

Explanation of 'Pension build-up above the salary threshold' at PMT

This Pension 1-2-3 explains what you will and will not receive in our 'Pension build-up above the salary threshold' pension scheme. This supplementary pension scheme is an extension of our basic pension scheme. Pension 1-2-3 does not provide personal information about your pension. Personal information can be found in My PMT (Mijn PMT) at deelnemer.pmt.nl and on your annual Uniform Pension Overview (UPO). Your total pension can be found at www.mijnpensioenoverzicht.nl.

Your pension information layers 1, 2 and 3

Pension 1-2-3 consists of 3 layers.

- Layer 1 provides a brief summary of the most important information about your pension scheme above the salary threshold.
- Layer 2 provides more information about all subjects in layer 1.
- Layer 3 provides legal and policy-related information from PMT.

You will find layers 2 and 3 at www.pmt.nl/pensioen123. You can also request layers 2 and 3 from our [Customer Information department](#), telephone number +31 88 007 98 00.

What will you receive in our pension scheme?

	If you are retiring, you will receive a supplementary occupational retirement pension . You will receive this in the month that you reach your state pension age.		If you have children when you die, your children may be entitled to a supplementary orphan's pension .
	If you die when you are still building up pension at PMT, your partner will receive a supplementary partner's pension .		If you become more than 35% occupationally disabled , your pension build-up may continue. You will no longer have to pay a contribution. PMT will do that for you.
	If you pass away at a point when you no longer build up pension with PMT, your partner will receive less or no partner's pension .		If you wish to know exactly what our supplementary pension scheme offers you, read the 'Pension build-up above the salary threshold' (low or high version) rules at www.pmt.nl/downloads or request them from us.

What will you not receive in our pension scheme?

	You do not build up pension at PMT above the salary threshold maximum of € 137,800 gross per year (in 2025 on a full-time basis).		If you become occupationally disabled, you will not receive an occupational disability pension from PMT.
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How do you build up pension?

	A. State pension. This is the pension you receive from the government. You can read more about the state pension at www.svb.nl/en . B. Pension at PMT. You build up this pension via your employer. This is what this Pension 1-2-3 is about. C. Pension that you arrange yourself, e.g. an annuity or savings account.
	Every month, you and your employer pay a contribution towards your pension. This money goes into your pension assets, which we invest collectively. When you retire, we calculate how much pension you will receive each month based on your pension assets.
	You accrue part of your final pension each year. Starting at the salary threshold (€ 99,321 in 2026), you accrue pension under the "Pension Accrual Above the Salary Threshold" scheme, up to a maximum of € 137,800 per year (in 2026).
	You pay a monthly contribution for your pension. Your employer does so too. You can ask your employer how much you pay and how much the employer pays. The contribution you pay yourself is stated on your salary slip.

What options do you have?

 <p>If you change jobs and also pension administrator, you can transfer the pension you have built up to your new pension administrator.</p>	 <p>If you wish to exchange all or part of your partner's pension for more occupational retirement pension for yourself, you can do so just before you retire.</p>
 <p>If you wish to compare your pension scheme with another pension scheme, use the pension comparison tool. You will also find this under 'Informatie' at www.pmt.nl/downloads.</p>	 <p>If you would like to start working less, you can opt to have part of your pension commence before you retire. Request this from us 6 months before the desired commencement date. Discuss this with your employer.</p>
 <p>Your membership of this 'Pension build-up above the salary threshold' supplementary scheme is voluntary. You can terminate your membership by sending us a waiver within 3 months.</p>	 <p>If you would like to retire earlier or later than the set retirement date, request this from us no earlier than 6 months before the desired commencement date. Discuss this in advance with your employer.</p>
 <p>If you wish to exchange part of your occupational retirement pension for more partner's pension, you can do so just before you retire.</p>	 <p>If you wish to start with a higher or lower pension, you can do so at the time when you retire.</p>

How secure is your pension?

	<p>In the pension scheme from 2026, your pension may rise faster if the economy is doing well. That's because we need to keep less money on hand. If the state of the economy is less favourable, pensions can also go down. The increase or decrease will be smaller if you have retired (or are almost retired). Good to know: we spread out windfalls and setbacks over several years.</p>
	<p>We increase or decrease pensioners' pensions on 1 January each year. You will always be notified about this in good time, so you know what you will receive. All pensions increase or decrease by an equal percentage. The table shows how pensions have been adjusted over the past 10 years. These are the adjustments to our old scheme, so until 1 January 2026.</p>
	<p>We collectively build a buffer in the form of the solidarity reserve. We build this up in more favourable times so that we can absorb or mitigate a fall in pension benefits in less favourable times.</p>

Year	Indexation	Rise in prices previous year*
2025	0,00%	2,71%
2024	3,20%	3,26%
2023	4,20%	12,46%
2022	1,29%	1,29%

* Price increases over the period 1 July - 1 July prior to the year, based on data from the Central Bureau for Statistics.

What costs do we incur?

	<p>We incur the following costs when administering the pension scheme:</p> <ul style="list-style-type: none"> • administration costs • asset management costs
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When must you take action?

	<p>Just before your retirement or if you wish to take early retirement.</p>		<p>If you become unemployed or in the case of dismissal.</p>
	<p>If you change jobs. You can transfer your previously built-up pension to your new pension administrator.</p>		<p>If you take interim leave, such as parental leave.</p>
	<p>If you become occupationally disabled.</p>		<p>We must be notified in the event of your death.</p>
	<p>If you are getting married, cohabiting or entering into a registered partnership.</p>		<p>To view your total pension from all your employers, go to www.mijnpensioenoverzicht.nl.</p>
	<p>If you are getting divorced or the cohabitation or registered partnership ends.</p>		<p>If you have any questions or if you are taking action and/or making choices, go to www.pmt.nl or contact us via www.pmt.nl/contact.</p>
	<p>If you relocate abroad, return to the Netherlands from abroad or relocate within a foreign country.</p>		