

Explanation of 'Pension accrual above the salary threshold (supplementary pension scheme)' at the Metal and Engineering Industry Pension Fund (PMT)

This Pension 1-2-3 explains what you will and will not receive in our 'Pension accrual 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 in 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.
- 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 1 and 3 at www.pmt.nl/pensioen123. In this layer 2 you can click through to web pages for more information, this forms layer 3. You can also request layers 1 and 3 from our Service Desk, telephone number +31 70 316 08 60.

What will you receive in our pension scheme?



Occupational retirement pension

If you work in the metal and engineering industry, you automatically build up pension at the Metal and Engineering Industry Pension Fund (PMT). You do so via your employer. In addition to your automatic pension build-up up to the salary threshold of € 89,382 gross annual salary (2024, on a full-time basis), you also build up pension in this supplementary scheme above the salary threshold to a maximum of € 137,800 in gross annual salary (in 2024). Employees in the metal and engineering industry can become members of this scheme only if the employer has arranged the 'Pension build-up above the salary threshold' supplementary pension scheme. Just as in the basic scheme, in the supplementary scheme you build up pension until your state pension age. If you continue to work after your state pension age, you will no longer build up pension.

You will receive your occupational retirement pension every month, for as long as you live. You can have your occupational retirement pension commence on, before or after your state pension age.

How much retirement pension you will receive from PMT depends mainly on the level of your salary, the details of your pension scheme and the number of years that you have been building up pension. The level of the total occupational retirement pension – on the basis of the information known to us at present – is stated on your Uniform Pension Overview (UPO) in [My PMT](https://www.pmt.nl) and at www.mijnpensioenoverzicht.nl.

Just as the basic scheme, the PMT 'Pension build-up above the salary threshold' pension scheme is a defined benefit agreement. Every year, you build up pension in this pension scheme on the gross salary above the salary threshold of € 89,382 up to a maximum of € 137,800 (in 2024). You do not build up pension above the salary threshold. Compensation for overtime, hours travelled, expenses, bonuses and profit-sharing schemes (wage components) for example, do not count towards pension build-up. The gross salary above the salary threshold and the wage components that are included are referred to collectively as the pensionable salary.

Calculation example:

Suppose you earn € 90,000 gross per year. Up to the salary threshold of € 89,382, you build up pension in the basic scheme. On the part above the threshold (€ 90,000 - € 89,382 = € 618), you build up pension on the basis of the supplementary pension scheme. If your employer has a contract for a high build-up rate, you will build up 1.875% in occupational retirement pension on this part. In that case, you will have built up € 11.59 gross in 2024 on your salary above € 89,382. If your employer has a contract for a low build-up rate, you will build up 1.655% in occupational retirement pension on this part. In that case, you will have built up € 10.23 gross in 2024 on your salary above € 86,202.



Partner's pension

In addition to your occupational retirement pension, you are also building up a partner's pension in this supplementary scheme above the salary threshold of € 89,382 up to a maximum of € 137,800 (in 2024).

Your partner will receive a partner's pension from PMT when you die. This means that your partner will receive a monthly benefit for as long as he or she lives. If you continue to work after your state pension age, you will no longer build up a partner's pension.

The partner's pension consists of 3 parts:



1. The part that you may have built up already.
2. The part still to be built up, this is 50% of the retirement pension yet to be built up (which you can build up with PMT until your state pension date at the latest)



3. The risk-based part. This is 20% of the occupational retirement pension that you can build up from 1 January 2015 (or the later date of participation in this pension scheme) up to your state pension date.

How much partner's pension your partner receives depends on your situation:

a) You are building up pension and you die before your state pension date

In this situation, your partner is entitled to a full partner's pension. This is the built-up part (1) + the part still to be built up if you had built up pension with PMT until your state pension date (2) + the part on a risk basis (3).

b) You have not yet retired, you are no longer building up pension at PMT and you die

In this situation, your partner is entitled only to the built-up partner's pension.

Remember: this also applies if you have not yet commenced your pension at your state pension age.

c) You have retired and you die

In this situation, the level of the pension that your partner will receive will depend on the choice you made when you retired. You then opted for a division between an occupational retirement pension and partner's pension.

