stichting pensioenfonds Avery Dennison

Summary of the Wtp Communication Plan

Avery Dennison Pension Fund

June 2026

1. COMMUNICATION ABOUT THE TRANSITION

How will the Avery Dennison Pension Fund keep participants informed about the transition to the new pension scheme?

The Avery Dennison Pension Fund expects to transition to a new pension scheme on 1 July 2027. Our statutory communication plan sets out how we will inform our participants about the new pension scheme: **what we will communicate, through which channels and when.** We explain what will stay the same, what will change, what this means for our participants and how we will support them in making the right choices within the pension scheme.

Key points

This document summarises the key points of the communication plan. We will update the communication plan and this summary whenever necessary.

Our aim is to provide clear, straightforward and honest communication so that you understand how your pension works and what you can expect.

2. FOR WHOM WILL THE NEW PENSION SCHEME APPLY?

The following participants will be transferred to the new pension scheme

Anyone who has pension entitlements or pension rights with the Avery Dennison Pension Fund will be transferred to the new pension scheme. We group participants according to their pension status:

- Active participants, including participants who are incapacitated for work but are still employed by Avery Dennison
- Participants who are incapacitated for work and whose pension accrual continues with a waiver of contributions
- Former participants
- Pension beneficiaries:
    - Retirement pension
    - (Special) partner's pension
    - Orphan's pension
- Ex-partners with a (special) pension that has not commenced yet and/or with equalised or converted pension rights.

Participants with multiple roles

Participants may have multiple roles (such as active participant and ex-partner). However, to ensure a clear and consistent message, we will communicate with them based on their primary role. Participants with special circumstances, e.g. those who cannot be reached digitally, will be provided with additional or alternative information. We use digital channels and the postal service and communicate in Dutch and English so that we can reach everyone.

3. KEY CHANGES AT A GLANCE

What will stay the same?

A summary follows below of what will stay the same when the new pension scheme is introduced:

- You will continue to receive your State Pension (AOW) from the Dutch government when you reach your AOW retirement age.
- Your employer, Avery Dennison, will continue to pay pension contributions together with you.
- We will continue to invest your money.
- When you retire, you will still receive a retirement pension. You will receive it for the rest of your life, no matter how old you become. Your pension will never run out.
- You will still have choices when you retire. For example, you will still be able to choose early retirement, defer your pension or exchange your partner's pension for a retirement pension, or vice versa.
- We will continue to look after each other in the event of incapacity for work or death:
    - Your pension accrual will continue in the event of your incapacity for work.
    - We will continue to provide protection in the event of death.

What will change?

We explain to our participants what will change. The key messages are:

From a pension entitlement to personal pension capital
In the current pension scheme, the Avery Dennison Pension Fund invests the pension assets of all participants collectively. The Avery Dennison Pension Fund uses these collective assets to pay pensions to pension beneficiaries.

In the new pension scheme, each participant will have their own personal pension capital.
If you are still accruing pension, you and your employer will pay pension contributions. This will enable you to accrue personal capital for your pension. The Avery Dennison Pension Fund will invest this capital on your behalf. Your pension will be paid from your personal pension capital. Your personal capital is intended solely for your own pension.

The new pension scheme is a defined contribution scheme
Many people currently participate in a pension scheme in which agreements have been made about the amount of their pension. The same applies to the current pension scheme provided by the Avery Dennison Pension Fund. The new pension scheme will be a defined contribution scheme. This means that the amount of the pension will no longer be fixed; instead, pension capital will be built up. Contributions are the starting point for accrual.

Contributions will continue to be based on a fixed percentage
For everyone accruing a pension, contributions in the new pension scheme will continue to be a fixed percentage of the part of the income that counts towards the pension: the pensionable earnings base. Together with your employer, you contribute up to 33.5% of your pensionable earnings base. You pay 11% yourself; your employer pays the remainder.

Your personal capital will change depending on investment results
To grow pension savings, the Avery Dennison Pension Fund will invest participants' personal capital. If investments do well, your personal capital will increase. But the opposite is possible too because investing involves risks: if the value of your investments falls, your pension capital could decrease.

You decide how we invest your personal capital
Are you accruing pension with the Avery Dennison Pension Fund, or have you accrued a pension that has not commenced yet? Then you will be able to choose from three risk profiles in the new pension scheme. In other words, you decide how much risk you are willing to take. We then invest at your chosen risk level. Whichever risk profile you choose, we will gradually reduce the level of risk taken as you get closer to retirement age.

