

### Explanation of the Metal and Technology Industry Pension Fund (PME) pension scheme pen

This Pension 1-2-3 explains what you will and will not receive in our 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 PME at [www.pmepensioen.nl/mijnpme](http://www.pmepensioen.nl/mijnpme) and on your annual uniform pension overview (UPO). Your total pension can be found at [www.mijnpensioenoverzicht.nl](http://www.mijnpensioenoverzicht.nl).

### Your pension information in layers 1, 2 and 3

Pension 1-2-3 consists of three 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 PME.

You will find layers 1 and 3 at [www.pmepensioen.nl/pensioen123](http://www.pmepensioen.nl/pensioen123). You can also request layers 1 and 3 from our Customer Information Department, telephone number +31 (0)88 - 007 98 00.

## What will you receive in our pension scheme?



### Occupational retirement pension

If you work in the metal and technology industry, you are automatically building up pension at the Metal and Technology Industry Pension Fund. You do so via your employer. You will receive the occupational retirement pension in the month that you reach state pension age. Your occupational retirement pension is a supplement to the state pension. The state pension is the pension that you receive from the government every month, for as long as you live. You will receive your occupational retirement pension every month, for as long as you live. You can have your occupational retirement pension commence before or after your state pension age.

How much pension you will receive from PME 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 occupational retirement pension will be paid out on a monthly basis from your state pension age, for as long as you live. The level of the occupational retirement pension – on the basis of the information known to us at present – is stated on your Uniform Pension Overview (UPO) in My PME at [www.pmepensioen.nl/mijnpme](http://www.pmepensioen.nl/mijnpme) and at [www.mijnpensioenoverzicht.nl](http://www.mijnpensioenoverzicht.nl).

The PME pension scheme is a defined benefit agreement. Every year, you build up pension on part of your gross salary that you have earned in that year. You do not build up pension on your entire gross salary. PME takes account of the state pension, which you will receive from the government when you reach state pension age. The part of your salary on which you do not build up pension is called the 'state pension offset'. In 2021, the state pension offset is EUR 14,554. You do not build up pension in this scheme on the part of your gross salary that exceeds the salary threshold (EUR 79,719 in 2021 on a full-time basis). On the gross salary, less the state pension offset, and up to the salary threshold, you build up an annual maximum of 1.815% in occupational retirement pension.

#### Calculation example:

You earn EUR 25,000 gross in a certain year. The state pension offset is EUR 14,554. In that year, you build up 1.815% in occupational retirement pension on the pensionable earnings of EUR 10,446. That is EUR 189.59 gross in that year. The occupational retirement pension that you will receive when you retire in the total of all years, as well as any increase (indexation) or reduction.



### Partner's pension

In addition to your occupational retirement pension, you are also building up a partner's pension. Your partner will receive a partner's pension from PME when you die. Your partner will receive this benefit for as long as he or she lives.



The partner's pension consists of three parts:

1. The part that you may have built up already.
2. That part that you are going to build up. This is 50% of the occupational retirement pension that you can build up at PME from 1 January 2015 up to no later than your state pension age.



3. The risk-based part. This is 20% of the occupational retirement pension that you can build up from 1 January 2015 up to until you leave your employer.

Your partner will receive a pension that will depend on the situation:

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

In this situation, your partner will be entitled to the built-up part + the part still to be built up + the risk-based part.

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

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

**Remember:** this applies also if you retire after reaching 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. When you retire, you determine how the built-up pension will be distributed between an occupational retirement pension and a partner's pension.

You can see the exact level of the partner's pension on your Uniform Pension Overview (UPO) and in My PME at [www.pmepensioen.nl/mijnpme](http://www.pmepensioen.nl/mijnpme).

**Remember:** the pension for your partner at a time when you are no longer working in the metal and electrical engineering industry will be lower.

If you have an ex-partner, your current partner may not be entitled to the full partner's pension because part of it may go to your ex-partner.

Your employer may have taken out a temporary risk cover for the partner's and orphan's pension. You will receive a message about this automatically.



### Arranging extra pension for your partner

When you retire or if you leave the metal and electrical engineering industry earlier, 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 partner's pension from PME when you die.

