

# HEINEKEN PENSION 1-2-3

## YOUR PENSION IN BRIEF

Welcome to the Heineken Pension Fund! You are building up pension with us through Heineken. In this Pension 1-2-3 you can read about what you will and will not receive in our pension scheme. Pension 1-2-3 does not contain any personal information about your pension. You will find this on your annual Uniform Pension Statement which normally will be sent to your Message Box of MijnsOverheid.nl and on [www.mijnpensioenoverzicht.nl](http://www.mijnpensioenoverzicht.nl).

In our investment policy we take into account environmental, social and governance aspects (the so-called ESG factors). You can read how we deal with our socially responsible investment policy on our website.

**The Pension 1-2-3 consists of 3 layers:**

**1** In this first layer you will read in brief the most important information about your pension scheme.

**2** In this layer you will find more information about all subjects in layer 1.

**3** In this layer you will find the legal and policy information of our pension fund. This overview forms the first layer of our Pension 1-2-3.

You can find layers 2 and 3 on our website [www.heinekenpensioenfonds.nl](http://www.heinekenpensioenfonds.nl).

### What are you entitled to in our pension scheme?



When you retire, in principle you will receive your retirement pension after reaching the pension target age of 68.



In the event of your death, your partner receives a partner's pension and any children you may have (schoolgoing children or children following further education) get an orphan's pension.



Want to know exactly what our pension scheme offers you? Go to [www.heinekenpensioenfonds.nl/pensioenreglementen-brochures-en-formulieren/](http://www.heinekenpensioenfonds.nl/pensioenreglementen-brochures-en-formulieren/) or request us to send you our pension scheme regulations.



If you become partially disabled (35-80%) and you remain employed by Heineken, the pension accrual will continue.



If you are fully disabled, you will receive a disability pension. Your pension accrual will also be (partially) continued.

### How do you accrue pension?



You accrue pension in three ways:

A. AOW: you receive this pension from the state.

Read more about this on [www.svb.nl](http://www.svb.nl).

B. Pension through your employer(s), including Heineken. Our information relates to the pension you accrue with the Heineken Pension Fund.

C. Pension you arrange yourself. For example, with an annuity or bank savings.



Each year you accrue a part of your pension over your annual salary. The pension that you receive on retirement date is the sum of all these parts. This is called an average pay arrangement scheme. As of your retirement date you receive this pension for as long as you live.



You accrue 1.875% pension annually on your gross salary between € 15,583 (the threshold amount) and € 112,189.



Each month you pay a contribution for your pension. Your employer does this as well. The contribution you pay can be found on your pay slip. Check your CLA or ask your employer how much your employer pays.

### What are you not entitled to in our pension scheme ?



Are you partly disabled (35-80%)? You will not receive a disability pension from the Heineken Pension Fund.

## What choices do you have?



Changed your job? You can transfer any previously accrued pension to your new pension provider.



Do you want to compare your pension schemes? Please check the pension comparator.



Do you wish to make extra arrangements for your partner in the event of your death? In that case, you can consider taking out a supplementary partner's pension with the Heineken Pension Fund. If you wish to arrange something extra in the event you must stop working because of full disability you could consider taking out supplementary disability pension insurance with the Heineken Pension Fund.



Do you want to exchange (part of) your retirement pension for partner's pension for your partner? You can do so when your employment ends or when you retire.



Do you want to exchange (part of) your partner's pension for retirement pension for yourself? You can do so on the date of your retirement.



The standard age of retirement is 68? However, you can take retirement earlier. That is possible but you must inform us in good time beforehand.



Do you want to start retirement with a higher pension? That is also possible when you retire. This means that you will receive a lower pension later.



Do you wish to partly retire (early)? This is possible if you make this known to the fund three months before the starting date of your partial retirement and in consultation with the employer.



Do you want to see all options? You will find all choices regarding personal events (for example dismissal and retirement) in layer 2 of the Pension 1-2-3.

## How certain is your pension?



The level of your pension is not fixed. The Heineken Pension Fund must consider the following, and other, risks:

- On average, people are living longer. This means that we must pay pensions for a longer period.
- Low interest rates make pensions more expensive. This means that the Heineken Pension Fund needs more money to be able to pay the same pension.
- The accrual percentage of 1.875% is not fixed. Under certain circumstances it can be lowered.
- The results of our investments maybe less than expected.

Read for more information about our financial situation and the policy funding ratio, which may have consequences for your pension, on our website [www.heinekenpensioenfondsen.nl/dekkingsgraad/](http://www.heinekenpensioenfondsen.nl/dekkingsgraad/).



The value of money decreases every year because of the rise in consumer prices. We seek to increase your pension entitlements in line with the rise in prices every year. This is known as indexation. Whether and, if so, to what extent pensions will be increased by indexation depends on the financial situation of the Heineken Pension Fund.

The last three years the indexation is as follows: 2019 0.61%, 2020 0.00% and 2021 0.00%.



Given that in 2021 we have insufficient financial buffers, we must pursue a recovery plan with the following measures:

- Your pension is not increased (in full) in line with price increases.
- In the most extreme case we reduce your accrued pension.

## What are the costs involved?



The Heineken Pension Fund incurs the following costs for executing the pension scheme:

- Pension administration costs
- Asset management costs
- Transaction costs

## When do you have to take action?



If you change employer, you can bring transfer your accrued pension to your new pension provider.



If you become disabled. It is important that you consider the consequences of your disability for your pension. You do not have to inform us yourself about your incapacity for work.



If you start living together with your partner, then he or she may qualify for partner's pension under certain conditions. You must inform us about the cohabitation. You do not need to inform us about marriage and registered partnership.



If you terminate your cohabitation, you must inform us of this termination. You do not have to inform us about the termination of a marriage and registered partnership.



If you move abroad.



If you become unemployed.



If you take unpaid leave, for instance parental leave.



If you want to exercise an option.



Go to [www.mijnpensioenoverzicht.nl](http://www.mijnpensioenoverzicht.nl) every year to find out how much pension you have accrued.

## If you have questions



If you have any questions about your pension or if you use one of the action- or choice moments, please contact us. During working hours you can contact the HPF help desk on +31 (0)71-54 58 065 or send an email to [pensioenfondsen@heineken.nl](mailto:pensioenfondsen@heineken.nl).