

Amsterdam, August 2022

Dear participant,

Hereby you receive your Uniform Pension Overview (UPO) per January 1, 2022. We also would like to inform you about a number of current topics.

New pension scheme as of January 1, 2022

As of 1 January 2022, the CRH Pensioenfond's pension scheme has been adjusted. This has been agreed between the employer and the employees. The employees are represented by the Pension Council. The works councils have also agreed to the new agreements. In April 2022, you received a letter about this from CRH Nederland.

The new pension scheme is valid for a period of four years and runs from 1 January 1, 2022 to December 31, 2025. The new agreements mean that the pension premium has been increased, but that you also accrue a little more pension than in 2021. Most of the premium increase will come at the employer's expense, but the employee share will also increase. The setup of the pension scheme has not changed. You can find the new pension regulations on our website www.crhpensioenfond's.nl.

Fixed premium

The employer and the employee pay a fixed premium to CRH Pensioenfond's. This means that the employer does not have to make additional contributions in bad times. On the other hand, in good times the employer is not entitled to a discount or refund of premium.

The intended pension accrual is financed from the fixed premium annually. An accrual percentage of 1.35% is aimed for in the coming four-year period. Depending on market conditions, this percentage can be adjusted upwards or downwards annually by the board. For the year 2022, the accrual percentage is 1.50% (2021: 1.35%).

Does the increase in pension accrual only apply in 2022?

The increase in the accrual percentage to 1.50% applies for the year 2022. Because the accrual percentage has been increased, your future pension accrual will increase. Your attainable pension is therefore slightly higher. You can read this in the enclosed Uniform Pension Overview (UPO). The board will redetermine the accrual percentage for the year 2023. However, this depends on the level of the interest and the applicable laws and regulations.

Some calculation examples

The table below shows a number of example calculations. Here you can read what the effect is on the employee contribution that you pay every month for a certain gross annual salary. And what the effect is of the higher accrual in the year 2022 on the annual pension benefit that you receive from the age of 68.

Difference scheme 2022 compared to 2021	€	€	€
Gross annual salary	35.000	50.000	75.000
Higher gross monthly premium in 2022	5,55	11,80	22,21
Higher annual gross benefit from age 68	30,30	52,80	90,30

Can your pension accrued up to and including 2021 be increased?

The current funding ratio of CRH Pensioenfondsen has increased in 2021 from 94.2% on December 31, 2020 to 105.8% on December 31, 2021. Unfortunately, this increase was not yet sufficient to allow your pension to be indexed as of January 1, 2022.

As of 1 July 2022, the rules for indexation of pensions have been adjusted. This as a bridge to the new pension system. CRH Pensioenfondsen will investigate whether indexation of pensions is possible in the autumn of 2022. This is only possible if it fits within the new rules and there is a balanced consideration of the interests of all participants. It is not yet certain whether these conditions will be met. You will receive further notice from us if your pension can be increased.

The partner's pension and orphan's pension will also increase

If you die, your surviving dependents are entitled to a pension. The amount of pension for your partner and your children depends on the amount of retirement pension. Because you accrue more retirement pension in 2022, your partner's pension and orphan's pension will also be higher. You can read how much pension will be paid out after your death in the enclosed UPO.

Is the income after retirement or death sufficient?

You can see your total pension on the website www.mijnpensioenoverzicht.nl. On this website you log in with your DigiD. This shows how much AOW you will receive. But also the pension amounts of all pension funds or insurers where you have built up pension before. It also states what is arranged for your next of kin if you die. This way you can see whether your and your partner's income is sufficient after retirement or death.

Vacancy board CRH Pensioenfondsen

In September 2020 we made a call for candidate board members. Mr I.M. Meijer signed up. Mr Meijer works at CRH Nederland as a senior manager of financial reporting controls. Since that time he has served as a candidate board member and has followed the necessary training courses. Mr Meijer will shortly be nominated by the board of CRH Pensioenfondsen at De Nederlandsche Bank as a board member on behalf of the employees.

The CRH Pensioenfondsen board is once again looking for a candidate board member. The candidate must be willing to participate in board meetings and undergo the necessary training to meet the eligibility requirements set for a board member. In order to be appointed as a board member, the candidate board member must be tested by De Nederlandsche Bank for suitability and reliability.

If you are interested in this position, you can register by sending an email to info@crhpensioenfondsen.nl for the attention of the board.

Accountability Body Vacancies

On January 1, 2023, Mr F.C. Kramers, member of the accountability body on behalf of the employees will resign. Mr Kramers has indicated that he is available for a new term of four years. He will continue to serve on the accountability body, but then as a representative on behalf of the employer.

At the end of 2021, Mr A.J. Nieuwenhuisen made himself available as a member of the Accountability Body on behalf of the participants. Mr Nieuwenhuisen works as an assistant controller within Dycore. Members on behalf of the participants are elected by the participants. When there are more candidates than vacancies, elections will be held. If this is not the case, Mr Nieuwenhuisen will be officially appointed as a member of the Accountability Body as of 1 October 2022.

There is room for additional members within the Accountability Body. If you are interested, you can contact the pension office of the CRH Pensioenfondsen via info@crhpensioenfondsen.nl.

New pension system

The new pension system must enter into force by law by 1 January 2027 at the latest. A project organization has been set up within CRH to supervise this process. In the current pension system, participants accrue a certain amount of pension each year. In the new pension system they will build up their own pension capital. It is not clear in advance what amount of pension this will yield at retirement age. The pension fund therefore needs to maintain fewer buffers. Pensions can then be increased earlier, but also be decreased earlier.

Before the new system can be introduced, employees and employers will have to make a number of choices. These include:

- What will the new pension scheme look like?;
- Which party will implement the new pension scheme?;
- Should the entitlements from the current system be transferred to the new system (the so-called "entry")?;
- How much investment risk are the participants willing to run?

This is a complex process in which your opinion as a participant is also important. Therefore, the project group intends to conduct a survey among the participants. This is expected to take place in the second half of 2022 or the first half of 2023.

More information?

For more information about the new pension scheme 2022 or the new pension system, please visit our website www.crhpensioenfondsnl under the heading "news". We can be reached by e-mail at info@crhpensioenfondsnl, stating your participant number. Or by telephone on 020 - 3045 100.

Sincerely,

On behalf of the board of CRH Pensioenfondsnl,

G.P.T. van Heiningen
(Director of Pension Office)