

Dear participant,

You have been employed by Royal HaskoningDHV and you will therefore accrue pension with Stichting Pensioenfonds HaskoningDHV (the HaskoningDHV pension fund).

You can read about our pension scheme in the Pension 1-2-3. Pension 1-2-3 does not contain personal information about your pension. You can find this information at www.mijnpensioenoverzicht.nl and your annual Uniform Pension Overview, which you receive from your pension fund.

What can you find in layers 1, 2 and 3?

Pension 1-2-3 consists of 3 layers. This first layer includes a brief description of the most important information concerning your pension scheme. Layer 2 contains further information concerning the subjects you read about in this letter. And finally, layer 3 includes legal and policy information from the HaskoningDHV pension fund. You can find layers 2 and 3 at www.pensioenfondshaskoningdhv.nl or request them from the Pension Desk.

What will you receive within the context of our pension scheme?



Have you reached retirement age? You will receive retirement pension.



Have you become unfit for work? Your pension accrual will continue, but you will no longer pay premiums. You may be entitled to disability pension.



In the event of your death, your partner will receive partner's pension and your children will receive orphan's pension.



Would you like to know exactly what our pension scheme offers you? Visit the website or request the Pension Rules from the Pension Desk.

What is impossible within our pension scheme?



Supplementary pension savings are not an option with the HaskoningDHV pension fund. Voluntary continuation is not possible either within our scheme, with the exception of cases of unpaid leave.

How do you accrue pension?



You accrue pension in three ways:

A. State Pension (AOW): you receive this pension from the government. You can read more about AOW at www.svb.nl

B. Pension with the HaskoningDHV pension fund. You accrue this pension via your work.

C. Pension you arrange personally. By means of an annuity or bank saving for instance.



You accrue part of your pension each year. The pension you accrue is the sum of all those pieces. This is referred to as a career average system. You will receive this pension from your retirement date for as long as you live.



This means that you accrue part of your pension each year. You do not accrue this on all of your salary. You do not accrue pension on an amount of €13,449 (reference date 2018). This 'offset' is approximately equal to the AOW you receive from the government from your state pension retirement age. You accrue 1.738% in pension each year on the gross salary less the franchise and multiplied by your part-time factor.



You pay a monthly premium for your pension. Royal HaskoningDHV does the same. At the HaskoningDHV pension fund, you pay a premium of 8.2% and Royal HaskoningDHV pays a contribution of 19.9%. The employer contribution includes a temporary, additional 2.2% markup during the period from 2015 through 2019. This markup will expire after 2019. You can find the premium you pay on your salary slip.

What costs are incurred by the pension fund?



HaskoningDHV pension fund incurs the following costs in order to administer the pension scheme:

- Administration costs.
- Asset management costs.

What choices do you have?



Did you change jobs? If so, you can bring the pension you have accrued previously to the HaskoningDHV pension fund.



Would you like to retire at an earlier or later date? You can. Discuss this well in advance with your employer and the Pension Desk.



Would you like to receive higher benefits when you retire? You can choose to do so at the moment you retire.



You accrue pension on the annual salary up to € 105,075 (reference date 2018). If you wish to accrue more, you will have to arrange for this yourself. This is not included in the pension scheme, but the premium is compensated by Royal HaskoningDHV. You can find more information about this in your employment contract.



Would you like to exchange your retirement pension for additional partner's pension? You can do so when you retire or leave employment.



Would you like to exchange the partner's pension or part thereof for retirement pension for yourself? You can do so at the moment you retire.

How certain is your pension?



We strive to have your pension grow each year in line with the wages increases. This is referred to as indexation. This is only possible if the pension fund is in a sound financial position. In recent years, the pension was adjusted as follows for participants:

	Indexation	Wages increase	Price increase
2018	0.00 %	1.48%	1.24 %
2017	0.00 %	1.69%	0.93 %
2016	0.00 %	1.53%	0.54 %

The amount of your pension is not fixed. And as you can see, we are not always able to have your pension grow in line with the wages. The reason is that the HaskoningDHV pension fund is faced with inter alia the following risks:



- People are become increasingly older on average. This means that pensions have to be paid for a longer period of time.
- Low interest rates make pensions more expensive. This means that we require more money to be able to pay the same pensions.
- The returns on our investments may be disappointing. Visit our website for more information about our financial situation and the funding ratio.



In the event of deficit, we implement one or more of the following measures if necessary:

- Your pension does not grow (fully) in line with the wage increase.
- We will reduce your pension as a last resort. This occurred in 2013 at the DHV pension fund when the pensions were adjusted downward by 5.60%.

When do you have to take action?



When you change jobs. You can bring the pension you have accrued previously to the pension administrator. Visit the website for more information.



You should review every year how much pension you have accrued in total. www.mijnpensioenoverzicht.nl provides this information.



When you cohabit, but do not register this with the municipality. You can register your partner with a cohabitation contract, but this information is not provided to us automatically. You should contact the Pension Desk in such cases.



When you move abroad. You should contact the Pension Desk if that is the case.



If you have any questions, you can contact us at pensioenfondshaskoningdhv.com, drop by the Pension Desk or call: 088 - 348 2190.



If you are about to end the cohabitation while you did not have a registered partnership. This information is not provided to us automatically by the municipality. You should contact the Pension Desk in such cases.

When do you not have to take action?

You do not have to inform us in case of marriage or divorce (or the conclusion or termination of a registered partnership). The municipality where you are registered provides us with this information automatically. We are also informed automatically if you become unemployed or unfit for work and you do not have to take action yourself.