



Welcome to the Nike Pension Fund! From the moment you join Nike, you will be building up a pension via the Nike Pension Fund. Every employer has its own pension scheme or schemes. This Pension 1-2-3 explains what the Nike Pension Plan offers you. This is important to know, for instance, when you change employer. Pension 1-2-3 does not contain any personal information about your pension. However, this can be found on *Mijnpensioenoverzicht.nl* (Dutch only) or on the annual *Uniform Pensioen Overzicht* (UPO), the Nike Pension Statement.

What's in layers 1, 2 and 3?

Pension 1-2-3 consists of 3 layers. The information from all layers can be found on the website of the Nike Pension Fund, *Nikepensionfund.nl*. Layer 1, this leaflet, briefly sets out the most important information about your pension plan. Layer 2 gives a more comprehensive explanation of the information found in layer 1. Layer 3 contains all legal and policy-related information.

What does our pension scheme offer you?

	When you retire, you will receive a pension. Your pension will commence at the age of 68.		When you become unfit for work, your pension accrual will (partially) continue. You will not be paying any contribution yourself.
	When you pass away, your partner will receive a partner pension, while your children receive an orphans pension.		If you want to know in detail what our pension scheme offers you, read the full pension scheme information in layer 3 on <i>Nikepensionfund.nl</i> .

What does our pension not include?

All your entitlements regarding the Nike Pension Plan are included in the pension plan regulation. You accrue an old-age pension, a partner pension and an orphans pension. Furthermore, should you become disabled, your pension plan provides for a supplement to the state disability benefit. The eligibility and amount of the supplementary disability pension will depend on your income and degree of disability.

How do you build up a pension?

	You accrue pension in 3 ways: A. State Pension: you receive this pension from the government. Visit the Social Insurance Bank, on <i>SVB.nl</i> (Dutch only) for more information. B. Pension from Nike Pension Fund. You accrue this pension via your employer. This is what the Pension 1-2-3 is about. C. Pension arranged by yourself. This may be based on an annuity or on bank savings.
	Each year, contributions are made into your personal retirement savings account. Those contributions will be invested. With the capital gained, you subsequently buy an old-age and partner pension in form of an annuity at an insurance company. This concept is also known as a defined contribution scheme.
	The amount of your contribution is determined by means of a % of your fixed salary. However, not your total fixed salary, as we take into account that you will receive a state pension. The part for which no contribution is required, is called the state offset. The offset amounts to Euro 13,344.- (2018). Hence, the percentage is being applied to your fixed salary minus the offset, to the so called pension base.
	You and your employer are paying contributions to your pension plan every month. At Nike you pay 4% of the pension base yourself. Your employer deducts your contribution from your salary. The contribution you pay in detail is shown on your payslip.

Want to learn more? Check out layers 2 & 3 of Pensioen 1-2-3 on www.Nikepensionfund.nl

Curious to know how much pension you will enjoy? www.mijnpensioenoverzicht.nl



What choices do you have?		
	You may transfer your accrued pension at your previous employer to us. This is called a value transfer.	 At retirement, you buy a lifelong annuity by applying your personal retirement savings account. You are free to choose your annuity provider.
	Do you want to compare different schemes? Check out the pension comparison tool at <i>Nikepensionfund.nl</i> .	 At Nike you can choose to retire early or to postpone the retirement date, should your manager agree. Discuss this timely with your manager.
	Besides your obligatory contribution, you can make voluntary contributions. Consult layer 2, if you wish to add to your personal retirement savings account.	 If you enjoy an unpaid leave, you may want to continue paying your obligatory pension contribution. Check out layer 2.
	If you receive a bonus, you can use part of the bonus to optimize your pension. Consult layer 2.	 The maximum amount of salary from which pension is derived, is capped by law. If you earn more than the legal maximum, you may want to take out private arrangements.
	Check out layer 2 of your pension 1-2-3, should you want to allocate your contributions yourself, instead of the investment manager.	 Consult When do you need to take action? . Help is available as you navigate life events, such as cohabitation or divorce.
How secure is your pension?		
	The value of your pension is unknown at this stage. Your pension is fixed the moment you buy your lifelong annuity. The price you will pay depends on the value of your personal retirement savings account and the purchase price your annuity provider will charge.	
What are the costs?		
	To run the pension fund, 4 types of costs are incurred. The administration, accountancy & advisory costs are paid by Nike. The investment management costs are paid by you and deducted from your personal retirement savings account.	
When do you need to take action?		
	If you change employer, your personal fund will become portable to the pension plan of your new employer.	 If you become unemployed.
	If you become disabled and your employment is (partially) terminated, or if something in the disability changes.	 If you want to make changes to your plan. See What choices do you have? .
	The moment you start living with your partner with a cohabitation agreement, enter into a registered partnership or get married.	 If you are to take an unpaid leave.
	The moment you get a divorce, stop cohabiting or end your registered partnership.	 Once a year: check out and consult <i>Mijnpensioenoverzicht.nl</i> in order to assess whether your pension will suffice.
	In case you move abroad.	 Contact us if you have any questions or if you want to take action regarding your plan.

You can contact us on 088 1308225 or Nikepensions@conduent.com