

P.O. Box 90170, 5000 LM Tilburg

Name and address

handled by	direct dialling number	our reference
Klantteam OPF	(013) 462 12 32	XXXXXX
Letter code		citizen service number
XXXXX		XXXXXX
Subject		date
Welcome letter		XXXXXX

Dear Mr XXX,

Commencing on XXX, you will become a member of the pension plan of Stichting Pensioenfonds Avery Dennison (Avery Dennison's Dutch pension fund trust), which is why you are receiving this welcome letter.

An English version of the welcome letter is available on the website.

Your pension is income for later, when you retire. However, it is also income for your potential partner and children, if you were to die. This welcome letter contains information about what you can expect from your pension plan. How do you accrue a pension? What is arranged in case you die? How does your pension subsequently fit in with your personal wishes?

Each year you will receive an up-to-date pension statement. This shows exactly what pension you have accrued and what your pension prospects are.

I would like to warmly welcome you to Stichting Pensioenfonds Avery Dennison. Our staff will do all they can to serve you and your pension.

If you meet all conditions, you are entitled to pension

We have based this information on the data currently available to us. However, our pension plan regulations always prevail. Please notify us timely of any changes in your personal data. We will inform you immediately about any changes in your pension.

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17 May 2016

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If you have any queries, or would like more information about your pension situation, please contact our pension fund's administrator: e-mail: pensioenfondsAveryDennison@achmea.nl.

Yours sincerely,

On behalf of Stichting Pensioenfonds Avery Dennison

A handwritten signature in black ink, appearing to be 'Bert van de Bunt', written in a cursive style.

Bert van de Bunt

Senior manager Operations

Syntrus Achmea Pensioenbeheer N.V.

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Welcome letter

For whom is this welcome letter intended?

For you name
date of birth: XX-XX-XXXX
Citizen service number: XXXXXX

For your partner No partner is known to us

On which information is this welcome letter based?

Commencement of Employment		Date
Start of pension accrual		Date
Part-time percentage		100,00%
Full-time pensionable salary	€	Amount
Full-time threshold amount	€	Amount
Full-time pension base	€	Amount
Accrual percentage		1,875%

Which pension plan do you have?

Type of pension plan basic plan
Nature of pension plan average pay plan

Your pension plan

Your pension plan is a defined benefit agreement in the form of a career average plan. In such a pension plan your annual pension accrual is based on your pensionable salary. In other words, your pension is based on the average pensionable salary that you have earned in the years that you have participated in this pension plan.

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Explanation of the terms used

Pensionable salary	The pensionable salary contains 12 times the fixed monthly salary including holiday allowance, reduction of working hours (ATV) allowance, fixed year-end bonus and shift allowance with a maximum of 8.11% of the pensionable salary. The fiscally-permitted maximum salary is € 101,519.00.
Threshold	This is the part of your pensionable salary over which you do not accrue pension because you already receive a state old-age pension from the government. Therefore, you do not need to accrue pension you're your entire salary. The threshold level is determined every year. In this welcome letter the pension base for a full-time employment is reflected.
Pension base	The pension base is equal to the difference between the pensionable salary and the full-time threshold, multiplied by the part-time percentage.
Accrual percentage	Each year, you accrue a portion of your pension. The accrual percentage indicates the amount of this portion.
Standard retirement date	The first day of the month following the month in which you become 67 years old.
Citizen service number	Your registration number at the municipality where you are registered. This number is unique for everybody.
Commencement of employment	This is the date on which you entered the service of your current employer.
Start of pension accrual	The date as of which you start accruing pension in this pension plan.
Part-time percentage	This is the percentage that you work in relation to full-time employment. An example: someone works half days, 20 hours a week, and full-time employment is 40 hours a week. The part-time percentage is then 50%.
Wage index	The general percentage pay rise according to the collective labour agreement (CAO) for the employer in the period from October to October of the year preceding the year in which this index will be used.
Derived consumer price index (CPI) for all households	The derived 'consumer price index for all households' as compiled by Statistics Netherlands (the Centraal Bureau voor de Statistiek); This means that the development of the index figure as this has occurred from October up until October preceding the moment the allowance is granted is taken as the basic principle.

