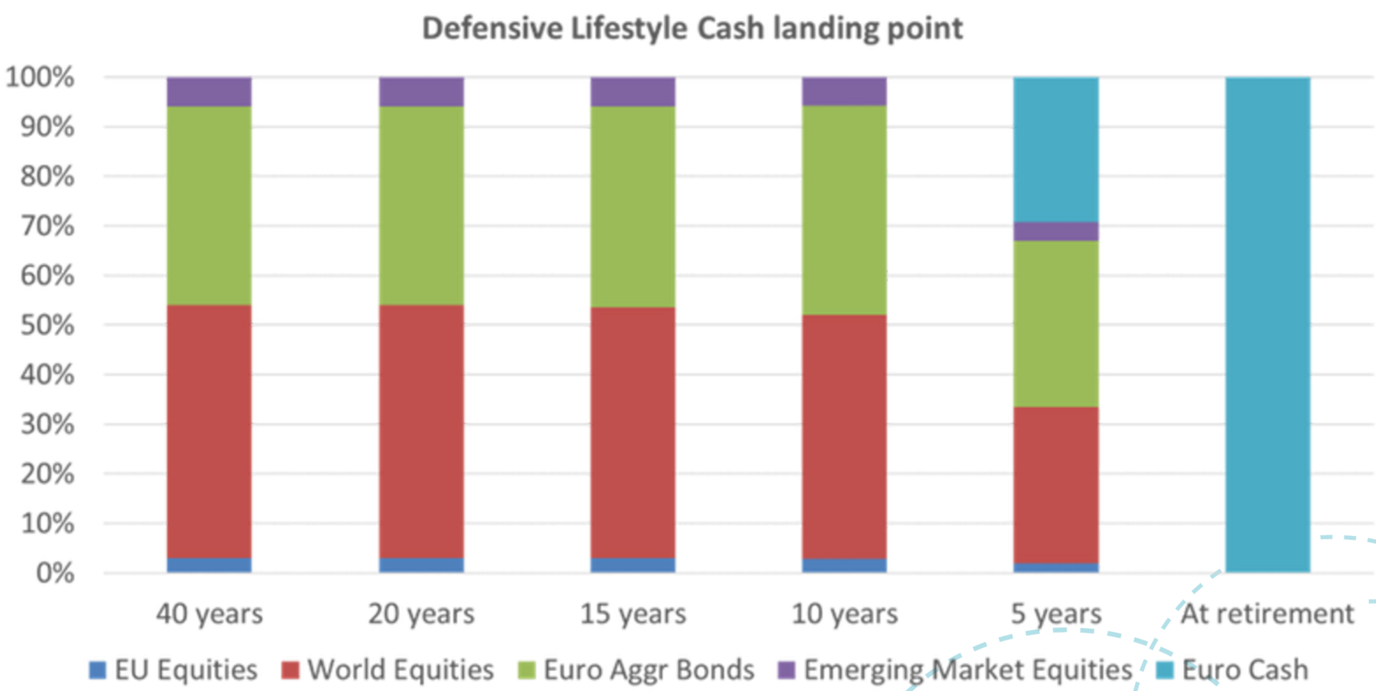
FREE STYLE INVESTMENT OFFER

Participants make their own choice when selecting the assets that best match their risk profile and time horizon.

DEFAULT INVESTMENT OPTION

Contributions will be invested in the default strategy in case no active choice is made by participants.

Example for a default asset allocation which is adjusted over time:



All Investment Options

LIFE CYCLE DEFENSIVE	LIFE CYCLE DYNAMIC	FREE STYLE BALANCED FUNDS	FREE STYLE TRADITIONAL	FREE STYLE ADVANCED
Cash	Cash	Low Risk	Money market	Multi absolute return fund
Guaranteed annuity	Guaranteed annuity	Medium Risk	Bonds	Diversified growth fund
Variable annuity	Variable annuity	High Risk	Equities	

Restrictions might be applicable to investment options according to local labour, social and tax laws.

Role of Employers and Employees

Employer

The Employer sets up a pension plan at RESAVER with a benefit structure and rules compliant to local regulation in each country where employees are, and financially contributes to it every month on behalf of the employee. The purpose of the contributions is to build assets for the retirement years of the employees.

Employee

Employees or their beneficiaries are entitled to receive benefits from RESAVER upon retirement and in case of disability or death. Employees may also pay individual contributions to their individual accounts at RESAVER which is deducted from their salary.

PAYMENT FORMS

Access to savings becomes available at retirement, however, under specific circumstances in some countries it is possible to withdraw money earlier.

Upon retirement, participants can choose from different payment options, depending on the social and labour law of the country where they retire. Typical payment options are:

- **Lump sum payment**

  One-off cash payment that amounts to the value of the participant account at the time of retirement.

- **Life-long pension payment in the form of guaranteed or variable annuity**

  At retirement, the account balance is converted to a life-long pension that is typically paid on a monthly basis. Guaranteed Annuity provides a fixed pension amount each year, whereas Variable Annuity provides irregular payments based on the performance of the assets.

HOW to JOIN

1

Contact us via the email address **contact@resaver.eu** to flag your interest and gain more information.

2

A RESAVER representative will schedule a call with you, helping you design your pension plan and completing application forms.

3

Wait for validation of your pension plan and approval by the relevant regulators.
(approx. 4-5 months)

4

Start onboarding process.
(approx. 1 month)

Testimonials from organisations who already joined RESAVER

"EATRIS ERIC chose to become one of the early RESAVER participants to provide our staff equal and sustainable pension benefits, independent of where they work in Europe."

Frank De Man, Advisor Executive Board, **European Infrastructure for Translational Medicine (EATRIS)**

"RESAVER is an excellent benefit for ELI. It enables us to offer an attractive and truly European pension scheme to our employees. The portability across countries and institutions makes it especially valuable for our international staff, and the administrative process is straightforward and reliable. It has become an important and valued part of our benefits package."

Michaela Kacrová, Senior Officer for Human Resources **(ELI ERIC)**

MORE INFORMATION

Additional information can be found on the RESAVER website.

Visit: www.resaver.eu

Email: contact@resaver.eu

RESAVER Homepage