

Explanation of the Metal and Engineering Industry Pension Fund (PMT) pension scheme

This Pension 1-2-3 explains what you will and will not receive in our basic pension scheme. That is important to know if, for instance, you change jobs, become occupationally disabled or relocate. 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.
- 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 an occupational retirement pension . You will receive this from the month in which you reach your state pension age.		If you have children when you die, your children may be entitled to an orphan's pension .
	If you die when you are still building up pension at PMT, your partner will receive a 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 pension scheme offers you, read the pension scheme 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 in our pension scheme above the salary threshold of € 99,321 gross per year (in 2026 on a full-time basis). Ask your employer whether a supplementary scheme has been arranged for you.		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?

	You build up pension in 3 ways: A. The 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.
	Every year, you build up part of your eventual pension. You do not do so on your entire gross salary, because we take into account the state pension that you receive from the government. For that reason, you do not build up pension on the set amount of € 19,172 (in 2026). Neither do you pay a contribution on this amount. You and your employer contribute 27.98% annually to the remaining portion of your salary (up to a maximum of €99,321 in 2026), of which 24.04% goes towards your pension assets. The remaining premium covers the risk of partner and orphan pensions, premium waivers in the event of disability, and administration costs.
	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 from 6 months before the desired commencement date. Discuss this with your employer.</p>
	<p>If you wish to arrange more income for your partner when you die, you can opt to insure extra partner's pension.</p>		<p>If you would like to retire earlier or later, request this from us from 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>	<table border="1"> <thead> <tr> <th>Year</th> <th>Indexation</th> <th>Rise in prices previous year*</th> </tr> </thead> <tbody> <tr> <td>2025</td> <td>0,00%</td> <td>2,71%</td> </tr> <tr> <td>2024</td> <td>3,20%</td> <td>3,26%</td> </tr> <tr> <td>2023</td> <td>4,20%</td> <td>12,46%</td> </tr> <tr> <td>2022</td> <td>1,29%</td> <td>1,29%</td> </tr> </tbody> </table>	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%
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	<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>																

* 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 'Deelnemer' ('Member') at 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>		