

### Explanation of the Metal and Technology Industry Pension Fund (PME) 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 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). In our investment policy you can read more about how we approach [responsible investment](#).

### 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 2 and 3 at [www.pmepensioen.nl/123](http://www.pmepensioen.nl/123). You can also request layers 2 and 3 from our Customer Information Department, telephone number +31 (0)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 in the month that 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 PME, your partner will receive a **partner's pension**.



If you become **occupationally disabled** for more than 35% (WIA), your pension build-up will continue. You will no longer have to pay a contribution. PME will do that for you.



If you die when you are no longer building up pension at PME, the **partner's pension** for your partner will be lower.



If you wish to know exactly what our pension scheme offers you, read the **pension scheme rules** at [www.pmepensioen.nl](http://www.pmepensioen.nl) 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 EUR 78,348 gross per year (in 2020 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 PME. Your employer may have insured a supplement to your WIA benefit, ask your employer about this.

### How do you build up pension?



You build up pension in three ways:

- A. State pension. This is the pension you receive from the government. You can read more about the state pension at [www.svb.nl](http://www.svb.nl).
- B. Pension at PME. 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 year you build up part of your pension. The pension you are building up is the total of all those parts. This is called a career average scheme. From your retirement, you will receive this pension for as long as you live.



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 first EUR 14,554 (in 2020). Neither do you pay a contribution on this amount. On the rest of your salary (up to a maximum of EUR 78,348 in 2020), you build up 1.875% (in 2020) in pension each year.



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?



If you change jobs and also pension administrator, you can transfer the pension you have built up to your new pension administrator.



If you wish to compare your pension scheme with another pension scheme, use the enclosed pension comparison tool (*Pensioenvergelijker*). You will also find this at [www.pmepensioen.nl](http://www.pmepensioen.nl).



If you wish to arrange more income for your partner when you die, you can opt to insure extra partner's pension.



If you wish to exchange part of your occupational retirement pension for more partner's pension, you can do so when your pension build-up ceases at PME, or just before you retire.

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.



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 three months before the desired commencement date. Discuss this with your employer.



If you would like to retire earlier or later, request this from us at least three months before the desired commencement date. Discuss this in advance with your employer.



If you wish to start with a higher or lower pension, you can do so at the time when you retire.

## How secure is your pension?



The level of your pension is not fixed. We have to deal with risks that influence the level of your pension. Examples include:

- On average, people are living longer. So we have to pay out the pension for a longer period.
- Low interest rates make pensions more expensive. More money is needed to be able to pay out the same pension.
- The results of our investments may be disappointing.
- Read more about the financial situation and the funding ratio, which may have consequences for your pension, in layer 2 at [www.pmepensioen.nl/pensioen123](http://www.pmepensioen.nl/pensioen123).



Each year, we try to increase your pension in line with price increases. This is called indexation. It is possible only if PME's financial situation is good enough. We have not indexed pensions in recent years.



As we have a shortfall, PME has a recovery plan involving the following measures:

- Your pension will not increase in line with price rises in the next few years.
- The contribution has been fixed up and including 2019. The pension build-up of 1.875% per year may be lowered.
- Your pension may be reduced. We will do this only as a last resort. In 2014, we reduced the pensions by 0.5% and in 2013 by 5.1%. We did not reduce the pensions in 2017, 2018 and 2019.

	Indexation	Rise in prices*
2019	0%	1.73%
2018	0%	1.36%
2017	0%	-0.32%

\* 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?



We incur the following costs when administering the pension scheme:

- administration costs
- asset management costs

## When must you take action?



Just before your retirement or if you wish to take early retirement.



If you change jobs. You can transfer your previously built-up pension to your new pension administrator.



If you become occupationally disabled.



If you are getting married, cohabiting or entering into a registered partnership.



If you are getting divorced or the cohabitation or registered partnership ends.



If you relocate abroad or relocate in a foreign country.



If you become unemployed or in the case of dismissal.



If you take interim leave, such as parental leave.



We must be notified in the event of your death.



To view your total pension from all your employers, go to [www.mijnpensioenoverzicht.nl](http://www.mijnpensioenoverzicht.nl).



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 using [www.pmepensioen.nl/contact](http://www.pmepensioen.nl/contact).