

MESSAGE FROM **Enid**



UPDATE ON MEDICAL AID INTEGRATION

Dear Colleagues,

This communication is to update employees on the integration of medical aid schemes within HEINEKEN Beverages South Africa ('the Company') following the Reward Townhalls.

The Company's medical aid policy

Medical aid membership with one of the Company's approved schemes is compulsory for all permanent employees (except for legacy Distell bargaining unit employees, who are excluded from this provision until they select to join a medical aid scheme or are promoted outside of the bargaining unit, upon which it also becomes compulsory). The only exemption from this condition is if an employee can provide proof that they are a dependent on their spouse / life partner's medical aid.

As communicated during the Reward Townhalls, any **new joiners** effective 1 September, have the option to join one of the two approved medical aid schemes, namely Bonitas Medical Fund ("Bonitas") and Discovery Health Medical Scheme ("Discovery").

Legacy Distell employees currently belong to the closed, in-house medical aid scheme called Remedi. Remedi allowed such employees to remain members of the scheme for a 12-month period post Legal Day 1, to ensure members are still covered for their medical needs while a way forward was being finalised by the Company.

To ensure flexibility and employee choice, the company decided that Bonitas and Discovery will become the trusted medical aid partners from 1 January 2024 for **all** employees. This means, Remedi will no longer be available as a medical aid scheme option and legacy Distell employees currently on Remedi will have the opportunity to join either Bonitas or Discovery with effect from 1 January 2024.

The rationale for leaving Remedi prior to the end of the full 12-month grace period allowed, is to align with the medical aid year which coincides with a calendar year and therefore joining a new scheme effective 1 January will significantly simplify the transition process.

We would like to express our sincere appreciation to the Remedi Board of Trustees ("BOT") for their unwavering dedication and invaluable contributions to the scheme over the past years. Their professionalism and commitment to the well-being of our members have not gone unnoticed, and we are grateful for the positive impact that Remedi has had on our organisation and its members. We were truly fortunate to have been a participating employer in the scheme.

Employees can select to join any one of these two company-approved medical aid schemes and any option within these two schemes.

Impact on legacy Distell post-retirement medical aid subsidy benefit

All employees who are eligible for a post-retirement medical aid (“PRMA”) subsidy will continue to qualify for this subsidy following the change. The subsidy benefit is currently closely linked to the Remedi contribution tables and as a result will have to be redefined. This process is currently underway, and we commit to keep impacted employees informed as we make progress.

Next steps

Throughout the month of October, we will share further communication regarding the medical aid integration process as well as any impact on the PRMA subsidy benefit. The communication will include contact details, timelines and any relevant information that you require, to make an informed decision regarding your medical aid scheme and plan choice for 2024.

Appointment of independent healthcare advisors and next steps

To support our employees with the transition process, the company has appointed Alexander Forbes Financial Services (Alexforbes) as the healthcare consultants to assist you in selecting the best and most appropriate medical scheme option for you, based on your healthcare needs and individual affordability.

Alexforbes will host various live member webinars, onsite presentations, and one-on-one sessions to ensure that every employee has access to the best medical aid advice when selecting their medical aid scheme and option for 2024. Additional details regarding the live webinars, virtual and onsite presentations as well as virtual and onsite one-on-one sessions, will be shared in the next communication to employees and pensioners.

These sessions will take place from the end of October through to the first week of December 2023. Every employee who is currently a member of Remedi will have to select a new medical aid scheme and option for 2024. Your selection must be made by 15 December 2023.

If you have any questions or concerns related to the integration of the medical aid schemes, please visit AskHR (Ask a question – My pay, benefits & recognition – Medical Aid) or email HRHelpdesk.HB@heineken.com.

Best regards,

Enid



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