You can see the level of the partner's pension on your UPO and in My PMT at deelnemer.pmt.nl. If your partner's name is not on the UPO or in My PMT, please contact us.

When you die, PMT will ensure that the partner's pension benefit is paid to your partner. If your partner does not receive an application form, your partner can request this from PMT themselves.

When you retire, you will no longer be building up partner's pension. This also applies if you retire after your state pension age.



Arranging extra pension for your partner

When you reach retirement age or if you leave the metal and engineering industry before you retire, you may exchange part of your occupational retirement pension for partner's pension. That means your occupational retirement pension will be lower. Your partner will then receive a higher pension from PMT when you die.

When you die, your partner may be entitled to a statutory dependant's benefit from the government: the Anw benefit. This benefit is subject to conditions. For more information, go to www.svb.nl/en.



Orphan's pension

In addition to your occupational retirement pension and partner's pension, you are also building up an orphan's pension above the salary threshold of € 89,382 up to a maximum of € 137,800 (in 2024). If you have children, they will receive a benefit from PMT after your death until they are 18. This is referred to as an orphan's pension. They may also receive a benefit up to a maximum age of 27 if they are still at school or studying.

The level of the orphan's pension is shown on your UPO and in My PMT at deelnemer.pmt.nl.

More information is available in our factsheet 'Uw ouder is overleden' ('Your parent has died') and in the PMT pension scheme rules at www.pmt.nl/deelnemer/contact/downloads.

Depending on the situation, your child will receive an orphan's pension in the following cases:

a) You are working in the metal and engineering industry and you die

The level of orphan's pension your child will receive will be a percentage of your projected occupational retirement pension. The percentage of your projected occupational retirement pension that your child will receive when you die depends on whether you have previously been building up pension at PMT. Since 2015, the orphan's pension you have been building up is 14% of the projected occupational retirement pension.

b) You have not yet retired and are no longer working in the metal and engineering industry and you die

The level of the orphan's pension your child will receive will be a percentage of the occupational retirement pension that you have built up at PMT.

c) You have retired and you die

The level of the orphan's pension your child will receive will be a percentage of the occupational retirement pension that you have built up at PMT.



Non-contributory continuation of your pension build-up in the case of occupational disability

If you have been declared occupationally disabled for 35% or more, you will receive a benefit from the Employee Insurance Agency (UWV). You will then be subject to the Dutch Work and Income (Fitness for Work) Act (Wet Werk en Inkomen naar Arbeidsvermogen – WIA). If you have been declared occupationally disabled for 35% or more and you meet the conditions, you will build up pension on the part that corresponds to your occupationally disability. You will not have to pay a contribution.

In My PMT at deelnemer.pmt.nl and on your Uniform Pension Overview (UPO), you can see the level of the built-up pension during your occupational disability. This information will not be available until the next calendar year, after we have notified you that your occupational disability has been processed in our system. You will find more information about this in the factsheet 'Arbeidsongeschikt' ('Occupationally disabled') at www.pmt.nl/deelnemer/contact/downloads.

What happens if you become partially occupationally disabled (from 35% to 80%)?

You build up pension on the part that corresponds to your occupational disability. PMT will pay the contribution (occupational retirement pension, partner's pension, orphan's pension) for the part that corresponds to your occupational disability. This also applies to your pension build-up above the salary threshold. The total non-contributory pension build-up will depend on the extent to which you are occupationally disabled and the salary that you are still earning. On the part for which you are working, you will build up pension in the normal manner. For that part, you will pay – together with your employer – the normal contribution.

What happens if you become fully occupationally disabled (80% or more)?

You do not need to pay a contribution for the build-up of occupational retirement pension, partner's pension and orphan's pension. This also applies to your pension build-up above the salary threshold. PMT will pay the contribution. You build up pension on the part that corresponds to your occupational disability. Only on the part for which you may be working will you build up pension. For that part, you will pay – together with your employer – the normal contribution.



Pension scheme rules for the supplementary scheme

PMT has a supplementary scheme for pension build-up above the salary threshold of € 89,382 gross per year (2024, on a full-time basis) up to a maximum of € 137,800 (2024). Employees within the metal and engineering industry can become members of this scheme only if the employer has arranged the 'Pension build-up above the salary threshold' supplementary scheme. The employer can opt for a high or low build-up rate.

