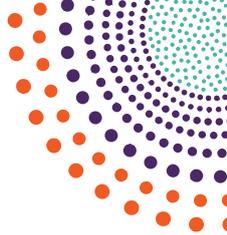


Hollard Vida Pension Fund

Frequently Asked Questions



Financial security for your future

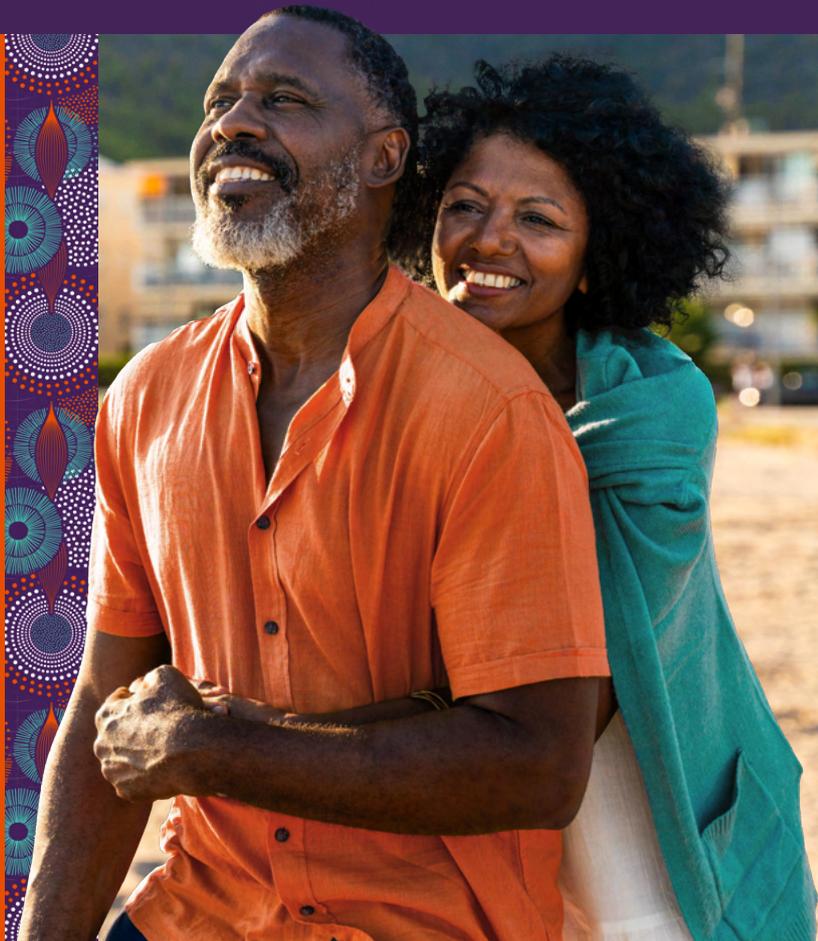
The Hollard Vida Pension Fund is a long-term savings solution designed to ensure financial stability during key life moments — such as retirement, total or permanent disability, or death. Whether for individuals planning their own retirement or companies looking to offer an additional benefit to their employees, this fund is a smart and sustainable choice.

What is the difference between the Pension Fund and INSS?

The Pension Fund is a voluntary savings plan offered by companies, with contributions from both employer and employee, to ensure additional income during retirement.

INSS (National Institute of Social Security) is a public and mandatory system, funded by legal contributions, that provides basic social protection such as pensions, sickness, maternity, and disability benefits.

The fund enhances the financial security provided by INSS, acting as a private complement to public social protection.



What are the benefits of a Pension Fund?

The Pension Fund offers several advantages that strengthen participants' financial security, especially during retirement:

Additional retirement income.

Provides an extra source of income beyond public system benefits (INSS).

Employer contributions.

Companies typically contribute a percentage of employees' salaries, increasing the accumulated value over time.

Access to diversified investments.

Participants gain access to financial markets and instruments not usually available to the general public, potentially generating higher returns.

Portability.

