



Mr/Mrs



Date 2024

Client number 265-00-01

Welcome to Stichting Pensioenfonds TNO

Dear Mr/Mrs,

You have been working at TNO since 1 xxxxx 2024. As of 1 xxxxx 2024, you were registered as a member of the pension scheme offered by Stichting Pensioenfonds TNO (TNO Pension Fund). You will find more detailed information about this in the enclosure (Pension 1-2-3: How is your pension organized?). It is important that a number of arrangements will be made with regard to your pension scheme.

Which pension arrangements should you make?

- Calculate the value of your pension.
You can include the pension you accrued elsewhere in this calculation. This is referred to as value transfer. If you opt for a value transfer, your previous pension fund or insurer will transfer the value of your current pension with them to TNO Pension Fund.

Where can you find more information?

More information about your pension, such as whether or not to take your pension with you, can be found on our website www.pensioenfondstno.nl.

Compare your pension plan

No two pension schemes are alike. The Pension Comparer gives you an insight into the points on which your previous pension scheme differs from our scheme by going through a number of steps. You will find the Pension Comparer on the Documents page of our website.

How do you make your own pension arrangements?

Do you wish to make your own pension arrangements? You can do so quickly and easily in your personal pension environment on our website. Go to www.pensioenfondstno.nl and click on 'Mijn Pensioen' (My Pension) in the top right corner. Log in using your username and password. Click on 'Mijn gegevens' ('My details') to edit your information.

In your personal environment you can access more pension documents, figures, and other information important for your own pension or to arrange pension matters directly with us. You can also provide an e-mail address here.

You can add or edit your e-mail address in the section 'Mijn Pensioen' (My pension) on our website www.pensioenfondstno.nl.

The TNO appendices, which belong to Pension 1-2-3 Layer 1, are listed at <http://www.pensioenfondstno.nl/overons/documenten>

Your information now digital

We want to inform you more quickly about your pension scheme and changes to it. This is why, any information we send you from now on will be sent to you digitally where possible. This information will be sent to the following e-mail address: xxxx.xxx@tno.nl. We received this e-mail address from your employer.

If you would prefer to receive information regarding your pension scheme by post or if you would like to specify a different e-mail address for us to send information to, then please visit www.pensioenfondstno.nl and click on 'log in'. Please do this within four weeks.

The processing of your personal data

Our pension fund and our administrator (AZL) collect and process your personal data. This is done in order to be able to provide and administer your pension as well as possible. We only collect personal data that we need for this purpose. Would you like more information about this and your rights regarding the processing of your data? Please read the privacy statement on our website, www.pensioenfondstno.nl.

Questions?

Please call us on 088 - 116 2401 on work days between 08:30 AM and 5:00 PM. Or send an e-mail to pf-tno@azl.eu. To help us provide you with the best possible service, please keep your client number at hand or include it in your e-mail. Your client number can be found at the top of this letter. We will be pleased to help you.

With kind regards,
Stichting Pensioenfonds TNO



Eveline Wiertz-Knops
Team Manager Pension Administration

Enclosure: Pension 1-2-3: How is your pension organized?

This Pension 1-2-3 explains what is and is not included in our pension scheme. Pension 1-2-3 does not contain any personal information about your pension. You can find this at www.mijnpensioenoverzicht.nl. Our approach to socially responsible investments is explained in our investment policy on our website www.pensioenfondstno.nl.

What do layers 1, 2, and 3 comprise?

Pension 1-2-3 consists of three layers. The first layer has a summary of the most important information in your pension scheme. The second layer contains more detailed information about the topics discussed in the first layer. The third layer contains legal and policy information about the TNO Pension Fund. You can find layers 2 and 3 on www.pensioenfondstno.nl.

What does our pension scheme include?



When you reach the state old-age pension age (AOW), you will retire and receive your old-age pension/early old-age pension.



If you become incapacitated for work, you will continue to accrue a pension or a partial pension, but you will no longer pay the premiums.



