

## INFORMATION SHEET - MEMBERS OF THE PENSION COMMISSION

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As a member of the Pension Commission at your company, you serve as the link between the Alvoso Pension Fund and the insured members of your pension fund. So you perform an important task for the employees of your company. To make it easier for you to get started with this, below we would like to give you some factual information.

Of course, the staff at the Alvoso Pension Fund Secretariat will be happy to answer any additional questions you may have.

### Organisational constituents of the Pension Commission

The Pension Commission consists of one employee representative and one employer representative (its composition is equal), each with a term of office of three years. Unless the Alvoso Pension Fund is notified to the contrary, this term of office is tacitly extended by one year every time it expires.

Employers and employees elect their respective representatives to the Pension Commission.

The Pension Commission elects its own chairperson for one term of office. For every term of office, the chairmanship alternates between the employee representative and the employer representative. In the event of a tie, the chairperson has a casting vote.

As a delegate of the employees, you represent their interests in relation to the staff pension scheme. While you bear responsibility, you also have certain rights and duties:

### Rights

- Knowledge of all matters relating to employee benefits
- The right to information in general
- Participation in the choice of pension provider (pension fund)
- A say in the design of funding and services
- A say in the use of disposable foundation assets
- Participation in the Annual General Meeting of the Alvoso Pension Fund

### Duties

- Informing employees
- Monitoring the administration
- Maintaining the confidentiality of individual data
- Arranging for a replacement to be elected if a member of the Pension Commission resigns or leaves the company

We wish you much success and pleasure as a member of the Pension Commission.