

Heinz Pension Plan (the Plan)

Schedule of Contributions

Introduction

This schedule of contributions has been prepared by the Trustee of the Plan to satisfy the requirements of Section 227 of the Pensions Act 2004, after obtaining the advice of Jane Curtis, the Scheme Actuary, and after obtaining the agreement of HJ Heinz Manufacturing UK Limited, the Principal Company. It covers contributions to the Plan from all employers who participate in the Plan from time to time.

This schedule covers the period to the date five years after the date of certification of this schedule by the Scheme Actuary.

Employer Contributions

In respect of future accrual of benefits and the expenses of administering the Plan the participating employers will pay the following:

Type	Period	Amount
Normal contributions	To 31 December 2025	Nil in respect of future accrual of benefits for active members
	From 1 January 2026 to the date five years after the date of certification of this schedule by the Scheme Actuary	In respect of future accrual of benefits for active members – excluding those who transferred from the Heinz 2000 Pension Plan in 2022 – the participating employers will pay 20.1% of Salary In respect of future accrual of benefits for active members who transferred from the Heinz 2000 Pension Plan in 2022 the participating employers will pay 20.1% of Pensionable Pay
Expenses (excluding insurance premiums)	For the period of five years from the date of certification of this schedule by the Scheme Actuary	Nil

The participating employers will ensure that the Trustee receives any required contributions on or before the 19th of the calendar month following that to which the payments relate.

For the avoidance of doubt, the Trustee will meet the cost of any levies payable to the Pension Protection Fund and other levies collected by the Pensions Regulator, by the payment date specified on the relevant invoice.

In respect of augmentations granted, the relevant employer will pay additional amounts to cover the costs of benefit augmentations within one month of the later of the date of granting the augmentation and the date on which the Trustee receives the details of the costs from the Scheme Actuary, or as otherwise agreed by the Trustee having sought the advice of the Scheme Actuary.

Employee Contributions

Contributions by active members – excluding those who transferred from the Heinz 2000 Pension Plan in 2022 – who are not Waiver Members:

Type of Member	Amount
Lower Rate Contributory Members and Sixty-fifth Rate Contributory Members with 40 years or more continuous service in the Plan	To 31 December 2025: Nil From 1 January 2026: 1.5% of Pensionable Earnings
Sixtieth Rate Contributory members with 40 years or more continuous service in the Plan	To 31 December 2025: Nil From 1 January 2026: 4.0% of Pensionable Earnings
Sixty-fifth Rate Contributory Members with less than 40 years continuous service in the Plan	To 31 December 2025: 2.0% of Pensionable Pay From 1 January 2026: 6.0% of Pensionable Pay
Sixtieth Rate Contributory Members with less than 40 years continuous service in the Plan	To 31 December 2025: 4.5% of Pensionable Pay From 1 January 2026: 8.5% of Pensionable Pay

Standard Rate Contributory Members who were also members of the Previous Scheme and who have elected to pay additional contributions under Rule 7.3 of the Plan shall pay additional contributions at the rate of 4.5% of Pensionable Pay divided by the period from the date of commencing up to Normal Retirement Date for each year of Lower Rate Contributory Service which is to rank as Standard Rate Contributory Service.

Members who joined the Plan on or after the 1 June 1989, other than Continued Right Members, shall not pay contributions on remuneration in excess of the Permitted Maximum.

These contributions are to be deducted from pay by the relevant employer and paid to the Plan on or before the 19th of the calendar month following deduction.

These amounts do not include members' Additional Voluntary Contributions.

Additional employer contributions in respect of active members – excluding those who transferred from the Heinz 2000 Pension Plan in 2022 – who are Waiver Members:

Type of Member	Amount
Lower Rate Contributory Members and Sixty-fifth Rate Contributory Members with 40 years or more continuous service in the Plan	To 31 December 2025: Nil From 1 January 2026: 1.5% of Pensionable Earnings
Sixtieth Rate Contributory members with 40 years or more continuous service in the Plan	To 31 December 2025: Nil From 1 January 2026: 4.0% of Pensionable Earnings
Sixty-fifth Rate Contributory Members with less than 40 years continuous service in the Plan	To 31 December 2025: 2.0% of Pensionable Pay From 1 January 2026: 6.0% of Pensionable Pay
Sixtieth Rate Contributory Members with less than 40 years continuous service in the Plan	To 31 December 2025: 4.5% of Pensionable Pay From 1 January 2026: 8.5% of Pensionable Pay

Where a Standard Rate Contributory Member who was also a member of the Previous Scheme and who has elected to pay additional contributions under Rule 7.3 of the Plan is also a Waiver Member, the employer shall pay additional contributions at the rate of 4.5% of Pensionable Pay divided by the period from the date of commencing up to Normal Retirement Date for each year of Lower Rate Contributory Service which is to rank as Standard Rate Contributory Service.

No contributions are payable in respect of members who joined the Plan on or after the 1 June 1989, other than Continued Right Members, on remuneration in excess of the Permitted Maximum.

These contributions shall be paid to the Plan on or before the 19th of the calendar month following the month to which the waiver relates.

Contributions by active members who transferred from the Heinz 2000 Pension Plan in 2022 who are not SMART Members:

Type of Member	Amount
Sixtieth Scale HP Foods Scheme Members	To 31 December 2025: 5.0% of Pensionable Pay From 1 January 2026: 9.0% of Pensionable Pay
Sixty-fifth Scale HP Foods Scheme Members	To 31 December 2025: 2.5% of Pensionable Pay From 1 January 2026: 6.5% of Pensionable Pay

To be deducted from pay by the relevant employer and paid to the Plan on or before the 19th of the calendar month following deduction.