Welcome letter

Your pension plan

Your pension plan is implemented by the Stichting Pensioenfonds Avery Dennison.

Your pension plan is important for you, not only in the future, but also now. Therefore, pay your pension the attention it deserves. This welcome letter outlines information about the contents of your pension plan. This letter, therefore, does not grant you any rights. These are only provided by the pension regulations, which you can request from your employer.

After some time, you will receive a personal pension statement, which presents the precise position of your pension accrual at that time.

What can you expect from your pension plan?

As a member of the pension plan of Stichting Pensioenfonds Avery Dennison, you are entitled to:

- income for later: this is your old-age pension and commences on your 67th birthday
- income for your surviving dependants if you die: partner benefit and orphan's benefit
- waiver of contribution payments in the event of incapacity for work; your pension accrual then continues normally if you are incapacitated for work

income for later

State old-age pension (AOW) from the government

This statement does not contain any information on the state old-age benefit that you receive from the government. Please go to www.svb.nl for more information on your state old-age pension (AOW) or to www.mijnpensioenoverzicht.nl for an overview of your total pension, including your AOW.

Old-age pension from your pension fund

Your retirement age is 67 years, but you can retire earlier or later. As of your retirement date you will each receive a monthly pension benefit from the pension fund for the rest of your life.

Income for your surviving dependents

Anw benefit from the government

If you die, your partner and/or children may be entitled to a benefit from the government. This is arranged

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via the General Surviving Dependents Act (Algemene nabestaandenwet - Anw).

Your partner must apply for these benefits at the Sociale Insurance Bank, the organization that implements the Anw on behalf of the government. Please go to svb.nl/anw for more information.

If you die, your partner will receive a lifelong partner's pension. Your children receive an orphan's pension until they are 18 years old (sometimes until they are 27 years old). The level of the partner's and orphan's pension is linked to the level of your (projected) old-age pension (respectively 70% and 14% of the old-age pension).

Your pension if you are incapacitated for work

Have you been sick for longer than two years, legally 104 weeks, and declared more than 35% incapacitated for work? Then you qualify for an occupational disability benefit. You receive this benefit from the implementation institute for employee benefits (Uitvoeringsinstituut Werknemersverzekeringen - UWV) on behalf of the government pursuant to the Work and Income (Capacity for Work) Act (Wet Werk en inkomen naar arbeidsvermogen - WIA). The level of this benefit depends on your percentage of occupational disability and your income before you became incapacitated for work.

With us, you are not additionally insured for a benefit in the event of occupational disability.

If you become fully or partially incapacitated for work according to the WIA, your income can decrease drastically. You are then entitled to whole or partial waiver of contribution payments for your pension accrual. Your pension accrual, therefore, continues normally during a period of occupational disability.

You do not need to do anything for this, your employer reports on you to the pension fund for this.

Hoe bouwt u pensioen op?

Each year that you are employed by your employer, you accrue a portion of pension related to your pensionable salary applicable in that year. Your annual pension accrual is 1.875% of the pension base. All these portions added together will subsequently make up your pension. The pension base is explained in the glossary.

How are your partner's and orphans' pension arranged?

In addition to an old-age pension you also accrue a partner's and orphans' pension. If you die during your participation in this pension plan, your partner will receive a lifelong partner's pension. If they meet the conditions your child(ren) will receive an orphans' pension. Only if you die during your participation in this pension plan, the partner's and orphans' pension benefit is linked to the old-age pension that you would have accrued if your participation had continued until your retirement date.

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If you want, you can exchange the accrued partner's pension for a higher old-age pension at retirement.

If you retire or if you stop participating in the pension plan before your retirement date, your accrued entitlements to a partner's and orphans' pension will remain with the pension fund and will be paid out in the event of your death.