If you want partner's pension for your partner after your death, you can take out an Anw dependant's benefit shortfall pension at PME. See 'What options do you have' for more information.

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



### Orphan's pension

In addition to your occupational retirement pension and partner's pension, you are also building up an orphan's pension. If you have children, they will receive a benefit from PME 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 Uniform Pension Overview (UPO) and in My PME at [www.pmepensioen.nl/mijnpme](http://www.pmepensioen.nl/mijnpme).

**Remember:** your employer may have taken out a temporary risk cover for the partner's and orphan's pension. You will receive a message about this automatically.

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

**a) You work in the metal and electrical 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 PME. 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 electrical engineering industry when 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 PME.

**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 PME.



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

If you have been declared occupationally disabled for more than 35%, 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 more than 35% and you meet the conditions, you will build up pension on the part that corresponds to your occupational disability. You will not have to pay a contribution.

In My PME at [www.pmepensioen.nl/mijnpme](http://www.pmepensioen.nl/mijnpme) 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.

#### What happens if you become partially occupationally disabled (between 35% and 80%)?

You build up pension on the part that corresponds to your occupational disability. PME will pay the contribution (occupational retirement pension, partner's pension, orphan's pension) for the part that corresponds to your occupational disability. 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 (more than 80%)?

You do not need to pay a contribution for the build-up of occupational retirement pension, partner's pension and orphan's pension. PME 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 in the normal manner. For that part, you will pay – together with your employer – the normal contribution.

If you have insurance for extra partner's pension (Anw dependant's benefit shortfall pension) at PME, you can request a contribution exemption for this insurance too.



### Pension scheme rules

You will find information about how the PME pension scheme works and for whom a pension is intended, in the pension scheme rules.

As of 1 January 2021, the salary threshold for the basic pension scheme is EUR 79,719 gross per year (on a full-time basis).

#### *Supplementary scheme*

PME has a supplementary scheme for pension build-up above the salary threshold (EUR 79,719 gross per year on a full-time basis) up to a maximum of EUR 112,189 (2021). Employees within the metal and electrical engineering industry can become participants of this scheme only if the employer has arranged the 'Pension build-up above the salary threshold' supplementary scheme. Ask whether your employer has arranged this scheme.

If you wish to know exactly what our pension scheme offers you, go to [www.pmepensioen.nl](http://www.pmepensioen.nl) or request the pension scheme rules from us.

## What will you not receive in our pension scheme?



### No pension build-up above the EUR 78,348 gross annual salary

You build up occupational retirement pension, partner's pension and orphan's pension on your gross annual salary up to EUR 79,179 (in 2021 on a full-time basis) via your employer.

Pension build-up on the gross annual salary above EUR 112,189 is not possible at PME.

If you would like to build up pension on your salary from EUR 79,179 up to and including EUR 112,189, the following possibilities exist:

1. An employer can arrange the 'Pension build-up above the salary threshold' supplementary scheme for employees with a salary in excess of EUR 79,719. If this is the case, employees can join this scheme on a voluntary basis. You can find more information about this supplementary scheme on our [website](#). You can also ask your employer for information.
2. If your employer has not arranged the 'Pension build-up above the salary threshold' supplementary scheme or if you wish to build up pension on your salary above EUR 112,189 too, you must arrange this yourself. Contact your financial advisor to discuss the possibilities.



### No occupational disability pension

You will not receive an occupational disability pension from PME 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.

#### *Supplementary occupational disability pension via your employer*

It may be that your employer has insured a supplement to your WIA benefit. If your employer is insured for this supplement, we will notify you about this. The PME WIA top-up pension is a supplementary occupational disability pension on the salary above EUR 58,307 (2021).

## How do you build up pension?



### Three ways of building up pension

After you have retired, your income will consist of three 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](http://www.svb.nl).

**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 PME. The UPO shows your occupational retirement pension, partner's pension and orphan's pension. You will also find information about your built-up

pension at PME in My PME. For a total overview of your pension via all your employers, go to [www.mijnpensioenoverzicht.nl](http://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 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. That is because PME takes account of the state pension that you receive from the government when you retire. The part of your salary on which you do not build up pension is called the 'state pension offset'.

