

Deventer, November 2025

Handled by	Telephone number:	Subject
Pension administration	0570 – 682116	Transferring your pension

Dear Sir or Madam,

You are currently accruing pension with the TDV Pension Fund (TDV).

Transferring your pension to PME pension fund

In our letter of August 2025, we informed you why TDV is transferring your pension to PME pension fund (PME).

What will change?

From 1 January 2026, you will start accruing pension through the PME pension scheme. This scheme is very similar to that of TDV, but there are a few important differences.

Retirement age from 67 to 68

- At TDV, the standard retirement age is **67**. At PME, it is **68**.
- That is why we will convert your accrued pension as at 31 December 2025 to a pension with a standard retirement age of 68. The value of your pension will remain the same.
- The state pension age is currently 67. Would you like to retire at the same time as you become eligible for your state pension? You can do so by bringing forward your pension with PME. Many PME members choose to do this.
- In that case, the amount of your early pension benefit is expected to be almost the same as what you would have received from TDV.
- Are you retiring in 2026? Then you can expect to receive at least the same pension as you would have received from TDV.

Partner pension in the event of death

- At TDV, you accrue a partner pension of **70%** of the retirement pension.
- At PME, you accrue **50%**.
- In addition, PME offers a supplementary partner pension of **20% on a risk basis**. If you pass away while still in service, your partner will still receive a total of 70%.

This means that in the event of your passing, your partner will receive **less partner pension** from 1 January 2026 if you are no longer employed by Trivium or have retired. To compensate for this disadvantage, it has been agreed that the personal contribution to the pension premium will decrease from **10.89%** to **10.56%** from 2026.

The partner pension you have accrued at TDV up to and including 2025 will be retained in full at PME.

PME also offers the option of taking out a so-called ANW gap insurance. This is voluntary and you can read more about this in the welcome letter from PME, which you will receive next year.

PME aims to switch to the **new pension system** on 1 January 2027. This will involve changes to the partner pension arrangements. PME will provide you with detailed information about this at a later date. More information can be found at www.pmepensioen.nl/nieuwe-regels.

Change in pensionable salary for employees who receive the fixed profit distribution.

At PME, the annual fixed profit distribution also counts towards the pensionable salary. This means that you **will accrue more pension** from 2026 onwards.

Please note: you also pay contributions (10.56%) on this part. This may reduce your net monthly income.

Increase in pensions (indexation)

- At TDV, pensions are increased in line with the collective labour agreement wage increase.
- At PME, this is done on the basis of the consumer price index.
- In both cases, an increase is only possible if the pension fund has sufficient funds.

This difference between 'wage' and 'price' will only apply until the end of **2026**. After the transition to the new pension system on 1 January 2027, indexation will disappear.

However, your (expected) pension may still increase. It could also decrease. This depends on the return on your pension investments.

Good to know: TDV's financial position is currently better than that of PME. This means that TDV can increase your pension even more when it transfers to PME. We will inform you about this in the course of 2026.

What else can you expect?

You will receive several letters in the coming period:

- A **welcome letter from PME**, with information about your new pension fund, PME's pension scheme and how PME will communicate with you (expected in February/March 2026).
- The **final pension statement from TDV**, containing the latest status of your pension (including the above-mentioned increases). We will transfer this pension to PME. We expect to send this statement in the spring of 2026, once all checks have been completed, including those by the auditor.
- A **letter from PME** with your **personal pension amounts** after the transfer. This letter is expected to follow a few weeks after the final pension statement from TDV.

No objection possible

You cannot object to the transfer of your pension. This is stipulated by law. The TDV pension fund will cease to exist in the course of 2026.

Further information

You can find additional information about the transfer to PME at www.sptdv.nl.

Do you have any questions about your current pension scheme? You can contact us by telephone on: 0570 - 682116. You can reach us from Monday to Friday from 9 a.m. to 5 p.m. Or send an email to pensioenen@sptdv.nl. When you call or email, please state your pension number. This will enable us to help you more quickly.

Kind regards,
TDV Pension Fund Foundation

Trivium Packaging Netherlands B.V.

Th.W.F. Hillen
Director

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Director

This letter was generated automatically and is therefore not signed.