If you wish to know exactly what our supplementary pension scheme offers you, go to www.pmt.nl/deelnemer/contact/downloads under 'reglement en beleid' ('rules and policy') or request the pension scheme rules from us.

What will you not receive in our supplementary pension scheme?



No pension build-up above € 137,800 gross annual salary

Pension build-up on any gross annual salary above € 137,800 (2024) is not possible at PMT.



No occupational disability pension

You will not receive an occupational disability pension from PMT if you become occupationally disabled. There is therefore no entitlement to an occupational disability pension as a supplement to the statutory invalidity benefit (IVA/WIA) if you become occupationally disabled.

How do you build up pension?



3 ways of building up pension

After you have retired, your income will consist of 3 elements at the most:

A. General Old Age Pensions Act (AOW) – the state pension

The state pension is the statutory pension from the government for everyone who has lived or worked in the Netherlands for 50 years prior to the state pension age. The state pension age is no longer the same for everyone and is adjusted annually. For more information about the state pension, go to www.svb.nl/en.

Remember: if you have not always lived or worked in the Netherlands, your state pension may be lower.

B. The pension that you build up through your employer

The level of this pension is shown on your Uniform Pension Overview (UPO). You will receive the UPO

annually for as long as you build up pension at PMT. The UPO shows the occupational retirement pension, partner's pension and orphan's pension that you have now built up. You will also find information about your built-up pension at PMT in My PMT. For a total overview of your pension via all your employers, go to www.mijnpensioenoverzicht.nl.

C. The pension supplements that you arrange yourself

You can arrange a supplement to your state pension and the pension you build up via your employer, e.g. by means of a savings account or pension insurance (such as an annuity).



You build up pension in a career average scheme

Every year, you build up pension on part of the gross salary that you have earned in that year. You do not build up pension on your entire gross salary.

You also build up pension on your salary above the salary threshold to a maximum of € 137,800 (in 2024). Your employer can choose from two build-up rates. In 2024, those build-up rates are 1.875% en 1.655%. The total pension that you build up is the sum of all those years, plus any increases (indexation) or reductions in your pension. From your pension commencement date,, you will receive your pension every month for as long as you live.



Build-up rate

Each month, an amount is set aside for your pension: the pension contribution. For the pension scheme above the salary threshold, the contributions are determined per age group on an annual basis. You can ask your employer what your contribution is. You pay a contribution on the part of your pensionable salary between the salary threshold in the basic scheme and the maximum. In 2024, that is between € 89,382 and € 137,800 gross per year.

On the gross annual salary above the salary threshold up to € 137,800 you build up occupational retirement pension each year. Ask your employer which build-up rate (2024: 1.875% or low 1.655%) applies to you.

Calculation example of pension build-up per year:

Pensionable annual salary (2024):		€ 90,000
State pension offset (2024):		€ 17,545
Salary threshold in the basic scheme (2024):		€ 89,382
Pensionable earnings in the basic scheme:	$€ 89,382 - € 17,545 =$	€ 71,837
Build-up rate in the basic scheme:		1.875%
Pension build-up in the basic scheme per year:	$€ 71,837 \times 0.01875 =$	€ 1,346.94
Pensionable earnings above the salary threshold:	$€ 90,000 - € 89,382 =$	€ 618
Low build-up rate above the salary threshold:		1.655%
Pension build-up above the salary threshold per year:	$€ 618 \times 0.01655 =$	€ 10.23
Total build-up (2024):	$€ 1,346.94 + € 10.23 =$	€ 1,357.17

The person in this example has therefore built up a total gross annual pension of € 1,357.17 in 1 year. This will be paid out annually from his or her pension commencement, for as long as he or she lives.



You and your employer both pay for your pension

You and your employer pay an age dependent pension contribution every month. The pension contribution is withheld from your salary and paid to PMT. Your part of the pension contribution in the supplementary pension scheme is shown on your pay slip.

The contribution that your employer pays is not shown on your salary slip, but you can request this information from your employer.

What options do you have?