On your salary up to the salary threshold, less the state pension offset, you build up an annual maximum of 1.815% in pension. 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 retirement, you will receive your pension every month for as long as you live. This is called a career average scheme.

**Remember:** this calculation is an estimate, your pension may turn out to be higher or lower than expected.



#### Build-up rate

Every year, you build up pension on part of the gross salary that you have earned in that year. The part of your salary on which you do not build up pension is called the 'state pension offset'.

You do not build up pension in this scheme on the part of your gross salary that exceeds the salary threshold (EUR 79,719 in 2021). On the gross salary, less the state pension offset, and up to the salary threshold, you build up an annual maximum of 1.815% in occupational retirement pension.

**Remember:** the gross salary on which you build up pension may consist of several salary components, e.g. the holiday allowance, a 13th month payment, a guaranteed profit distribution and commission. On any variable salary, such as a shift work allowance and working conditions allowance, you build up pension only if you have agreed that with your employer. Ask your employer about the salary components on which you actually build up pension.

#### **Calculation example:**

Suppose you earn EUR 25,000 gross per year. The state pension offset is EUR 14,554 (2021). In that year, you build up 1.815% in occupational retirement pension on the pensionable earnings of EUR 10,446. That is EUR 189.59 in that year.

The occupational retirement pension that you will receive when you retire is the total of all years, as well as any increase (indexation) or reduction.

If your salary is higher than the salary threshold (EUR 79,179 in 2021), you build up pension in this basic scheme up to the salary threshold.

Suppose you earn EUR 90,000 gross per year. The state pension offset is EUR 14,554 (2021) and the salary threshold is EUR 79,719. In that year, you build up 1.815% in occupational retirement pension on the pensionable earnings of EUR 65,165. That is EUR 1,182.74 in that year.

The occupational retirement pension that you will receive when you retire is the total of all years, as well as any increase or reduction.



### You and your employer both pay for your pension

You and your employer pay a pension contribution every month. The pension contribution is withheld from your salary and paid to PME. Your part of the pension contribution 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 fund to another is called pension transfer. If your built-up pension is higher than € 503.14 (amount 2021) per year, 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. You should therefore note the following:

- 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.
- 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 you wish to request a pension transfer, you must complete and sign the 'Transferring your pension' application form and send it to us. You can also request a pension transfer in My PME and log on using your DigiD.

If the funding ratio of your previous pension fund(s) and/or PME is lower than 100%, your request will be halted temporarily. As soon as the funding ratio of your previous pension fund(s) and PME is 100% or higher, we will deal with the request. For the latest PME funding ratio, go to [www.pmepensioen.nl/dekkingsgraad](http://www.pmepensioen.nl/dekkingsgraad).

If your built-up pension is less than € 503.14 (amount 2021) per year and higher than € 2 per year, PME will automatically ensure that your pension is transferred to your new pension administrator. PME therefore checks each year at [www.mijnpensioenoverzicht.nl](http://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 PME.

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 two pension schemes quickly and easily. You will find the pension comparison tool at [www.pmepensioen.nl/pensioen123](http://www.pmepensioen.nl/pensioen123).



### Voluntary supplementary insurance

If you think that your partner may have insufficient income after your death, you can take out voluntary supplementary risk insurance at PME. This is called the Anw dependant's benefit shortfall pension. Your partner will receive this extra partner's pension up until the final day of the month prior to that in which your partner reaches state pension age.

The contribution is determined on an annual basis. The level of the contribution depends on your age, the age of your partner and the insured sum. Your employer will pay the contribution for your Anw

dependant's benefit shortfall pension and will withhold the contribution from your salary. You can calculate the Anw dependant's benefit shortfall pension contribution using the calculation module at [www.pmepensioen.nl/kerncijfers](http://www.pmepensioen.nl/kerncijfers). The level of the contribution is shown on your salary slip.



### Exchanging occupational retirement pension for partner's pension

Is there not or too little partner's pension for your partner when you die? When you retire or if you leave the metal and electrical engineering industry earlier, 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 PME 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.