These amounts do not include members' Additional Voluntary Contributions.

Additional employer contributions in respect of active members who transferred from the Heinz 2000 Pension Plan in 2022 who are SMART Members:

Type of Member	Amount
Sixtieth Scale HP Foods Scheme Members	To 31 December 2025: 5.0% of Pensionable Pay From 1 January 2026: 9.0% of Pensionable Pay
Sixty-fifth Scale HP Foods Scheme Members	To 31 December 2025: 2.5% of Pensionable Pay From 1 January 2026: 6.5% of Pensionable Pay

These contributions shall be paid to the Plan on or before the 19th of the calendar month following the month to which the contribution relates.

Pay Definitions

Active members:

Pay definitions are as set out in the Rules of the Plan, and are as follows.

Salary means in relation to a Member all wages or salary paid to him or her by the employer under his or her contract of employment (including to the extent determined by the employer commission, overtime-pay, premiums and bonuses) excluding sums payable on or after the termination of active employment Provided that where a Member has remained a Member during any period of secondment such Member's "Salary" for that period means the wages or salary (including any commission, overtime-pay, premiums and bonuses) which in the opinion of the employer he or she would have received had he or she not been seconded.

In any case of doubt as to the date of termination of active employment (or as to the amount of a Member's Salary) the date (or the amount as the case may be) shall be determined by the employer. A certificate of the employer as to the amount of the Member's Salary shall be final and conclusive.

Where a member is a Waiver Member, a member's Salary shall be the wages or salary that he would have received from his employer if he were not such a Member.

Pensionable Pay means in relation to a Member his or her Salary less two-thirds the Lower Earnings Limit.

Pensionable Earnings means in relation to a Member his or her Salary less the Lower Earnings Limit.

Permitted Maximum is determined by the Trustee in accordance with the Plan Rules and is consistent with the earnings cap that previously applied under legislation.

Active members who transferred from the Heinz 2000 Pension Plan in 2022:

Pensionable Pay for HP Foods Scheme Members as defined in the Definitive Deed and Rules of the Heinz 2000 Pension Plan dated 30 July 2002, as amended (inter alia) by a Deed of Amendment dated 8 August 2014; broadly gross taxable remuneration (other than overtime and other excluded items notified to the member).

Where a member is a SMART Member, gross taxable remuneration shall be that which the member would have received from the employer were the member not a SMART Member.

Member Definitions

Sixtieth Rate Contributory Member means a Member who is contributing to the Plan in accordance with Rule 7.2 and who elected to pay higher contributions in accordance with 7.2.5 or 7.2B.2 as appropriate

Sixty-fifth Rate Contributory Member means a Member who is contributing to the Plan in accordance with Rule 7.2 and who did not elect to pay higher contributions in accordance with 7.2.5 or 7.2B.2 as appropriate

Standard Rate Contributory Members comprise both Sixtieth Rate Contributory Members and Sixty-fifth Rate Contributory Members.

Lower Rate Contributory Member means a Member who is contributing to the Plan in accordance with Rule 7.1

Waiver Member means a Member in service for whom the requirement to pay contributions under Rule 7.1, 7.2 or 7.3 as applicable is treated as having been waived from time to time

Previous Scheme has the meaning set out in the Plan's Trust Deed

HP Foods Scheme Member means a member who transferred into the Heinz 2000 Pension Plan from the HP Foods Pension Scheme on 6 July 2011

Sixtieth Scale means the benefit scale as defined by the Rules whereby Members accrue retirement benefits at the rate of one sixtieth of the appropriate Final Pensionable Pay for each year of Pensionable Service

Sixty-fifth Scale means the benefit scale as defined by the Rules whereby Members accrue retirement benefits at the rate of one sixty-fifth of the appropriate Final Pensionable Pay for each year of Pensionable Service

SMART Member means: an HP Foods Scheme Member in service in respect of whom an additional employer contribution is paid in place of a contribution paid by the Member, in accordance with HP Rule 3.2 of the Definitive Deed and Rules for the Heinz 2000 Pension Plan dated 30 July 2002, as inserted/amended by Deeds of Amendment dated 8 August 2014 and 26 October 2016.

Signed on behalf of HJ Heinz Manufacturing UK Limited

Signature:  Signed by: Christine Page
DADE16A9F1944C0... Name: Chris Page

Position: Vice President Controller, International Date: Jan 27, 2025

Note: HJ Heinz Manufacturing UK Limited has been nominated as the employers' representative for this purpose.

Signed on behalf of HJ Heinz Pension Trust Limited

Signature:  DocuSigned by: P.A. LE
5EF33CC0532544C... Name: Phil Ashton

Position: Chair of Trustee Date: Jan 27, 2025

ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS

Name of scheme: Heinz Pension Plan

Adequacy of rates of contributions

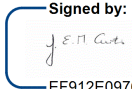
1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective could have been expected on 31 December 2023 to continue to be met for the period for which the schedule is to be in force.

I also certify that any rates of contributions forming part of this schedule which the scheme requires me to determine are not lower than I would have provided for had I had responsibility for preparing or revising the schedule, the statement of funding principles and any recovery plan.

Adherence to statement of funding principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the statement of funding principles dated 27 January 2025.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the scheme's liabilities by the purchase of annuities, if the scheme were wound up.

Signature: 
Signed by:
J. E. M. Curtis
EF912E09761C4E1...

Date: Jan 27, 2025

Name: Jane Curtis

Qualification: Fellow of the Institute and Faculty of Actuaries

Address: Verulam Point
Station Way
St Albans
AL1 5HE

Name of employer: Aon Solutions UK Limited