



Declaration of deferred compensation into the Hamburger Pensionskasse (HPK Pension Fund) for tariff employees

If you would like to pay into the Hamburger Pensionskasse (HPK), please fill in this form according to your desired payment(s) and submit it with your signature to your People & Culture department

until August 31st.

You do not need to fill in this form if you intend to keep your last year's paying behavior unchanged.

Surname, firstname					
Pers. No.		Date of birth:		HPK account no. (if already existing)	

Option 1 – Begin contributions or register a new amount

Please note below the (new) amount that JTI should remit from your November salary to your HPK account (**free of tax and social security contributions**). This amount will not be paid anymore as salary, but will be provided annually to your HPK account. This behavior continues until you hand in a new declaration. If you are a participant of JTI Pension Plus, this contribution is applicable towards JTI's matching.

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

4% of the social security contribution ceiling (SSCC)* or **EUR** _____

as deferred compensation from my November salary into my pension account at the Hamburger Pensionskasse (HPK).

Option 2 – Notification of a further amount (only if option 1 is fully used)

In addition, you have the option of paying a further 4% of the SSCC into HPK. As with option 1, please enter below the (new) amount that JTI should remit from your November salary to your HPK account until further notice (**only tax-free but subject to social security contributions**). If you are a JTI Pension Plus participant, this additional contribution has no effect on JTI's matching.

4% of the social security contribution ceiling (SSCC)* or **EUR** _____
(additional 4%, in total 8% with Option 1)

Option 3 – Stop your participation in the HPK (no amount should be remitted anymore)

Please mark below. In the following year, you may hand in a new participation form, if desired.

I abstain from further deferred compensation into the HPK.

Place, date

Employee's signature

* The social security contribution ceiling (SSCC) in 2023 is EUR 87,600 (thereof 4% = EUR 3,504).
More information about HPK on their website (www.p-eg.de).