### Exchanging partner's pension for occupational retirement pension

In addition to your occupational retirement pension, you are also building up a partner's pension. 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.

You can indicate that you wish to exchange the partner's pension on the application form for occupational retirement pension. If you have a partner, he or she must approve of the choice and co-sign the form.

**Remember:** you can exchange the partner's pension for occupational retirement pension at the time when you retire. This is a definitive choice! You cannot reverse your choice. If you find a partner after your pension has commenced, this partner will not be eligible for a partner's pension.

#### *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. The built-up partner's pension will be of no use to you.



### 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. A semi-retirement pension may be a possibility. You retire for part of your working hours, for the remainder of those hours you continue to work and build up pension. Your total pension will be slightly lower, because you partly withdraw pension prematurely. You can take early retirement from the age of 55 at the earliest. You will retire completely no later than five years after you have reached your state pension age. Your semi-retirement pension is at least 20% of the entire pension.

You must request a semi-retirement pension yourself at least three months before the desired commencement date. For this purpose, contact our Customer Information Department.



### Bringing forward or postponing pension

Instead of retiring when you reach state pension age, you can also opt to continue working for a longer period. If you wish to keep on working, the payment of the occupational retirement pension can be postponed until you finally stop working after your state pension age. If you retire after the age of 68, your built-up occupational retirement pension will be increased. You can postpone your pension until five years after your state pension age at the latest.

From your state pension retirement age, you will no longer build up pension. See the conditions for postponing your pension in the pension scheme rules.

You can also opt to have your pension commence before your state pension age. Early retirement has financial consequences. Your pension build-up will stop earlier and the occupational retirement pension will be reduced. You must also remember that your state pension may commence later than your early occupational retirement pension. Go to [www.svb.nl](http://www.svb.nl) to see when your state pension commences.



### 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 PME pension until your state pension from the government commences. The Tax and Customs Administration does, however, impose certain limits. PME 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 participants are living longer on average, their pensions must be paid out over a longer period. PME 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 PME must have in order to be able to pay out all the benefits. Investment results may also be disappointing. That is why PME ensures that the investments are spread over several investment types.

The PME board formulates the policy relating to the level of the contribution and the indexation. This indexation policy is based on the policy funding ratio of PME. The policy funding ratio is the average funding ratio of the past twelve months.

More information about our financial situation and the policy funding ratio can be found in our annual report at [www.pmepensioen.nl](http://www.pmepensioen.nl).

### Funding ratio

The funding ratio indicates PME's financial condition. No indexation can be granted if the policy funding ratio is below 110%. Your pension will not then increase in line with prices. As a result of new stricter government rules and the continuing uncertain economic situation, PME does not expect to be able to grant an indexation in the next few years. You can find the level of the funding ratio at [www.pmepensioen.nl/dekkingsgraad](http://www.pmepensioen.nl/dekkingsgraad).



### Will your pension retain its value?

PME aims for your pension to increase in line with the rise in prices. The annual increase of pensions is referred to as indexation. Whether or not we can increase the pensions depends on the fund's financial situation.

We do not expect to be able to increase your pension over the next couple years. This is due to the fact that the funding ratio is currently too low. It is also possible for the pensions to be reduced over the next few years. The pensions will not be reduced in 2021 as Minister Koolmees has temporarily relaxed the rules.

The funding ratio reflects PME's financial situation. The policy funding ratio is defined as the average funding ratio of the past twelve months.

- If the policy funding ratio in a certain year is lower than 110%, it will not be legally possible to increase the pensions.
- If the policy funding ratio is above 110%, the PME board will decide whether the pensions can be increased and by how much.

You have not paid a contribution for indexation. PME can increase your pension only if its financial position is good enough to do so.



## The built-up pensions have not been increased as of 1 January 2021, but neither have they been reduced

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

Year	Increase per 1 January of the year	Reduction per 1 January of the year	Price increases in the previous year*
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%	0.5%	1.68%
2013	0%	5.1%	2.43%
2012	0%	0%	2.42%
2011	0%	0%	1.38%

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

## The financial position of PME is unsatisfactory

PME will submit a new recovery plan before 1st April 2021. This plan sets out the measures that PME is taking to improve the financial position of the fund.