In the event of your death, your partner is entitled to a partner's pension and your children will receive an orphan's pension up to 21 years of age.



Would you like to know exactly what our pension scheme offers you? See the website or ask us to send you the pension regulations.

What does our pension scheme not include?

Explaining what you don't get is not relevant at the TNO Pension Fund. Our pension scheme contains all the essential elements you'll need: you accrue an old-age pension, a partner's pension, and an orphan's pension. The pension scheme also provides for a supplement to the statutory occupational disability benefit in the event that you are incapacitated for work. You won't have to pay a premium, but you'll continue to accrue a partial pension.

How do you accrue pension entitlements?



You accrue pension in three ways:

- AOW: you receive this pension from the government if you have lived or worked in the Netherlands. Visit www.svb.nl to read more about the state old-age pension (AOW).
- Your pension with the TNO Pension Fund. You accrue this pension through your employer. This is the subject of this Pension 1-2-3.
- Pension that you arrange yourself, for example, with an annuity or bank savings. You can also choose to accrue additional pension savings through the TNO Pension Fund.



You accrue additional pension on an annual basis. The pension you accrue is the sum of these parts. You will receive your pension as of this date for as long as you live. This is known as the average salary scheme.



You accrue part of your total pension on an annual basis. This is not calculated based on your full gross salary. You do not accrue any pension over € 17,427.00 in 2024. This threshold amount is roughly equal to the old-age pension you will receive from the government when you reach the state pension age. Each year you will accrue 1.75% of pension over your gross salary minus the threshold amount.



Your employer also pays a premium of 20.34% of the pensionable salary to the pension fund. You in turn repay some of this premium to your employer in the form of a deduction from your salary. Your employer has agreed on the amount of the employee's share with the Works Council or the employee representative body. Your own HR department will be able to provide you with more information about this. The exact amounts are stated on your payslip.

What are your options?



If you are changing employer, you can take your previously accrued pension with you to your new pension provider.



Would you like to compare your pension scheme? Use the Pension Comparer on our website, or ask us to send it to you.



Would you like to see all the choices? All other choices for personal events (e.g. dismissal and retirement) can be found in layer 2 of your Pension 1-2-3.

Is your pension guaranteed?



The amount of pension you receive is not fixed.

Your final pension amount may not reflect price increases. This is because our pension fund is subject to the following risks:

- On average, people are living longer. As a result, we have to pay out pension benefits for longer.
- Low interest rates make pensions more expensive. Our pension fund therefore needs more money to pay out the same pension.
- Our investment results may fail to meet expectations.
- Please visit our website for more information about our financial situation and policy coverage ratio. This may affect your pension.



The Board aims to increase your pension increase in line with prices (CPI derived). We do this by indexing. This is only possible if the financial situation of our pension fund allows. We expect that in the years to come, we will be unable to increase your pension fully in keeping with inflation.

	Indexation	Price inflation
2024	0.00%	-2.02%
2023	16.93%	16.93%
2022	3.28%	3.28%
2021	0.00%	1.12%



Given the deficit, we can implement a recovery plan with one or more of the following measures:

- Your pension does not grow to fully reflect the price increases.
- Your contribution increases.
- In the worst-case scenario, we will reduce your pension. This has never happened so far.

What are our costs?



The TNO Pension Fund incurs the following costs to implement its pension scheme:

- Costs for pension administration, communication, management, and supervision.
- Costs associated with asset management.

When to take action?



If you change employer. You can take the pension you have previously accrued with you to your new pension provider.



If you move abroad. Moving house within the Netherlands? If so, the municipality will automatically send us your new address.



If you are incapacitated for work.



If you become unemployed.



If you get married, start cohabiting, or enter into a registered partnership.



Check once a year how much pension you have accrued in total at www.mijnpensioenoverzicht.nl.



If you divorce or terminate a registered partnership or cohabitation agreement.



Contact AZL if you have any questions or use the action and/or choice moments: 088 - 116 2401, pf-tno@azl.eu.