

pbu

Pædagogernes
Pension

Pension Package for all early childhood and youth educators and their leaders



3 useful tips:

- Check your pension once a year
- Consolidate your pensions
- Save more when you can

Welcome to The Pension Fund of Early Childhood and Youth educators

Your very own pension company

The Pension Fund of Early Childhood and Youth Educators (PBU) is the pension provider for early childhood and youth educators, and we are 100% owned by our members. If you are employed under a collective agreement with BUPL, you are automatically a member of PBU.

PBU is here for early childhood and youth educators and their leaders, and in this brochure, you will get an overview of the Pension Package (Pensionspakken), which is tailored to the salaries and working conditions of educators.

The Pension Package consists of savings for your retirement and insurance while you work. It provides security for you and your family both now and in the future.

All amounts in this brochure are based on 2026 figures.

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The Pension Package consists of two parts



Savings

Your pension payments from PBU are a valuable and important supplement to the state pension, early retirement pension, and ATP pension.

You have several types of pensions within the Pension Package. They are paid out in different ways when the time comes:

Life Annuity

- Paid out monthly for as long as you live
- Approximately two-thirds of your contributions go into this pension type*

Annuity Pension

- Paid out in equal monthly amounts for at least 10 years
- Approximately one-third of your contributions go into this pension type*

You may also have:

Lump Sum Pension (Aldersopsparing)

- Paid out as a lump sum.



Insurance

The Pension Package includes insurance for illness and death, and these are generally the same for everyone.

You are automatically covered when your employer contributes at least DKK 1,000 per month**

- The insurance costs DKK 500 per month
- You have the option to increase your insurance to suit your needs.

* After deductions for the labour market contribution and insurance payments.

** After deductions for the labour market contribution.



The Pension Package

Your insurance in case of illness and death

With the Pension Package, you and your family are financially protected if you fall ill or pass away. Your insurance is an additional layer of security on top of public benefits.

■ **All insurance coverage ends when you begin receiving your ongoing PBU pension.**

These are the insurances you are covered by as long as you reside in Denmark. Should you choose to move from Denmark, please contact us.

If you are diagnosed with a critical illness **before** you turn 70:

Critical Illness
lump sum (tax-free)

DKK 100,000

If you are granted Flexible Employment, Resource Activation Program or Senior Pension **before** you turn 65:

Partial Disability
Lump Sum (tax-free)

DKK 135,000

If you are granted public early retirement pension **before** you turn 65:

Disability Pension (annual
payout until age 65, pre-tax)

DKK 90,000

Disability
Lump Sum (tax-free)

DKK 270,000



You can increase the Disability Pension to DKK 135,000 per year

You can increase the Disability Lump Sum to DKK 360,000.

The increase costs DKK 245 per month.

If you pass away **before** you turn 70:

Death
Lump Sum (tax-free)

DKK 800,000

Child pension for each child
under 24 (annual payout – pre-tax)

DKK 36,000

For more details, visit pbu.dk/forsikringer

Important information about insurance

Your insurance in the Pension Package is generally the same for everyone, but there are some factors to be aware of:

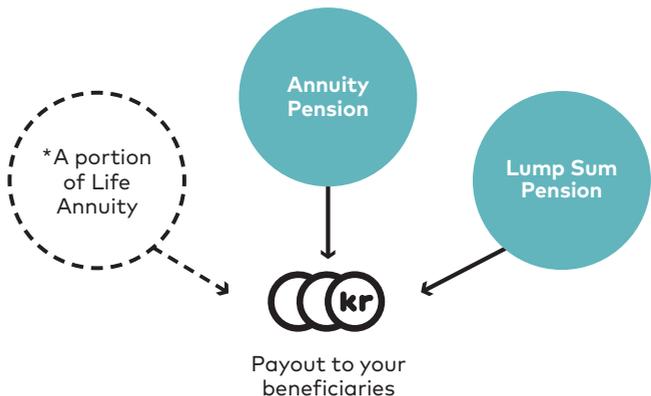
- Disability coverage is subject to a 36-month waiting period for pre-existing conditions.
- If you have applied for or are entitled to a public benefit before joining PBU, your insurance may be limited.
- When your employer stops contributing to your PBU pension, your insurance continues for up to three years, paid from your savings. It is important that you decide whether you want to stop the insurance within the three years or whether you want to extend it beyond the three years.

Special attention is required if you:

- Become ill and can no longer work
- Become unemployed
- Switch to an employer who does not have an agreement with BUPL

What happens to your savings when you pass away?

* Paid out upon death within the first 10 years after your PBU pension starts.





The Pension Package

Your pension

The size of your accumulated pension in PBU primarily depends on how much you have worked and what your employer has contributed to PBU.

The following pages track Sara, her pension, and the options she has within PBU.

Sara's pension

Sara was born in 1992 and can start receiving her state pension when she turns 70. The figures show Sara's total PBU pension if she works until she reaches state pension age. Sara can also choose to start her pension earlier, but then the pension will be smaller.