Pension transfer

If you are changing jobs and moving to another pension scheme as a result, the level of your built-up pension per year determines what happens to your pension. Transferring your built-up pension from one pension provider to another is called pension transfer. If your built-up pension is € 592.51 (2024) per year or higher, you can decide yourself whether you wish to transfer your pension.

You arrange the pension transfer with your new pension administrator. Ensure that you obtain sufficient information in advance and consider carefully whether pension transfer is worthwhile for you. Whether pension transfer is a favourable option depends, for instance, on the financial situation of your current and your new pension administrator.

Take time to consider whether pension transfer is an interesting option for you.

It is difficult to say in advance whether pension transfer is a favourable option. Every situation is different. In any event, consider the following carefully:

- In some cases, your built-up pension is better adjusted to the rise in prices (indexation) at another pension administrator. Check this carefully. Indexation policies may vary from one pension administrator to another.
- It is vital to compare the financial situation of the various pension administrators. A pension administrator that is financially sound and has a higher funding ratio, is more likely to increase your built-up pension. You will often find information about the funding ratio of a pension fund on the fund website. Remember that the financial situation of a pension fund may change over time.
- Check carefully whether the level of the partner's pension changes. The partner's pension is often a percentage of the occupational retirement pension. You will find the level of the partner's pension (compared with the occupational retirement pension) in the pension scheme rules.
- Check carefully whether you must continue to build up pension so that your partner becomes eligible for a partner's pension when you die. Or will your partner receive a partner's pension when you die even though you are no longer building up pension at your previous fund?

If the funding ratio of your previous pension fund(s) and/or PMT is lower than 100%, your request for a pension transfer will be halted temporarily. As soon as the funding ratio of your previous pension fund(s) and PMT is 100% or higher, we will deal with the request. For the latest PMT funding ratio, go to www.pmt.nl/dekkingsgraad.

If your built-up pension is less than € 592.51 (2024) per year and higher than € 2 per year, PMT will automatically ensure that your pension is transferred to your new pension administrator.

PMT therefore checks each year at www.mijnpensioenoverzicht.nl whether you are building up pension at a new pension administrator. If you do not have a new pension administrator, your pension will be reserved at PMT.

If your built-up pension is € 2 per year or less, you will not receive that pension. That is stipulated in law.

The value of these small pensions is put back into the fund.



Comparing pension schemes

You can use the pension comparison tool (Pensioenvergelijker) to compare 2 pension scheme quickly and easily. You will find the pension comparison tool at www.pmt.nl/deelnemer/contact/downloads.



Voluntary supplementary insurance

Your membership of the 'Pension build-up above the salary threshold' supplementary scheme is voluntary.

If you have a salary above the salary threshold and your employer participates in the supplementary pension scheme, you will automatically build up a pension in this supplementary pension scheme. You can terminate your membership by sending us a waiver within 3 months of entering service.

If you think that your partner may have insufficient income after your death, you can take out voluntary supplementary risk-based pension scheme at PMT. This is called the ANW surviving dependant's pension.

Your partner will receive this extra partner's pension until he or she reaches state pension age.

The contribution is determined on an annual basis. You will pay a monthly contribution, the level of which depends on your age. Your employer withholds the contribution from your gross salary and transfers it to PMT. Consequently, you do not pay tax on the contribution.

More information about extra pension for your partner can be found in the fact sheet 'Extra partner pension' and in the pension scheme at www.pmt.nl/deelnemer/contact/downloads. If you wish to have the ANW surviving dependant's pension, ask your employer to arrange it with PMT.



Exchanging occupational retirement pension for partner's pension

Is there not too little partner's pension for your partner when you die? When you retire or if you leave the metal and engineering industry before retiring, you may exchange part of your occupational retirement pension for extra partner's pension. You will then receive a lower occupational retirement pension. However, your partner will receive a higher partner's pension from PMT when you die.

Remember: if you exchange occupational retirement pension before the date on which you retire, you may reverse the exchange on the date that you retire. If you exchange occupational retirement pension on the date that you retire, this is a definitive choice! You can no longer re-exchange the partner's pension for occupational retirement pension.