When you retire, you can choose between a variable or fixed pension
When you retire, you can choose between a variable pension from the Avery Dennison Pension Fund or a fixed pension from another pension provider. If you choose a variable pension with the Avery Dennison Pension Fund, we will continue to invest your capital even after you retire. This means that your pension amount may fluctuate from year to year. A variable pension involves more risk than a fixed pension. Because of this, the variable pension may increase but could also decrease. A variable pension is expected to be higher on average.

We use the risk-sharing reserve to keep pensions in payment as stable as possible
The pension amount for a variable pension can increase if investments perform well. If investment results are disappointing, the pension amount could also decrease. The Avery Dennison Pension Fund maintains a reserve - the risk-sharing reserve - to keep pensions in payment as stable as possible. If investment results are disappointing at any time, we can use the risk-sharing reserve to prevent or limit any reduction in your pension.

This has been arranged for you if you become incapacitated for work
If you are ill for a prolonged period, you will continue to accrue capital for your pension. You will also continue to be insured for partner's and orphan's pensions. What happens if you become (partially) incapacitated for work and are receiving a WIA benefit? In this situation, you will no longer have to pay contributions for the part for which you are incapacitated for work. The pension fund will pay these contributions on your behalf. This already applied under the current scheme and will remain the same under the new pension scheme.

However, the current pension scheme does contain agreements about the intended pension amount. This means that, at present, a pension entitlement is exempted from contributions. For example, if you are 50% incapacitated for work and accrue a pension entitlement of €250 per year, half of that accrual will be contribution-free. The contribution for that accrual will then be borne by the pension fund.

In the new pension scheme, the pension accrual amount will no longer be fixed; instead, the contribution will be the starting point. This means that, in the event of incapacity for work, the contribution is waived. For example, if you are 50% incapacitated for work, half of the contribution is waived. This part of the contribution will then be borne by the pension fund, which will pay it into the personal capital for your pension.

The following is provided for your dependants in the event of your death (partner's and orphan's pensions)

In the new pension scheme, the survivor's pension will be provided on a risk basis. So, if you die while employed by Avery Dennison, your partner will be entitled to a partner's pension and your child(ren) up to the age of 25 will be entitled to an orphan's pension. The survivor's pension you have accrued in the current pension scheme will remain in place. Your partner and child(ren) will then receive both the survivor's pension that you have accrued up to 1 July 2027 and the new risk-based survivor's pension.

- Are you no longer going to be accruing pension with the Avery Dennison Pension Fund because you have a new job, for example? In this situation, the pension for your partner and children will continue for three months as standard. This three-month period may be shorter if you find a new job before the three months end.
- You may be insured for the survivor's pension under your new employer's pension scheme. Your partner and any child (or children) will still be entitled to the survivor's pension you have accrued in the current pension scheme with the Avery Dennison Pension Fund.
- What happens if you die after your retirement date? In this situation, your partner will receive a partner's pension, unless you exchanged the partner's pension for a higher retirement pension when you retired. Your children will not receive an orphan's pension if you die after your retirement date. Your partner and any child (or children) will still be entitled to the survivor's pension you have accrued in the current pension scheme with the Avery Dennison Pension Fund.

New date for the annual adjustment of your pensionable salary

The pension contribution paid on your behalf is a percentage of your pensionable salary, minus the so-called AOW deductible. Your pensionable salary consists of your gross annual salary and, where applicable, your year-end bonus, reduction of working hours (ATV) allowance and shift allowance.

Currently, any increase in your gross salary is incorporated into your pensionable salary on 1 July of each year. For example, if you are given a pay rise on 1 May, your pensionable salary will be adjusted with effect from 1 July.
This will change in the new scheme. In the future, your pensionable salary will be adjusted on 1 January of each year - starting on 1 January 2028. The last '1 July' adjustment will take place on 1 July 2027.

New date for the annual adjustment of the AOW deductible

Currently, the Avery Dennison Pension Fund adjusts the AOW deductible on 1 July of every year. As of 1 January 2028, this annual adjustment will take place on 1 January of every year.
So, the adjustment on 1 July 2027 will be the last adjustment to take place on 1 July. The AOW deductible will then be determined on 1 January of every year.

Pension accrual from your employment commencement date

Finally: in the new pension scheme, the minimum age for pension accrual will no longer be 18. You will start to accrue pension on your employment commencement date.

4. TRANSFER TO THE NEW PENSION SCHEME

It is expected that your (accrued) pension will be transferred to the new pension scheme on 1 July 2027

You will continue to accrue pension in the current pension scheme until the transition date. After calculating exactly how much pension you have (accrued) on 1 July 2027, we will convert the value of your accrued pension into personal capital for you in the new pension scheme. Everyone will be transferred to the new pension scheme: regardless of whether you are currently accruing, or have accrued a pension with the Avery Dennison Pension Fund, or are currently receiving a pension from the Avery Dennison Pension Fund. If any fund assets remain after all pensions have been converted to the new pension scheme, the pension fund will distribute those assets.

