

Deventer, August 2025

<b>Handled by</b>	<b>Telephone</b>	<b>Subject</b>
Pension Administration	0570 – 682116	Transfer of your pension

Dear Sir or Madam,

Your pension with Stichting Pensioenfonds TDV (TDV) will be transferred. On **1 January 2026**, it will be transferred to the **PME Pension Fund (PME)**. PME is the pension fund for companies in the Dutch metal and electrical engineering sector (Metalektro). This letter explains why and what this means for you.

#### **Why will your pension be transferred?**

Your pension is an agreement between the employer and employee. TDV implements this agreement. We regularly review if we are the best party to implement this agreement for all (former) employees of Trivium Packaging Netherlands B.V (Trivium). An external party investigated this in 2023. In 2024, further research was conducted with the help of consultant Sprenkels. This research showed that it would be better not to continue as an independent pension fund. The TDV board went into more detail on this result in 2025 and expressed its preference to transfer all pensions to PME. The Central Works Council of Trivium has agreed to this.

The appendix further details this decision.

#### **What does this mean for you?**

- **All pensions** will be transferred to PME on **1 January 2026**, regardless of whether your pension has already started or not.
- From that moment on, the PME pension scheme will apply to everyone.
- The TDV Pension Fund will cease to exist in the course of 2026.

#### **Why PME?**

PME is a large and professional pension fund, which means you benefit from:

- **Lower costs per** participant, which means more money available for your pension.
- **A strong organisation**, which means better opportunities to carefully implement the new pension rules (Future Pensions Act).

#### **New pension rules**

All pension funds in the Netherlands are switching to the new rules for pensions (Wet toekomst pensioenen, Wtp). PME aims to make the switch on **1 January 2027**.

**PME's transition plan** explains the choices made by the social partners in the metal and electrical engineering sector and how existing pensions will be converted. You can find the transition plan and a summary of it at: [www.pmepensioen.nl/nieuwe-regels](http://www.pmepensioen.nl/nieuwe-regels).

Until then, PME's current pension scheme will apply from 1 January 2026. More information about this scheme can be found at [www.pmepensioen.nl](http://www.pmepensioen.nl).

### Pension increase (indexation)

If TDV's financial situation allows, we will increase pensions at the end of this year (indexation). This will take place before the transfer to PME. We will announce this on our website at the end of December and in the **Pensioenblik** at the beginning of 2026.

### You do not need to take action

We will take care of the transfer of your pension. You do not need to take any action yourself. On **1 January 2026**, the accrued and vested pensions (including the above-mentioned increase) will be transferred to PME.

### Reservation of supervisory authority approval

The transfer can only go ahead if De Nederlandsche Bank (DNB) gives its approval. We expect clarity on this in the fourth quarter of 2025 and will inform you again at that time.

Please note: individual objections are not possible. This is a legal stipulation.

### What can you expect next?

You will receive several letters in the coming months:

- A **letter from TDV** with **information about** what **the transfer** to PME means for your pension.
- The **latest pension statement from TDV**, showing the current status of your pension (including the increase). We will transfer this pension to PME.
- A **welcome letter from PME** with information about your new pension fund and how PME intends to communicate with you.
- Are you still employed by Trivium? If so, you will also receive information about PME's pension scheme with this welcome letter.
- A **letter from PME** with your **personal pension amounts** after the transfer.

### More information

You can find additional information about the transfer to PME at [www.sptdv.nl](http://www.sptdv.nl).

Do you have any questions about your current pension scheme? You can contact us by telephone on: 0570 - 682116. We are available from Monday to Friday from 9 a.m. to 5 p.m. Alternatively, you can send an email to [pensioenen@sptdv.nl](mailto:pensioenen@sptdv.nl). When calling or emailing, please state your pension number. This will enable us to assist you more efficiently.

Kind regards,  
TDV Pension Fund Foundation

Trivium Packaging Netherlands B.V.

Th.W.F. Hillen  
Director

W.J. Morkin  
Director

### Appendix: Explanation of choices made

*This letter was generated automatically and is therefore not signed.*