You will find more information about exchanging pension in in the factsheet 'Met pensioen op uw AOW-datum of daarna' ('Retiring at your state pension age or later') and in the pension scheme rules at www.pmt.nl/deelnemer/contact/downloads.



Exchanging partner's pension for occupational retirement pension

In addition to your occupational retirement pension, you are also building up a partner's pension in the supplementary pension scheme. There may be reasons why you wish to exchange all or part of the partner's pension for a higher occupational retirement pension. Your partner may already have a satisfactory pension or perhaps you do not or no longer have a partner.

Remember: you can exchange the partner's pension for occupational retirement pension at the time when you retire. This is a definitive choice! If you opt for this type of pension, your decision cannot be reversed.

You will find more information about exchanging partner's pension in in the factsheet 'Met pensioen op uw AOW-datum of daarna' ('Retiring at your state pension age or later') at www.pmt.nl/deelnemer/contact/downloads.

What happens if you do not have a partner?

If you do not have a partner, always opt for exchanging your partner's pension for extra occupational retirement pension when you retire. If you get a (new) partner after your retirement, he or she will no longer be eligible for a partner's pension.



If you take semi-retirement

If you wish to have more free time before you reach state pension age but wish to keep working to some extent, ask your employer about the possibilities within the company. Semi-retirement is a possibility, which means you take retirement for part of your working hours. You continue to work and build up pension until your state pension age on the other part. Your total pension will be slightly lower, because you partly withdraw pension prematurely.

You must request a semi-retirement pension yourself at least 3 months before the desired commencement date. Contact us if you wish to use this option.

You will find more information about the options you have at www.pmt.nl/bijnametpensioen.



Bringing forward or postponing pension

You can retire earlier. Your monthly pension will be lower in that case, because we have to pay out the pension that has been built up over a longer period of time. You can retire a maximum of 10 years before your state pension date. If you retire before your state pension retirement age, you need to take into account the fact that the state pension will start later than your early retirement pension.

You can see when your state retirement pension commences on www.svb.nl/en.

You can also arrange for your pension to start later. This is possible for up to 5 years after your state pension retirement age. This way your monthly pension will be higher. From when you reach the state pension retirement age, you no longer build up any pension.

You can easily calculate the effect on your pension of retiring earlier or later in the pension planner on [Mijn PMT](#).



Starting with a higher or lower pension

You can opt to receive a higher occupational retirement pension for the first few years, followed by a lower occupational retirement pension.

You can also opt to receive a lower occupational retirement pension for the first few years, followed by a higher occupational retirement pension.

Remember: this is a definitive choice! If you opt for this type of pension, your decision cannot be reversed.

Starting with a higher pension can be useful if you have a younger partner who is not yet receiving a state pension, or to increase your PMT pension until your state pension from the government commences. The Tax and Customs Administration does, however, impose certain limits. PMT takes this into account when dealing with your application.

How secure is your pension?



What are the risks?

It may be 60 years from the time that you start to build-up pension to the final benefit payment. The world changes in such a period, so that risks may arise that threaten your pension. If members are living longer on average, their pensions must be paid out over a longer period. PMT must therefore have more money than was at first thought necessary and on which the pension contribution was based.

Interest rates affect the value of pensions. Pension administrators estimate the amount of money they will need in order to pay out pension benefits. The lower the interest rate, the greater the amount of money PMT must have in order to be able to pay out all the benefits. Investment results may also be disappointing. That is why PMT ensures that the investments are spread over several investment types.

The PMT board formulates the policy relating to the level of the built-up contribution and the indexation. This policy is based mainly on the policy funding ratio of PMT. The policy funding ratio is the average funding ratio of the past 12 months. More information about our financial situation and the policy funding ratio can be found in our annual report at www.pmt.nl/jaarverslag.

Funding ratio

The funding ratio indicates PMT's financial condition. No indexation can be granted if the policy funding ratio is below 110%. In the run-up to the new pension system, the government has decided to relax the rules for increasing pensions. Since 1 July 2022, funds are allowed to decide on a pension increase if they have a policy funding ratio of at least 105%. PMT complies with this condition and also took advantage of this opportunity in October 2022 and January 2023. PMT will also make use of this in 2024.



Will your pension retain its value?