Who qualifies as partner?

Your partner is:

- the person to whom you are married or with whom you have a registered partnership;
- the unmarried person who does not have a registered partnership with anyone, who is not directly related to you by blood or marriage, with whom you have a deed of cohabitation executed by a civil-law notary and with whom you have maintained a permanent joint household for at least six months.

Must you notify us of your partner?

A partner's pension is accrued for each participant. If you are married (or have a registered partnership) and live in the Netherlands, your municipality will notify us automatically about your partner's data. If you are married (or have a registered partnership) and live outside the Netherlands, you will need to register your partner with the pension fund yourself. If you are living together with someone, you can register your partner with the pension fund. You will need to send us a copy of your cohabitation agreement and must be able to demonstrate that you and your partner have maintained a permanent joint household for at least six months. Please contact the pension fund administrator for more information by e-mail: pensioenfondsaVeryDennison@achmea.nl; telephone (013) 462 12 32.

How does your pension retain its value?

Supplement policy

The purpose of supplements (indexation) is to maintain the value of your pension. Supplements to pension entitlements or pension benefits are conditional and only take place if the financial means of the fund are good enough. Hence, no supplements may be granted in any given year. Each year the board of the pension fund decides if supplements are granted or not. The intention is to increase the pension entitlements of the participants with a supplement that is in line with the highest figure of either:

- a) the development of the index figure of negotiated wages, or
- b) the development of the consumer price index (CPI) figure all households.

For pensions in payment, paid-up pension entitlements of deferred participants, pension entitlements of participants with waiver of premium due to occupational disability and entitlements to special partner's pension of ex partners and any individual entitlements to old-age pension of ex-partners the intention is to increase these with a supplement equal to the development of the CPI all households. No capital is reserved for future supplements and the granting of supplements is not taken into account when determining the level of the pension premiums.

Declaration of conditionality

Each year your pension fund intends to increase your accrued pension with a supplement that is in line with the highest figure of either the development of the negotiated wages or the development of the consumer price index figure all households. This is called our ambition. This year (over 2015) the accrued pension has been increase by 0.57%. Over the past five years your pension fund has increase the accrued pension as follows:

- Over the year 2014 by 2.25%. Our ambition was 2.25%. Prices rose by 0.98%.
- Over the year 2013 by 0%. Our ambition was 2.51%. Prices rose by 2.51%.
- Over the year 2012 by 0%. Our ambition was 1.98%. Prices rose by 2.45%.
- Over the year 2011 by 0%. Our ambition was 2.33%. Prices rose by 2.34%.
- Over the year 2010 by 0%. Our ambition was 1.38%. Prices rose by 1.27%.

Your pension fund pays future increases of your accrued pension from investment reserves. Previous supplements do not entitle you to any pension supplements in the future. Over the past few years your pension has not been curtailed.

What happens to your pension if your pension plan membership stops?

If your membership of this pension plan stops, you no longer accrue pension. Of course, you retain rights to the old-age pension, partner's pension and orphan's pension that you had already accrued in this pension plan.

The pension plan does not have any possibility for voluntary continuation after membership ends. Therefore, after you leave the employer's service, you cannot continue the pension plan at your own expense.

This means that you have two options:

1. You can leave your accrued benefits behind with the pension fund.
2. You can transfer your accrued benefits to the pension fund of your new employer.

Have you previously accrued pension with another pension administrator?

Then you can opt for value transfer.

What is value transfer?

Your accrued pension has a certain value. Value transfer is the transferring of this value from your old to your new pension administrator. Your new pension administrator will convert this value into accrued pension benefits in your new pension plan.

Why transfer value?

The value of pension plans can vary widely. This depends on, among other things, the certainty of your continued pension accrual. Sometimes transfer is worthwhile, sometimes not. Therefore, with value transfer, always seek advice from experts!