For more information about the recovery plan and the most up-to-date funding ratio and policy funding ratio, visit our website at [www.pmepensioen.nl](http://www.pmepensioen.nl). You can request a copy of the recovery plan from the Service Desk.



### If there is a shortfall

If, despite all precautions, PME does not have enough money to be able to pay out all pension benefits in the long term, action will have to be taken. PME has to weigh up the best solution as carefully as possible: not indexing or reducing the future pension build-up. Future pension build-up will not be reduced to enhance recovery. The board may opt for a combination of measures or make other choices. The contribution will be increased in 2021. As a final resort, PME may decide to reduce your built-up pension or pension benefit. In the past few years, PME reduced the pensions as follows:

Year	Reduction
2020	0%
2019	0%
2018	0%
2017	0%
2015	0%
2014	0.5%
2013	5.1%
2012	0%
2011	0%
2010	0%

## What costs do we incur?

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PME 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.pmepensioen.nl](http://www.pmepensioen.nl) includes an overview of the costs we incur.

As PME 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. PME is not a commercial organisation and does not have a profit motive.

## When must you take action?

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### If you are about to retire or take early retirement

If your retirement is approaching, you will receive your pension proposal from us six months prior to your retirement date. Return this proposal to us within three months.

If you wish to take early retirement, contact our Service Desk or make an appointment with your pension consultant. They will ensure that you receive a pension proposal from us.

**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 participant 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 PME 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 € 503.14 (amount 2021) per year and higher than € 2 per year, PME 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 more than 35% and receive a WIA benefit, you can continue to build up pension to some extent. PME will pay the contribution for the part that you are occupationally disabled.

Ask your employer for information. Your Uniform Pension Overview (UPO) shows whether a supplement to the WIA benefit from the government has been insured for you.

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 PME 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 PME. Your partner will be entitled to a partner's pension at PME when you die.

If you would like a higher pension for your partner, ensure that you arrange something extra. At PME, you can opt to insure a supplementary partner's pension. This is called the Anw dependant's benefit shortfall pension.

**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. You must also have a cohabitation contract executed before a civil-law notary that must be submitted to PME.



#### 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 PME. 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 PME, you must request the division yourself. This is called equalisation. It is important that you arrange this within two 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.

**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, unless your ex-partner waives his or her right, in which case you must inform PME.

**Remember:** cohabiting couples who are not married may also be entitled to a partner's pension.



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

If you relocate within the Netherlands, PME will be automatically notified of your relocation via the Persons Database (BRP). This will take place after you have submitted your new address to your municipality.

Notify the Non-residents Records Database (RNI) of your change of address. You can do so at one of the so called RNI-municipalities. Please visit this website for more information: [www.netherlandsworldwide.nl/living-working/non-residents-records-database](http://www.netherlandsworldwide.nl/living-working/non-residents-records-database). You do not need to notify PME separately.

**Remember:** you must also inform PME if you relocate within a foreign country.



#### 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.

If you become unemployed, you will have the possibility to continue building up pension voluntarily. You will pay 50% of the contribution, as long as you are receiving unemployment benefit. PME will pay the other half.



#### If you take leave

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. If you take unpaid leave, such as parental leave, this will have consequences for your salary, and therefore for your pension build-up too.

If you take parental leave, you can continue to build up pension on your salary up to a maximum of EUR 79,719 (in 2021). PME will pay 50% of the contribution on your parental leave hours for your occupational retirement pension and the transitional schemes. You will pay the other 50% yourself.

If you take sabbatical leave, study leave or life-course leave, you can continue to build up pension. In that case you will pay the entire contribution yourself, including the employer's part.



### 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 PME? Your surviving dependants will be entitled to:

- Surviving dependant's benefit from the government
- Partner's pension from PME
- Orphan's pension from PME



### 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](http://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 dependant's 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 '*Jouw situatie*' at [www.pmepensioen.nl](http://www.pmepensioen.nl) or contact us via [www.pmepensioen.nl/contact](http://www.pmepensioen.nl/contact).