

HEINEKEN PENSIOEN 1-2-3

Welcome to the Heineken Pension Fund (HPF)!

In this Pension 1-2-3, you can find out what you are and are not entitled to with our pension scheme. Pension 1-2-3 does not contain any personal information about your pension. This can only be found on your annual Uniform Pension Overview that is initially sent your mailbox on [MijnOverheid.nl](https://mijnoverheid.nl) and on www.mijnpensioenoverzicht.nl.

Our investment strategy takes the environment, social and governance aspects (the so-called ESG factors) into account. Read more about how we implement our responsible investment policy in our [RI Policy](#). On [our website](#) you will find information about how we comply with the Sustainable Finance Disclosure Regulation (SFDR) on sustainable investments.

Pension 1-2-3 consists of three levels:

1	In the first level, you can find a brief summary of the most important information in regard to your pension scheme.
2	In this level, you can find more information about all the subjects in level 1.
3	In the third level, you will find the legal and policy information that pertains to our pension fund.

You are reading level 1 of our Pension 1-2-3. Levels 2 and 3 can be found on our website: www.heinekenpensioenfonds.nl

What are you entitled to with our pension scheme?



When you are about to retire, you will, in theory, receive your old age pension starting from the pension age of 68 years.



If you die, your partner (if applicable) will receive a partner pension and any school-going or studying children will receive an orphan's pension.



If you would like to know exactly what our pension scheme offers, please visit our [website](#) or ask us to send you a copy of the pension regulations.



If you become partially disabled to work (35-80%) and you remain employed at Heineken, your pension accrual will continue. If you become fully disabled (>80%) to work, you will receive an employment disability pension. In this case, you will also continue to make (reduced) contributions to your pension fund.

What are you not entitled to in your pension scheme?



If you become partially disabled to work (35-80%), you will not receive an employment disability pension.

How do you accrue pension?



There are three ways for you to accrue pension:

- AOW pension: you receive this pension from the Dutch government. On www.svb.nl, you can find out more about the AOW pension.
- Pension of your employer(s), including Heineken. Our information covers the pension that you accrue with the Heineken Pension Fund.
- It also covers the supplementary schemes you may have subscribed to with us. These may include, for example, an annuity or bank savings.



Every year, you accrue a little bit of your pension on your annual salary. The pension that you accrue this way is the sum total of all those little bits. This is called a medium wage scheme. Starting from your pension date, you will receive a pension for as long as you live.



Every year, you accrue 1.875% pension on your gross salary ranging between € 17,488 (the threshold amount) and € 128,810.



Every month, you pay a premium for your pension. Your employer also does this. You can find the premium that you pay on your salary slip. Have a look at the CLA or ask Heineken to find out how much Heineken pays.

What options are available to you?



Are you changing positions? You can usually transfer earlier accrued pension to your new pension provider.



If you would like to compare your pension scheme, click on the pension comparer.



If you would like to arrange something extra for your partner in case you die, you can consider subscribing to the supplementary partner pension scheme of the Heineken Pension Fund.

If you would like to arrange something extra in case you become disabled to work, you can consider subscribing to the supplementary employment disability pension scheme of the Heineken Pension Fund.



If you would like to exchange your retirement pension for a partner pension for your partner, this will be possible when you leave employment or at the moment you retire.



If you would like to exchange your partner pension, or a part thereof, for a retirement pension for yourself, this will be possible at the moment you retire.



The standard retirement age is currently 68 years. But, you can also decide to retire early. You must inform us of this well ahead of time.



If you would like to start with a higher pension, this will be possible at the moment you retire. This will mean that you will receive a lower pension benefit later.



If you would like to start your (partial) retirement early, this is possible if you make it known to the fund three months before the start date of the partial retirement and in consultation with the employer.



Would you like to see all your options? All the other possible options you have with personal events (such as dismissal and retirement) can be found in level 2 of the Pension 1-2-3.

How certain is your pension?



The amount of your pension is not fixed. That is because the Heineken Pension Fund is faced with the following risks:

- People are, on average, living longer. This means we have to pay out pensions longer.
- Low interest rates make the pensions more expensive. The Heineken Pension Fund therefore needs more money to pay for the same pensions.
- The accrual percentage of 1.875% can be lowered under certain conditions.
- The results of our investments may be lower than expected.

For more information about our financial situation and the policy coverage ratio that can have consequences for your pension, see our website.

Money is worth less every year due to price increases. We try to ensure that your pension agreements grow along with the increase in prices. This is referred to as indexation. If and to what extent indexation can take place is dependent on the financial situation of the pension fund. As per 1 January 2021,

indexation was 0.00%, as per 1 July 2022 3.42% and as per 1 January 2023 14.33%.



If we have a shortage, we will – if necessary – take one of these measures:

- Your pension is not (fully) growing along with the increase in prices.
- In the worst case scenario, we will lower your pension.

What costs do we incur?



The Heineken Pension Fund incurs the following costs in administrating the pension schemes:

- Administrative costs
- Costs of managing the capital
- Transaction costs.

When do you need to take action?



When you change jobs. You can transfer the pension you accrued earlier to your new pension provider.



If you become employment disabled. It is important that you take stock of what the consequences are for your pension if you become employment disabled. You don't have to inform us about your employment disability personally.



If you start living together with a partner, your partner may become eligible for a partner pension under certain conditions. You are personally required to inform us about the fact you will be living together. You are not personally required to inform us about getting married or registered partnership.



If you are no longer living together, you are required to inform us about this. You do not personally need to inform us about the end of your marriage or registered partnership.



If you move abroad.



If you become unemployed.



If you take unpaid leave in the interim, for example, for parental leave.



When you want to opt for one of the choice options in the Heineken pension arrangement.



Find out how much pension you have accrued on www.mijnpensioenoverzicht.nl.

Questions?



If you have any questions or if you wish to take advantage of the options or key moments in life, you can contact us on telephone number (071) 545 8065 or by e-mail: pensioenfond@heineken.nl