Although we were able to increase your pension in October 2022 and in January 2023 and increase your pension in 2024, it is not yet certain whether we will also be able to increase your pension in the years ahead. This depends on the level of the funding ratio.

The funding ratio indicates PMT's financial condition. The policy funding ratio is the average funding ratio of the past 12 months.

In the run-up to the new pension system, the minister has temporarily relaxed the rules on when a pension fund is allowed to index.

- If the policy funding ratio is below 105% in a year, it will not be legally possible to increase the pensions.
- If the policy funding ratio is above 105%, the PMT board will decide whether the pensions can be increased and by how much.

You do not pay a contribution for pension increase. PMT can increase your pension only if its financial position is good enough to do so.

At the end of 2023, our financial situation was good enough to increase your pension. In the second quarter of 2024, your pension will be increased by 3.20%.

The following overview shows the adjustment of the pensions in the past 10 years.

Year	Increase as from January 1st of the year	Reduction as from January 1st of the year	Prices rises in the previous year*
2023	4.20%	0%	12.46%
2022	0%**	0%	1.29%
2021	0%	0%	1.56%
2020	0%	0%	1.49%
2019	0%	0%	1.73%
2018	0%	0%	1.36%
2017	0%	0%	- 0.32%
2016	0%	0%	0.81%
2015	0%	0%	0.59%
2014	0%	0.4%	1.68%

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

** As of October 1, 2022, pensions have been increased by 1.29%.



If there is a shortfall

If, despite all precautions, PMT does not have enough money to be able to pay out all pension benefits in the long term, action will have to be taken. PMT has to weigh up the best solution as carefully as possible: not indexing or reducing the future pension build-up. The board may opt for a combination of measures or make other choices. The contribution has not been increased nor will it be increased until the end of 2024.

The financial position of PMT is unsatisfactory

PMT has submitted a new recovery plan in 2024. This plan sets out the measures that PMT is taking to improve the financial position of the fund.

Based on this recovery plan, PMT can build sufficient financial buffer within 10 years and a reduction of the pensions is not expected in the years ahead.

For more information about the recovery plan and the current funding ratio and policy funding ratio, visit our website at www.pmt.nl. You can download the recovery plan on www.pmt.nl.

What costs do we incur?



PMT incurs various costs in administering the pension scheme. These costs include the costs of paying the pension benefits and collecting the pension contributions. There are also asset management costs. Investing capital costs money. We have to pay the parties who we request to invest the assets. We also incur transaction costs. These are, for instance, the costs that the stock exchange charges when shares or bonds are purchased or sold. Our annual report at www.pmt.nl includes an overview of the costs we incur.

As PMT arranges the pensions of so many people, we can keep your pension costs (e.g. asset management, administration and communication) low. As a result, more of your pension contribution remains available for the build-up of your pension. PMT is not a commercial organisation and does not have a profit motive.

When must you take action?



If you are about to retire or take early retirement

If you are about to retire or if you wish to retire earlier than when you reach state pension age, you must request this from us at least 3 months before the date on which you wish to retire. Discuss this in advance with your employer.

Go to the pension planner at deelnemer.pmt.nl. There you can easily calculate the amount of your pension. You can apply for your pension digitally or with a form by post.

Remember: if you have requested your retirement from us, your choice is final. You can no longer change the date on which you retire.



If your pension administrator changes

If you change jobs and therefore become a member of another pension scheme, you can opt to transfer your built-up pension. This is called pension transfer. You can arrange a pension transfer at your new pension administrator. Ensure that you obtain sufficient information in advance.

Whether a pension transfer is a favourable option depends, for instance, on the financial situation of PMT and the other pension administrator. If you decide not to request a pension transfer, your pension will continue to exist at the other pension administrator. If your built-up pension is less than € 592.51 (2024) per year and higher than € 2 per year, PMT will automatically ensure that your pension is transferred to your new pension administrator.



If you become occupationally disabled

If you become occupationally disabled, this usually has consequences for your salary. A change to your salary also has consequences for your pension.

If you become occupationally disabled for 35% or more and receive a WIA benefit, you continue (partially) to build up pension. PMT will pay the contribution for the part that you are occupationally disabled.

