



Declaration of deferred compensation into JTI Pension Plus (HPK Pension Fund & Supplementary Account)

for non-tariff employees



Please complete **this declaration** if you wish to make new payments into the Hamburger Pensionskasse (HPK) or your supplementary account or if you wish to make changes. If you do not intend to make any changes compared to last year, you do not need to fill out this form.

Please ensure that the declaration is received by your People & Culture administrator **by August 31st** and also read our **fact sheet** (see reverse) with explanations of the different participation options.

| | |
|------------------|----------|
| Name, first name | Pers.no. |
|------------------|----------|

I. Please select the size of your deferred compensation

Option 1: Maximales Matching von JTI (through 4 % deferred compensation)

- I would like to participate in the deferred compensation and receive the **maximum matching from JTI**.
(JTI will conduct the calculation*¹ for you annually and transfer the respective amounts into HPK and supplementary account.)

Option 2: Individual amount selection

I would like to contribute, until further notice, annually the following amount of

| | |
|--------------------------|---|
| 2a HPK | <input type="checkbox"/> 4 % of the social security contribution ceiling (SSCC)* ² <u>or</u> <input type="checkbox"/> EUR _____ to my pension account at the Hamburger Pensionskasse (HPK) . |
| 2b Suppl. account | <input type="checkbox"/> I would also like to participate in the deferred compensation to the supplementary account . The annual participation should be in the amount of EUR _____ (min. 500 EUR). |

Option 3: Maximum payment (through 10 % deferred compensation)

- I would like to participate in the deferred compensation and make the **maximum payment**.
(JTI will conduct the calculation*¹ for you annually and transfer the respective amounts into HPK and supplementary account.)

II. Please select the date of your deferred compensation for the supplementary account

- from my November salary only or half each from my November and December salaries.

III. Objection to deferred compensation (if you no longer wish to participate or only in part)

- I abstain from further deferred compensation into **HPK and supplementary account**.
 I abstain from further deferred compensation only into **supplementary account**. HPK participation should continue.

Place, date

Employee's signature

*¹ Your accumulated annual compensation including PSIP (Total Cash) is decisive for the calculation.

*² Annual social security contribution ceiling (SSCC) for pension insurance in the respective year:
<https://de.wikipedia.org/wiki/Beitragsbemessungsgrenze>
<https://www.finanztip.de/beitragsbemessungsgrenze>



FACT SHEET on deferred compensation into JTI Pension Plus for non-tariff employees

General information

Prerequisites for using HPK and supplementary account:

- You must convert 4 % of the social security contribution ceiling* (SSCC) of the German statutory pension insurance into the **Hamburger Pensionskasse (HPK)**, to be entitled to pay into the JTI Pension Plus **supplementary account**.
- You must contribute at least EUR 500 into the supplementary account.
- You can contribute a maximum of 10 % of your Total Cash, i.e. your accumulated annual base salary plus the target PSIP. Your contribution into HPK is deducted from the maximum amount and therefore your payment into the supplementary account will be reduced accordingly.

Your benefits:

- You will receive from JTI a 50 % **matching** on your deferred compensation if you convert up to 4 % of your Total Cash (if you make a higher payment, matching will remain the same). It is transferred into the Plus account of JTI Pension Plus.
- **Payments** into HPK and the supplementary account are **tax-free** and mostly **free of social security contributions**.
- All JTI Pension Plus accounts receive interest in advance at the plan's reference rate (currently 2.5 %; as of 2025).
- In your HPK pension account, you will receive the interest earned annually by the pension fund.

Assistance for completing the declaration on deferred compensation

Explanation of Option 1: Maximum matching from JTI

- To receive the maximum matching from JTI, you must convert 4 % of your Total Cash (including the target PSIP).
- Payments into the HPK (from November salary) are always 4 % of the SSCC*, the remaining amount is transferred to the supplementary account (either from November salary or half each from November and December).

EXAMPLE A: Payment for maximum matching

| 4 % payment from Total Cash | Monthly salary (e.g. June) | No. of salaries | PSIP 10 % | 4 % of SSCC of respective year into HPK | Required payment into supplementary account | JTI matching (2 % of Total Cash) |
|-----------------------------|----------------------------|-----------------|-----------|---|---|----------------------------------|
| (0.04 x | 7,500 EUR x | 14 x | 1,1) – | 3,864 EUR = | 756 EUR | 2,310 EUR |

(as of 2025)

Explanation of Option 2: Individual amount selection

- You can pay from your November salary up to 4 % of the SSCC* into your HPK account (option 2a).
- In addition, you can pay up to 10 % of your projected annual base salary plus the target PSIP into the supplementary account (option 2b), from which the HPK contribution will be deducted.
- The total amount selected must not exceed the example B "Maximum payment" (using your own figures!).

Explanation of Option 3: Maximum payment

- As maximum payment, 10 % of your Total Cash (including the target PSIP) will be transferred.
- Payments into the HPK (from November salary) are always 4 % of the SSCC*, the remaining amount is transferred to the supplementary account (either from November salary or half each from November and December).

EXAMPLE B: Maximum payment

| Max. payment from Total Cash (10 %) | Monthly salary (e.g. June) | No. of salaries | PSIP 10 % | 4 % of SSCC of respective year into HPK | Max. payment into supplementary account |
|-------------------------------------|----------------------------|-----------------|-----------|---|---|
| (0.1 x | 7,500 EUR x | 14 x | 1,1) – | 3,864 EUR = | 7,686 EUR |

(as of 2025)

Further payment option into the HPK

Should you be interested in further deferred compensation, in addition to making the maximum payment into JTI Pension Plus, please contact your People & Culture department (Rewards).

* Annual social security contribution ceiling (SSCC) for pension insurance in the respective year:

<https://de.wikipedia.org/wiki/Beitragsbemessungsgrenze>

<https://www.finanztip.de/beitragsbemessungsgrenze>

The participation details are governed by the *Gesamtbetriebsvereinbarung zur Modernisierung und Neuordnung der betrieblichen Altersvorsorge*. You may change or abstain from your participation every year by handing in a new declaration. Further information about our pension plan as a whole is available at its web site www.JTIPensionPlus.de/en.