

Welcome! You are mandatorily accruing a pension at Forward, circle (part) of the Unilever Netherlands General Pensioen Fund Foundation (hereinafter Unilever APF). This *Pensioen 1-2-3* describes what you are and are not entitled to under our pension scheme. This information is important, for example, if you change jobs. *Pensioen 1-2-3* contains no personal information about your pension. You will find this in *Mijn Pensioen*, your personal digital environment. You can reach *Mijn Pensioen* via our website or via the direct link: [Mijnpensioen.unileverpensioenfondsen.nl](https://mijnpensioen.unileverpensioenfondsen.nl).

How we deal with sustainable investment can be found on our website [Unileverpensioenfondsen.nl](https://unileverpensioenfondsen.nl). There you will also find an overview of the [sustainability characteristics of our investments](#) (only in Dutch).

What's included in layers 1, 2 and 3?

Pensioen 1-2-3 consists of 3 layers. In this layer 1, you will find the most important information about your new pension scheme. In layer 2 you will find additional information on all the subjects you found in layer 1. In layer 3 you can find all the legal and policy-related information of our pension scheme. Layer 2 en 3 are available via our website: [Unileverpensioenfondsen.nl](https://unileverpensioenfondsen.nl).

What are you entitled to?



Are you retiring? You will receive an old-age pension.



In the event of incapacity for work your pension accrual will (partly) continue but you will no longer pay the contribution. You may also be entitled to a supplementary pension in addition to your WIA benefit. This disability pension is 70% of the part of your salary in excess of € 75,864.



In the event of your death, your partner will receive a partner pension and your child(ren) an orphan pension.



Would you like to know in exact detail what you are entitled to? Check the Pension Rules on our [website](#) or ask for it via our Pension Information Line: +31 (0)10 439 4473.

What are you not entitled to?



You do not accrue any pension at Forward on the part of your salary in excess of € 137,800. It is indeed possible to participate in Unilever's net pension plan for that part.



If you are disabled and your salary is below € 75,864, you are not entitled to a supplementary pension in addition to your WIA benefit from the government.

How do you accrue pension?



In the Netherlands, you accrue pension in three ways:

- A. AOW: this is the pension you receive from the government (state pension). Read more about AOW on SVB.nl.
- B. Pension at Forward. You accrue this pension via Unilever Netherlands. Read more in this *Pensioen 1-2-3*.
- C. Pension you arrange yourself. For example, via an annuity or bank savings.



Each year you accrue a part of your pension. The total pension you will receive as from your retirement date for as long as you live, is the sum of all the parts you accrue every year. An annual contribution is paid for this purpose. If this 'defined' contribution is insufficient in a year, you accrue less pension that year. At Forward, chances are small that this will occur. This type of pension scheme is called a Collective Defined Contribution (CDC) scheme.



Each year you accrue a part of the pension you will eventually receive. Over the 'threshold' amount of € 18,475 you do not accrue pension in 2025. This is because we take into account the state pension (AOW benefit) you will receive from the government as soon as you reach the 'AOW age'. We aim for a yearly pension accrual of 1,875% of your gross salary minus the threshold amount. This way it is possible to accrue a pension that equals 75% of your average salary.



You pay a contribution for your pension. In our pension scheme, this contribution is 3% of your salary above the threshold amount of € 18,475. Unilever Netherlands pays the remainder of the determined contribution, which is 33% above the threshold amount. The contribution that is paid by yourself, is deducted from your monthly salary by your employer. You can see this on your salary slip.

What choices do you have?

Choices for now



Did you accrue any pension before you started working at Unilever Netherlands? In that case you can transfer your accrued pension to us. You can apply for such a value transfer (without any obligation) online via [Mijnpensioen.unileverpensioenfondsnl](https://mijnpensioen.unileverpensioenfondsnl).



You may like to take out a Supplementary Anw insurance for your partner. This prevents a Surviving Dependents Act shortfall if you pass away unexpectedly. Read about this in our leaflet via [Unileverpensioenfondsnl/english](https://unileverpensioenfondsnl/english).

Choices for later



Your pension commences at your AOW age, which is currently 67 years and 3 months. Do you want to retire earlier? That's a choice you can make just before your actual retirement.



You can buy a so-called bridging pension until your AOW benefit starts. You may also start with a higher or lower pension. Both choices are made just before your actual retirement.



Would you like to exchange (part of) your old age pension for yourself and the partner pension for your partner? You can do so just before your actual retirement.

How certain is your pension?



The amount of your pension is not fixed. This is caused by the following uncertainties:

- On average, people live longer than before. This means that Forward has to pay the pension for a longer period of time.
- A low interest rate makes pension more expensive. This means that Forward needs more money to pay you the same pension.
- Results on the stock markets could fall short of expectations.

Information about our financial situation (policy coverage ratio) can be found on our [website](#).



The above uncertainties mean the following three risks:

1. Whether in the future you can buy as much with your pension as now, depends on the increase of both the pension and the prices. We aim to increase your pension each year, following the CLA-wage increase. Such an increase in your pension is called 'indexation'. This is only possible if the [financial situation](#) at Forward is sufficient.

Up to now Forward has granted the following indexations:

- On 1 January 2025 with 3.00%. The aim was an increase of 3.00%.
- On 1 January 2024 with 5.27%. The aim was an increase of 6.50%.
- On 1 January 2023 with 3.50%. The aim was an increase of 4.54%.



2. Unilever will not transfer an additional contribution in case of a shortage. A shortage means Forward will have to lower your accrued pension. We will only do this in the most extreme case.
3. There is a minor risk that in a particular year we will not be able to fully achieve the yearly pension accrual we aim for (1,875%).

What costs do we incur?



Forward incurs the following costs in administering the pension scheme:

- Administrative costs.
- Asset management costs.

When do you need to take action?



If you change employers. You may opt to take your accrued pension with you to your new pension provider.



If you want to use one of our choices, such as the pension choices upon retirement.



In case of incapacity for work



Our pension planner provides an insight into your pension situation at Forward. Log in safely using your DigiD via

[Mijnpensioen.unileverpensioenfondsnl](https://mijnpensioen.unileverpensioenfondsnl).



If you are getting married, going to cohabit or enter into a registered partnership.

For your total pension (including AOW and pensions elsewhere) visit [Mijnpensioenoverzicht.nl](https://mijnpensioenoverzicht.nl).



If you are about to divorce or terminate your cohabitation agreement or registered partnership.



If you have any questions, please don't hesitate to contact us. You can call the Pension Info Line: +31 (0)10 439 4473 or send an email to:

Pensioen.Infolijn@unilever.com.