For more information go to www.pmt.nl/arbeidsongeslacht.

The non-contributory pension build-up depends on the extent of your occupational disability.

It is vital that you map out the consequences of your occupational disability for your pension. It is your responsibility to inform us about your occupational disability.



If you are getting married or start cohabiting

Getting married, entering into a registered partnership or cohabiting are special events. They also have consequences for your pension. This is because at PMT you not only build up occupational retirement pension, you also build up pension for your partner. Getting married or entering into a registered partnership is the same for your pension scheme at PMT. Your partner will be entitled to a partner's pension at PMT when you die.

If you would like a higher pension for your partner, ensure that you arrange something extra. At PMT, you can opt to insure a supplementary partner's pension. This is called the ANW surviving dependant's pension. You will find more information at www.pmt.nl/anwpensioen.

Remember: if you are cohabiting without being married, your partner will not be automatically entitled to a partner's pension when you die. To be eligible for a partner's pension, your partner must meet certain conditions. For example, you must have a cohabitation contract executed before a civil-law notary that must be submitted to PMT.



If you and your partner separate

If you and your partner separate, the consequences regarding your pension may be considerable. According to law, your ex-partner is entitled to all or part of the partner's pension, as well as a part of the occupational retirement pension that you have built up at PMT. You must take action to ensure that everything is properly arranged.

Your ex-partner will be entitled to half the occupational retirement pension you built up during your marriage or registered partnership. To ensure that your ex-partner receives part of the occupational retirement pension directly from PMT, you must request the division yourself. This is called equalisation. It is important that you arrange this within 2 years of your divorce or the end of the registered partnership. You can make alternative arrangements about this with your ex-partner. You must lay down these arrangements in the divorce or separation agreement. More information is available at our website www.pmt.nl.

Remember: the right to part of the occupational retirement pension does not apply to couples who are cohabiting without being married. Cohabiting couples who are not married must make their own arrangements regarding the division of the pension.

Your ex-partner is also entitled to the partner's pension that you built up before the date of divorce or termination of the registered partnership. You do not need to do anything regarding the right to the partner's pension. If your ex-partner renounces the right to a partner's pension, your ex-partner must inform PMT.



If you relocate abroad, return to the Netherlands from abroad or relocate within a foreign country

If you relocate within the Netherlands, PMT will be automatically notified of your relocation. This will take place after you have submitted your new address to your municipality.

If you are relocating abroad, relocating within a foreign country or returning to the Netherlands from abroad, you must take action yourself. Notify the Register of Non-Residents (RNI) of your relocation and change of address. You will prevent not receiving important information on your pension.

You can do this at 1 of the RNI-municipalities. We will automatically receive your new address.

More information can be found at www.rvig.nl/brp/rni.

Living abroad usually has consequences for your state pension. More information is available at www.svb.nl/en.



If you become unemployed

If you become unemployed, your pension build-up will cease. This will have consequences for your occupational retirement pension, but also for your partner's and orphan's pensions. It is your responsibility to inform us of your unemployment. You must do so as soon as possible. More information is available at www.pmt.nl.



If you take leave

In the 'Pension build-up above the salary threshold' scheme, you cannot build up pension on your unpaid leave hours. That is, however, possible in the basic scheme. If you take unpaid leave, such as parental leave, this will have consequences for your salary, and therefore for your pension build-up too.

In the case of paid leave, such as maternity leave, your salary will continue to be paid. You will build up pension as normal and you do not need to take action.



When you die

What will be the financial position of your partner and children when you die? What has been arranged for you by the government and PMT? Your surviving dependants will be entitled to:

- Surviving dependant's benefit from the government
- Partner's pension from PMT
- Orphan's pension from PMT
- Supplementary ANW pension

You will find more information about what must be done in the event of your death at www.pmt.nl.



Total overview of your pension

If you wish to know how much pension you have built up in total from all your employers, go to the government website www.mijnpensioenoverzicht.nl. You can log on to the website using your DigiD.

You will find the answers to the following questions:

- How much state pension and occupational retirement pension have I built up?
- What is my projected pension?
- What will my surviving dependants receive when I die?
- What events will influence my pension?



If you have any questions

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.