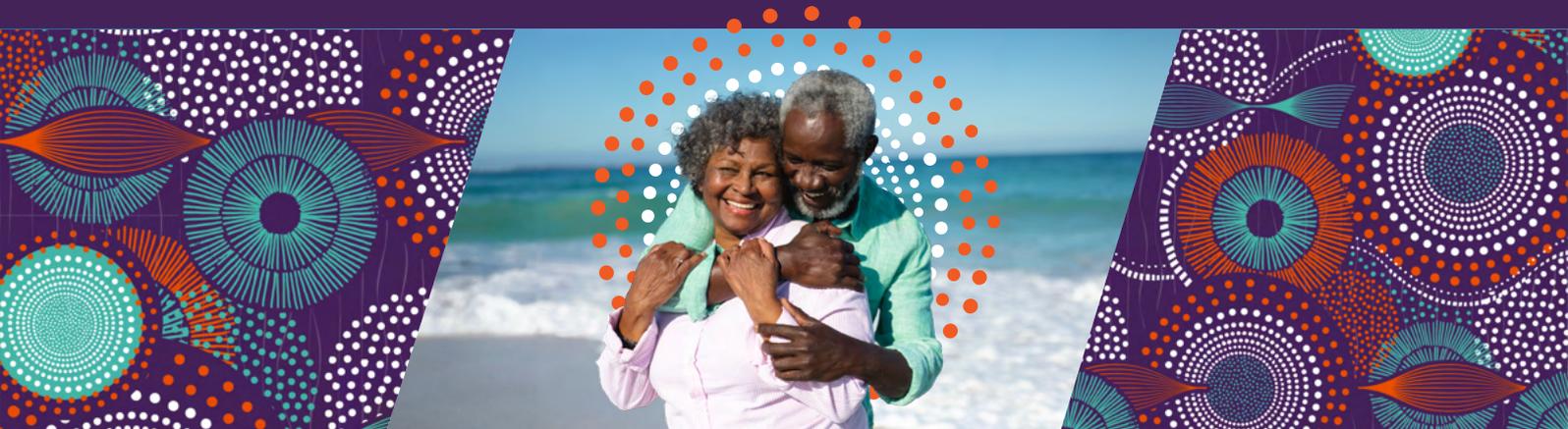
In some cases, it is possible to transfer the fund to another management entity, offering greater flexibility.

Tax benefits.

In Mozambique, contributions to pension funds may be exempt from certain taxes, according to current legislation.

Structured financial planning.

Joining a complementary fund helps plan retirement more comprehensively, promoting long-term stability and peace of mind.



Advantages of joining the fund

- Structured retirement planning with regular and cumulative contributions.
- Returns based on investments managed by experts.
- Tax benefits, according to current legislation.
- Autonomy and flexibility in managing the financial plan.



Available Fund Types

Hollard Vida offers two main models:



Individual Fund

Ideal for those who want to plan retirement independently:

- Full autonomy over contributions.
- Suitable for self-employed professionals and freelancers.



Collective Fund

Designed for companies that want to benefit their employees:

- Can be funded by the company, employees, or both.
- Strengthens talent retention and corporate social responsibility.



Participation models:

- **Defined Contribution:** fixed or percentage-based contribution amount.
- **Defined Benefit:** fixed final benefit, with contributions adjusted over time.



Fund types:

- **Open:** Available to any individual or entity.
- **Closed:** Exclusive to specific groups, such as company employees.

How do contributions work?

Contributions are flexible and adaptable:

- They can be monthly, quarterly, or annual, depending on the chosen plan.
- Companies can define percentages based on employee salaries.
- Individuals choose fixed amounts according to their financial capacity.
- Contributions can be adjusted or temporarily suspended with prior notice.



When can I access the benefits?

The fund can be redeemed in the following situations:

- Retirement: upon reaching the contractual age.
- Total or permanent disability: due to professional incapacity.
- Death: beneficiaries receive the accumulated amount.

Termination:

When a member leaves the employer, they may request to redeem their benefit.

Early withdrawals are allowed in special cases, such as:

- Serious illness.
- Total and permanent disability.
- Situations outlined in the fund's regulations and legislation.

What happens to my benefit if I leave the employer before retirement age?

If a participant leaves the company before reaching the normal retirement age, several options are available depending on the fund's regulations:

Transfer:

It is possible to transfer the accumulated funds to another pension plan, if the new employer offers this option.

Remain in the current fund:

The accumulated value can remain invested in the fund, continuing to grow until retirement age.

Purchase of annuities:

In some cases, the participant may choose to convert the accumulated value into a future annuity.

Full withdrawal:

Withdrawal of the total amount may be allowed, subject to conditions and penalties outlined in the regulations and applicable legislation.

The most suitable choice will depend on the participant's financial profile and the specific rules of the fund.



What are the investment options and how do they align with my financial goals?

Participants in the Pension Fund have access to a variety of investment options, including:

- Stocks.
- Debt securities.
- Treasury bonds and bills.
- Corporate bonds.
- Other financial instruments available in the market.

Investment choices should be based on individual financial goals and each participant's risk tolerance. These criteria are defined according to the guidelines established in the applicable Ministerial Diploma.

The fund is managed by professionals who help align investments with each participant's profile, promoting sustainable growth tailored to long-term goals.

Simulations and expectations

Simulations can be requested but are estimates based on projections. They consider factors such as:

- Rate of return.
- Inflation.
- Contribution period.



Important: The final value may vary due to factors such as market performance, legal changes, inflation, and the participant's financial behavior.

Rate of return

The fund does not offer a fixed or guaranteed return, as investments are made in various financial assets that fluctuate with the market.

The goal is sustainable long-term growth, not immediate gains. Management is handled by professionals who apply prudent strategies to maximize profitability.



Contact us

Want to learn more or request a quote?

Get in touch with our team at JulioN@hollard.co.mz

Discover how the **Hollard Pension Fund** can transform your financial future.

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