Life Annuity (paid out for the rest of her life – pre-tax)

DKK 13,000 per month

Annuity Pension (paid out over 10 years – pre-tax)

DKK 13,700 per month

Sara also receives ATP pension, the basic amount of the state pension, and possibly a supplement to the state pension.

See your own numbers at **pbu.dk**

Sara consolidates her pensions

Sara has previously had another job and therefore has a pension scheme elsewhere. She has now chosen to move it to PBU.

- She saves on administrative costs
- She has a better overview
- She is not doubly insured

You can see if you have pension schemes elsewhere too and choose to move them to PBU here **pbu.dk/samle**

Cost of administration

Sara pays a total of DKK 588 per year in administrative costs via her pension contribution in PBU.

Will your pension be enough for your dreams?

PBU Ekstra

Sara can see that she needs to save more if she wants to live the retirement life she dreams of. She also wants more options when she eventually retires, and with larger savings, she will have more flexibility. Therefore, Sara has chosen to save more in a PBU Ekstra, which is a supplementary savings plan.

There are three different pension types within a PBU Ekstra. The difference between them is how they are paid out later:

Annuity Pension, Life Annuity and Lump Sum Pension

If Sara contributes **DKK 450 per month** to an **Annuity Pension** until state pension age, she can expect to receive:

PBU Ekstra - Annuity Pension
(paid out over 10 years – pre-tax)

DKK 2,700 per month

If Sara instead chooses to contribute **DKK 450 per month** to a **Lump Sum Pension**, she can expect to receive:

PBU Ekstra – Lump Sum Pension
(lump sum – tax-free)

DKK 280,700

Since there is a tax deduction on the amount Sara pays into the Annuity Pension, it will only cost her approximately **DKK 270 per month**.

Tax

You contribute, we report.

Annuity Pension and Life Annuity:

You receive a tax deduction for your contributions, and you pay tax upon payout.

Lump Sum Pension:

You do not receive a tax deduction on contributions, but the payout is tax-free.

See how much you are allowed to contribute annually to the different pension types at pbu.dk

PBU Ekstra:

- No setup fee
- No additional administrative costs
- Make a lump sum or monthly contribution
- Same good interest rate as on the regular PBU pension

For more details, visit pbu.dk/ekstra

Pension is a long-term investment

Sara earns an interest based on the direct returns from our investments, credited to her savings – even when she becomes a pensioner.

Pensions depend on returns, expected lifespan, and costs. This means that the size of Sara's pension is not guaranteed. The interest rate depends on the financial markets and will vary. Some years it will be high, other years lower, and occasionally it will be negative. Historically, the market has generally risen more than it has fallen, despite several economic crises.

Investments adjusted to Sara's age

The investments of Sara's savings are adjusted based on her age. This means that while she is young and has many years until retirement, the share of stocks is largest. This type of investment can have the most volatility. When Sara turns 56, the proportion of stocks decreases, and the proportion of bonds increases. This provides her with more stability and security as she approaches retirement.

Once Sara becomes a pensioner, her pension is adjusted once a year. The adjustment can go up or down. It depends on several factors such as returns and life expectancy. At the end of the year, she will be notified of the size of her pension for the coming year.

12.5% interest rate
in 2025 for
members under 56
years of age

See how much DKK 100 has grown since 2015



DKK 100 has grown to **DKK 190** for members under 46 years of age



Investment costs

When Sara logs into pbu.dk, she can see what she is paying for the investment of her savings. The amount is not the same for everyone, as it depends on the size of the savings, among other things. The cost of investments is deducted when interest is credited to Sara's savings.

Investing with care

When Sara's savings are invested, it is done with care. PBU places great emphasis on both returns and responsible investing. Our investments are global and respect human rights, the environment, and good business ethics, making a difference in people's lives, such as helping adults and children in non-Western countries achieve better, economically independent lives.

Climate is another important area where investments can make a difference. PBU has a goal of CO₂-neutral investments by 2050, and to reach this goal, Sara's savings will be used in the coming years to make more green and sustainable investments.

For more details, visit pbu.dk

PBU's Climate Goals

2025

The CO₂ footprint of investments must be reduced by at least 30%

2030

The CO₂ footprint of investments must be reduced by at least 50%
Green investments must make up at least 15% of total capital

2050

All investments must be CO₂-neutral



Need help?

Our pension advisors
are just a call away.

70 11 20 11

Get more information

pbu at pbu.dk

Here, you can learn more about your pension scheme and log in to see your personal figures.

We also offer both group and personal advisory meetings. Find the option that suits you and book a session at pbu.dk/moeder

BUPL at bupl.dk

Visit the website to find your local branch if you need advice and guidance regarding salary, employment, or illness.

BUPL Career counselling

Get help planning your professional life, clarifying your skills, and exploring your options. You can book an appointment at bupl.dk