

Explanation of 'Pension accrual above the salary threshold' with PME

This Pensioen 1-2-3 explains what you do and do not get in our pension scheme 'Pension accrual above the salary threshold'. This pension plus scheme complements our standard pension scheme. Pensioen 1-2-3 does not provide any personal information about your pension. That can be found when you log in on www.pmepensioen.nl and on your annual pension overview (UPO). Your total pension is listed on www.mijnpensioenoverzicht.nl. You can read about how we deal with socially responsible investing in our investment policy on www.pmepensioen.nl/en/investment-policy.

Your pension information in tiers 1, 2 and 3

Pensioen 1-2-3 consists of 3 tiers.

- In this tier 1 you get a short overview of the most important information about your pension scheme.
- Tier 2 provides more information about all topics in tier 1.
- Tier 3 gives legal and policy-related information on PME.

Tiers 2 and 3 can be found on www.pmepensioen.nl/en/pension-scheme.

The content of tiers 2 and 3 can also be requested from us via www.pmepensioen.nl/en/contact.

What you get in our pension scheme



Are you retiring? Then you will receive **old-age pension** for as long as you live.



Any children you leave behind after your death may receive an additional **orphan's pension**.



If you pass away while accruing pension with PME, then your partner will get an additional **partner pension**.



Have you become disabled at least 35% (WIA)? Your pension accrual continues. You stop paying contributions. PME will do that for you.



If you pass away after you have stopped accruing pension with PME, then your partner's additional **partner pension** is reduced.



Would you like to know exactly what our pension plus scheme has to offer? Read the 'Pension accrual above the salary threshold' scheme.

What you do not get in our pension scheme



Above the salary threshold of € 137,800 gross per year (full-time basis in 2025) you do not accrue pension with PME.



If you become disabled, PME will not pay out a disability pension. Your employer may have taken out insurance for additional WIA allowance. Please check with your employer.

How do you accrue pension?



You accrue pension in 3 ways:

- AOW. This is the pension paid by the government. Go to www.svb.nl to learn more.
- B. Pension accrued with PME. This pension is accrued via your employer and addressed in this Pensioen 1-2-3.
- C. Pension arranged by yourself, for instance via retirement annuities.



Every year you build up a slice of your pension. The pension accrued is the sum of all those slices. This is called an average pay scheme (middelloonregeling). When you retire you will get this pension for the rest of your life.



Every year you build up a part of the pension you eventually receive. Above the salary threshold (€ 95,236 in 2025) you accrue pension in the 'Pension accrual above the salary threshold' scheme up to a maximum of € 137,800 (in 2025). Your employer can choose between 2 accrual percentages. In 2025, these accrual percentages are 1.875% and 1.440%.



You pay contributions towards your pension every month. So does your employer. You can check with your employer how much either of you pay. Your own contributions are listed on your salary slip.

What are your options?



Are you changing jobs and, therefore, changing pensions providers? You can arrange for your accrued pension to be transferred to your new pensions provider.



Do you want to gradually work less? You can choose to take part of your pension early. Just submit a request with us 3 months before the desired starting date. And please discuss it with your employer.



Do you want to compare your pension scheme with another one? Use the pension comparison tool on www.pmepensioen.nl/en/transferring-pension-pots.



Do you want to retire early or later? Submit a request with us at least 3 months before the desired starting date. And please discuss it with your employer beforehand.



Do you want to give up part of your old-age pension in favour of more partner pension for your partner? You can when your pension accrual with PME ends. Or right before you retire.



Do you want to start with a higher or actually a lower pension? You can arrange this when you retire.



Do you want to swap (part of) your partner's partner pension in favour of more old-age pension for yourself? You can do so right before you retire.

How certain is your pension?



The amount of your pension is not fixed. This is because there are risks that can affect the amount of your pension.

Examples include:

- People are becoming older on average. This means that we have to pay their pension for longer.
 - Low interest rates make pensions more expensive. This means that we need more money to be able to pay the same pension.
 - The results of our investments may be disappointing.
- For more information about the financial situation and funding ratio that may affect your pension in layer 2, go to www.pmepensioen.nl/en/pension-scheme.



We try to increase your pension in line with price developments every year. This is called indexation. This is only possible if PME's financial situation is sufficient. We were able to increase pensions by 0.3 percent as per 1 January 2025.



At the moment, a recovery plan applies to PME. It describes how our financial situation is expected to develop over the next ten years.



The funding ratio is the ratio between our capital and the pensions we must pay out. The pension board looks at our funding ratio, and decides if pensions can be increased or have to be decreased. You can find the current (policy) funding ratio and the current information about the recovery plan at www.pmepensioen.nl/en/financial-position.

Date	Pension increase	Price increase*
1 January 2025	0.3%	2.71%
1 January 2024	3.26%	3.26%
1 January 2023	6.20%	12.45%
1 July 2022	1.29%	N/A
1 January 2022	0.00%	1.29%
1 January 2021	0.00%	1.56%

* Price increases from the month of July of a year compared to the month of July of the previous year. This is based on information from Statistics Netherlands.

Which costs do we incur?



We incur the following costs in order to carry out the pension scheme:

- administration costs
- asset managements costs

How do we help make pensions sustainable?

Read about our approach to socially responsible investing in our policy plan for socially responsible investing (in Dutch). Want to know more? Then read the documents on the Sustainable Finance Disclosure Regulation (SFDR). You can find these in tier 3 of the Pensioen 1-2-3.

When to take action



When you are about to retire or if you want to retire early.



If you change jobs. Your previously accrued pension can be transferred to your new pensions provider.



In case of disability.



If you get married, start living together or enter into a registered partnership.



If you get a divorce, stop living together or end your registered partnership.



If you move to or in another country.



If you become unemployed.



If you take a special leave of absence, such as parental leave.



In case of death.



Check out your total pension from all your employers on www.mijnpensioenoverzicht.nl.



Before retiring, you have several choices as to how and when you want to receive your pension.