

Date:

<date>

Customer number: <

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ASTELLAS PENSION FUND TO SWITCH TO STAP GENERAL PENSION FUND

Dear <name>,

On Friday 7 April, we announced on our website that there was a good chance that we would switch to a general pension fund. We can now confirm that the pension fund and the pension scheme will be moving to Stap General Pension Fund (APF Stap). Let us explain why.

Getting ready for the future

We have had a good look at our options, and moving over to APF Stap is the best way to secure your pension's future. Astellas Pension Fund is too small to carry on independently. With APF Stap, the various schemes are divided into circles. Astellas will have its own circle within APF Stap. General matters, such as governance, will be managed centrally across all circles. This will save a lot on organisation and costs.

The Astellas circle will operate independently, however. We will have our own:

- pension scheme
- investment policy
- representation from current and former members, pensioners, and the employer in a stakeholder body.

Your pension in safe hands

Our priority has always been to keep your pension in safe hands. And our goal is to achieve the best outcome possible for all stakeholders. But we were also adamant that our existing Astellas pension scheme would not be subject to any significant changes if transferred. The costs also had to be lower than they are now.

Thumbs up from social partners and Works Council

Our social partners (trade unions and the employer) and the Works Council strongly support moving to APF Stap and have agreed to proceed. You can read the statements from the employer, Works Council, and the Accountability Body at www.pensioenfondsastellas.nl.

Waiting for go-ahead from De Nederlandsche Bank

Before we proceed, we need a 'statement of no objection' from De Nederlandsche Bank (DNB). We expect to know whether DNB will issue us with this statement by the end of this year. Only then can we actually move to APF Stap. But we won't leave this to chance: we have been in regular consultation with DNB, and we are confident that we will get the green light.

Where to find more information

- For more information, please visit www.pensioenfondsastellas.nl. This is where you will find out the latest news on the subject.
- More detailed information about your pension with our fund can be found in Mijn Pensioencijfers (My Pension Figures). You can safely log in to our website with your DigiD. Check whether your expected pension age is right for you. If not, then you can take more action in a personal capacity.
- An overview of all the pension you have accrued thus far, including your state pension (AOW), is listed on www.mijnpensioenoverzicht.nl. You can log in with your DigiD.

Do you have any questions?

Please visit www.pensioenfondsastellas.nl for more information on your pension. Of course, you can always call us on +31 (0)88-116 30 41. Our lines are open on weekdays from 8:30 AM to 5:00 PM. Alternatively, send e-mail us at pf-astellas@azl.eu. We would be happy to help you.

Yours sincerely,

The Management Board of Stichting Pensioenfonds Astellas
Dick Vis, Chair