Value transfer procedure

You must request for value transfer with your new pension administrator after joining the new pension plan. Your new administrator will then request your former pension administrator(s) to supply your pension details and submit a proposal. This proposal will state how much pension or pension capital you will receive under your new pension plan for your pension capital already accrued in the previous plan. The actual transfer will only be arranged if you agree to the proposal. The total process can take some time.

Soon, your pension ‘made to measure’

Your pension plan offers flexible choices, i.e. at retirement you can align your pension benefit to your individual needs. You have the following choices:

- you can retire earlier,
- you can retire later,
- you can exchange any entitlements to a partner’s pension entirely for more retirement pension,
- you can exchange a part of your retirement pension for more partner’s pension,
- you can start the first few years of your retirement with a higher benefit, and then receive a lower benefit during the rest of your life.

These choices have consequences for the level of your pension benefit. When you are close to retirement you can ask the pension fund to calculate the financial consequences of the various choices for you.

Six months prior to you retirement date the pension fund will inform you automatically about this.

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If you wish to retire earlier, you will need to contact the administrator of the pension fund about your options: e-mail: pensioenfondsaVeryDennison@achmea.nl; telephone (013) 462 12 32

Your pension needs your attention

A proper pension is not self-evident. Some events in your private or working situation can have an effect on your pension. These can necessitate you taking action yourself. This is the case, for example, with:

- living together (cohabiting), marrying or separating
- changing jobs or employer
- starting working part-time
- taking unpaid leave
- stopping working
- unemployment
- incapacity for work

Which obligations apply to you?

We expect you to cooperate in proper implementation of this pension plan. You are obliged to swiftly supply all information that is necessary for the implementation of this pension plan.

Please refer to our website pensioenfondsaverydennison.nl for more information.

Would you like to know more about your pension?

If you meet all conditions, you are entitled to pension

We have based this information on the data currently available to us. However, our pension plan regulations always prevail. Please notify us timely of any changes in your personal data. We will inform you immediately about any changes in your pension.

You can ask your employer for a copy of the pension plan regulations.

The pension fund will supply on request:

- the pension regulations,
- the annual report and the financial statements,
- the implementation agreement,
- relevant information concerning investments,
- information that is specifically relevant to you,
- a statement of the level of your accrued pension benefits,

- a calculation of the effects of the options as referred to above in “Soon, your pension `made-to-measure””,
- the declaration concerning investment principles,
- information concerning the level of the pension fund’s coverage ratio,
- information on instructions from the regulator that could apply to the pension fund,
- information concerning possible appointment of an administrator.

Furthermore, the pension fund will supply you on request the applicable complaints regulation and the pension fund will inform you concerning any short-term or long-term recovery plan at the pension fund, if that is in force. In that case, the pension fund will issue the short or long-term recovery plan on request.

Please bear in mind that the pension fund can charge costs for some of the documents listed above.

Employer’s payment reservation

The employer reserves the right to reduce or stop payment of its contributions, if the company’s interests make it necessary, in the management’s opinion, due to a drastic change of circumstances. If this right is used, the pension benefits yet to be accrued will be adjusted to the changed circumstances. Pension benefits already accrued remain unchanged. If the employer proceeds to the reduction or suspension of its contributions, it will immediately inform the board and the members of this in writing.

Special circumstances

New rules recovery plan

As of 1 January 2015 new rules have been implemented for drafting a recovery plan. Your pension fund’s current funding ratio is too low and the pension fund has drawn up a recovery plan.

According to the recovery plan the fund’s financial situation will recover within a few years because of the projected future returns on investments. At this moment it is not necessary to take additional measures.

Complaints procedure

Do you have any complaints concerning the implementation of your pension plan? Then please use the pension fund’s complaints and disputes settlement procedure.

Would you like more information?

If you have any questions or would like more information about your pension situation, please contact the administrator of our pension fund: e-mail: pensioenfondsAveryDennison@achmea.nl; telephone +31 (0)13 462 12 32. They are glad to be of service to you.