

2021

### Welcome

Welcome to Stichting CRH Pensioenfonds! As an employee of CRH you participate in pension scheme 1 of the CRH pension fund. This Pension 1-2-3 provides you with brief information about your pension scheme. Pension 1-2-3 does not contain any personal information about your pension. For personal information about your pension please check [www.mijnpensioenoverzicht.nl](http://www.mijnpensioenoverzicht.nl) and your Uniform Pension Overview (UPO).

### What information do you find in layer 1, 2 and 3?

Pension 1-2-3 consists of 3 layers. The first layer gives you a summary of the most important information about your pension scheme. Layer 2 gives you more information on all the subjects in layer 1. Layer 3 provides legal and policy-related information on our pension fund. Layers 2 and 3 are only available in Dutch. You can find layers 2 and 3 on our website [www.crhpensioenfonds.nl](http://www.crhpensioenfonds.nl) or you can request a copy via phone number 020 – 3045 100.

#### What will you receive in our pension scheme?



When you retire, you will receive your retirement pension. Your pension starts when you are 68.



If you become (partially) disabled, you will (partially) continue to build up pension. For the continuation of this pension accrual you will no longer have to pay contributions.



After your death, your partner will receive a partner's pension and your children will receive an orphan's pension.



If you want to know exactly what our pension scheme offers you, consult the pension guide and the pension regulations found on our website: [www.crhpensioenfonds.nl](http://www.crhpensioenfonds.nl).

#### What does our pension scheme not provide



You will not receive a disability pension from us.

#### How do you accrue pension?



You accrue pension in three ways:

- A. AOW: You receive this basic state pension from the Dutch government. You can read more about AOW at [www.svb.nl](http://www.svb.nl);
- B. Retirement pension from CRH Pensioenfonds. You accrue this pension via CRH. The pension 1-2-3 is about this pension.
- C. Individual pension. For example an annuity or bank savings.



Each year you accrue part of your pension through your salary. The pension that you accrue in this way is the sum of all these parts. You will receive this pension from your retirement date, for the rest of your life. This is called an average salary scheme.



You participate in the pension scheme if you are 21 or older. You do not build up pension on your entire gross annual salary since you are entitled an AOW pension. If you participate in pension scheme 1, we deduct € 14.544,00 (amount 2020) from your salary for your pensionable earnings. Your pensionable salary is maximized at € 112.189. In 2021 you build up 1,35% of your pensionable salary in retirement pension.



Both your employer and you as participant in the pension scheme pay a contribution for your pension build-up. The premium you pay is shown on your salary statement. The total contribution is 23.3%. You pay 3.6% of the first € 16.883 of your pensionable salary and 6.9% of the rest.

Curious about your overall retirement? Visit [www.mijnpensioenoverzicht.nl](http://www.mijnpensioenoverzicht.nl)

## What options are available to you?



You can transfer your accrued pension from your previous pension fund to CRH Pensioen fonds.



You can opt to receive a higher pension payment during the first few years after your retirement and a lower pension payment during the subsequent years.



You can exchange part of your retirement pension for partner's pension.



You can retire when you reach the age of 60. Discuss this with your employer. Apply for it at least 3 months in advance.



You can exchange part of your partner's pension for retirement pension



You can opt to retire partially and stay employed for the remaining part. From the age of 60 you can partially retire.

## How secure is your pension?



The amount of your pension is not fixed. It may be possible that we do not have enough money to be able to increase your pension. The main risks our pension fund has to deal with are listed below:

- People on average are living longer. This means we have to pay pensions for longer periods.
- Our investments can underperform.
- Low interest rates make pension more expensive. Our pension fund therefore needs more money in order to be able to pay the same level of pension.

Visit our website [www.crhpensioenfonds.nl](http://www.crhpensioenfonds.nl) for more information about the financial position and the funding ratio of our pension fund.



We strive to increase your pension claims in line with the consumer price index. This is known as indexation. Indexation is possible when the fund is financially stable enough. The recent indexation and consumers price index were:

	Indexation	Consumers price index
2020	0,00%	1,12%
2019	0,00%	1,73%
2018	0,00%	1,68%



If the fund has a shortfall, we will take one or more of the following measures:

- Your pension will not increase in line with the increase in prices.
- Your pension will be reduced. We will only do this in the most extreme circumstances.

## What costs do we incur?



Stichting CRH Pensioenfonds incurs the following costs:

- Pension administration costs.
- Asset management costs.

## When do you need to take action?



If you change jobs.



If you become unemployed.



If you become disabled.



Check once per year how much pension you have accrued at [www.mijnpensioenoverzicht.nl](http://www.mijnpensioenoverzicht.nl).



If you get married, start cohabiting or enter into a registered partnership.



If you move abroad.



If you get divorced, cease cohabiting or terminate a registered partnership.



If you want to retire before the retirement age of the state pension (AOW pension)



If you are considering a value transfer, make sure that you are properly informed in advance. Download the "pensioenvergelijker" tool from our website: [www.crhpensioenfonds.nl](http://www.crhpensioenfonds.nl).



In case you have any questions, contact our pension department on 020 - 3045 100 or send an e-mail to: [info@crhpensioenfonds.nl](mailto:info@crhpensioenfonds.nl).