

datum : <datum>
onze referentie : <naam werkgever>
uw referentie :
betreft : Your pension scheme

CONFIDENTIAL

<AANGETEKEND naam WG>
<tav>
<Straat> <huisnummer><toevoeging>
<Postcode> <Plaats> <Land>

Services

Burgemeester Rijnderslaan 7
1185 MD Amstelveen

Postbus 5000
1180 KA Amstelveen

www.zwitslerleven.nl

<naam IAM>

Telefoon
Fax
E-mail <email IAM>

Dear <aanhef>,

Your employees' pension scheme with Zwitslerleven is set to end on <datum>. This means you will need to look into your employee's pensions in more detail in the coming period. Your current agreement will be cancelled as of <datum>, as will the surviving dependents' bridging pension and the group term life insurance if you have taken out either of these policies with us. We will be sending your adviser a proposal for a new pension scheme somewhere between August and October. We will inform you of the exact date closer to the time. Your adviser will then contact you as soon as possible to discuss the proposal with you. This letter will help you prepare for this conversation.

[indien buitenland=Ja]Is your company based outside the Netherlands?

We can only renew your agreement if you, the Employer, have a permanent establishment in the Netherlands and satisfy the following terms and conditions:

- Your company has a permanent establishment (an office building) in the Netherlands.
- Your company is registered in the Trade Register of the Chamber of Commerce at its offices in the Netherlands.
- Your employees have an employment contract that is governed by Dutch law.
- Your employees have to pay payroll tax in the Netherlands.
- Your employees primarily work in the Netherlands.

We may not be able to renew your agreement if you do not meet these terms and conditions. Please contact your adviser if you would like to know more about this. [einde indien buitenland=Ja]

[wissel kleine klanten] [conditie is =inventariseren is NEE]

Switching from a final pay scheme to an average pay scheme

You currently have a final pay scheme with us. Employers are increasingly requesting an average pay scheme due to changes in the standard retirement age, the maximum pensionable salary and the accrual percentages. We will therefore be sending your adviser a proposal for this type of scheme. We would like to point out that the fees for a final pay scheme as well as for an average pay scheme are on the rise due to increased life expectancy and a low market interest rate.

[wissel grote klanten] [conditie is =inventariseren is JA]

Amendments to the final pay scheme

You currently have a final pay scheme with us. This scheme has been amended somewhat due to changes in the standard retirement age, the maximum pensionable salary and the accrual percentages. We would like to put forward a proposal that meets the needs of your organisation, which is why we will be discussing the main aspects of your proposal with your adviser. We would like to point out that the fees for a final pay scheme as well as for an average pay scheme are on the rise due to increased life expectancy and a low market interest rate.

Keeping your costs in check? Your adviser can tell you everything you need to know about the defined contribution scheme or about other schemes that ensure the contribution level is fixed in advance. Your adviser will help you make the right decisions for your personal situation. We also recommend finding out more about the options that are available to you on zwitserleven.nl/haar2023.

Informing your employees

This pension scheme is an employee benefit, which is why you need to inform your employees of any potential pension scheme amendments. If you have a works council, they will need to be informed of any changes as well. Your adviser can help you with this.

Solution for outgoing transfers of accrued benefits

Did you know that in the future you might have to pay extra for the transfer of accrued benefits occurs once the contract period has ended? Do you want to cover the risk of additional payments for your current pension scheme or for any of your previous Zwitserleven pension schemes? Please contact your Zwitserleven adviser or internal account manager before this contract period ends.

Future of Pensions Act and your pension scheme

In the Netherlands, the current pension system is being amended. The intention is that this will be laid down in new laws and regulations by 1 January 2023. This does not mean that your pension scheme must already comply with the new law. You still have until 1 January 2027. But it is a good idea to consider this in good time together with your advisor. Because the amendments have consequences for you and for the participants in your pension scheme. Want to learn more? Go to zwitserleven.nl/zakelijk/pensioenakkoord or ask your advisor.

Any questions?

Please contact your adviser if you have any questions. They are familiar with your personal situation and can offer you the best advice. This is why we will be sending them a copy of this letter. If you prefer, you can contact <naam IAM> on the following telephone number<tel IAM> or send them an email: <email IAM>.

Your sincerely,

Bart Remie
General Manager Operations & IT