Compensation will be provided for missed indexation

In the past, the Avery Dennison Pension Fund was not always able to increase pensions as much as it would have liked. It was bound by the provisions of the Dutch Pensions Act. However, the Avery Dennison Pension Fund is permitted to provide compensation for missed supplements when the new pension scheme is introduced. If the financial position of the Avery Dennison Pension Fund is healthy at the time of the transition, we will do this (in part).

The compensation provided for missed indexation will be funded from any fund assets remaining after we have converted the pensions into personal capital for each participant.

You may be eligible for compensation if you are accruing pension

In the current pension scheme, everyone, both young and old, accrues the same amount of pension for the same contributions. This will change with the transition to the new scheme. Because of this, compensation may be necessary for employees who will accrue less pension than they would have done before and may lose out as a result. Will you still be in the employment of Avery Dennison on 30 June 2027 and 1 July 2027 and are you accruing a pension with us? Then you may be eligible for compensation. Participants with non-contributory continuation due to an incapacity for work and those in leave schemes with pension accrual may also be eligible.

Employers will no longer be obliged to make additional contributions

Under the new provisions of the Dutch Pensions Act, an additional contribution obligation is no longer permitted. The pension fund and the employer have agreed that the employer will make a one-off payment in lieu of the additional contribution obligation. At the time of the conversion, an amount will be added to the personal capital of each participant based on a distribution formula.

The employer will also pay compensation to active participants for the shift in risks in future accrual. This compensation will be paid as non-pensionable salary every month for a maximum of 10 years. It will only be paid to participants who were in the employment of Avery Dennison on the day before the transition date (30 June 2027) and on the transition date itself (1 July 2027).

5. GUIDANCE WE PROVIDE

Surveys, communication and guidance

Participant survey

To monitor participants' knowledge of, attitudes towards and feelings about the new pension scheme, we conduct participant surveys, amongst other things. The results enable us to determine whether and where additional information is required.

Channels and resources

We use existing communication channels and supplement them with new ones, e.g. a topic page on the website, digital newsletters, a printed brochure, a webinar, an information session and targeted emails or letters (for target groups including the over-58s). Around the time of the transition, you will receive a personal pension statement; it will show your pension entitlements in the current pension scheme and the new pension scheme. After the transition, we will update all our communications and you will receive timely emails to help you make the choices necessary.

Guidance on making choices

In the 'My Pension' participant portal, you will find tools, videos and e-learning modules designed to help you make various choices. Please contact the customer contact centre if you have any questions.

6. WHAT ELSE CAN YOU EXPECT AND WHEN?

The timeline on the next page is a quick way to see how the Avery Dennison Pension Fund is working towards the introduction of the new pension scheme.

TIMETABLE

The Avery Dennison Pension Fund expects to transition to a new pension scheme on 1 July 2027

What will happen when?

2023 01 JULY

New pension rules in place
The Senate approves the Future Pensions Act.
The new pension rules will apply from this date.

2024 DECEMBER

Social partners decide on the content of the pension scheme
Social partners (employers and Central Works Council) decide on the content of Avery Dennison's new pension scheme. The agreements were recorded in the *Transition Plan*. A summary thereof has been made available on the pension fund's website.

2026 SPRING OF

Board assessment and finalization of implementation plan (by 1 July 2026 at the latest)
During this period, the Avery Dennison Pension Fund Board will assess the Transition Plan and consider the feasibility of the new pension scheme. In addition, supervisory authorities such as DNB and AFM will need to approve the implementation of the transition agreements. The information provided on this topic page is subject to this reservation.

Based on its own assessment, the board will also finalize the final Implementation Plan in the spring of 2026. We will publish the Implementation Plan on this 'New pension scheme' topic page. We will also use this page to inform you about the content of the Communication Plan, which must be drawn up by 1 July 2026 at the latest.

2027 SPRING OF

Overview with a forecast (initial estimate)
You will receive a statement with an initial estimate of your pension under the current and new pension scheme.

2027 01 JULY

Expected date for the transition to the new pension scheme
The new pension scheme is expected to take effect on this date for all pension fund participants.

2027 AUTUMN

Overview with final calculations
You will receive a statement with a final calculation of your pension under both the current pension scheme and the new pension scheme. This calculation will be based on the situation on 1 July 2027, which is the date your pension will be converted.

2028 01 JANUARY

Deadline for the transition to the new pension scheme
All pension funds are required to have switched to the new pension scheme by this date at the latest.