



# Supplementary Scheme Rules

Pension accrual above the  
Salary Limit (high)

applicable from 1 January 2025



# Supplementary Scheme Rules

**“Pension accrual above the Salary Limit” (high)**

**For the personnel of With**

**registered office at**



# Inhoudsopgave

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## Foreword

is affiliated with “**Stichting PME pensioenfonds**” (hereinafter referred to as the Fund).

The e employees of

are members of the Fund’s Mandatory Pension Scheme. The Fund’s pension scheme is laid down in the Fund’s Pension Scheme Rules (hereinafter: the Scheme Rules).

Under the Scheme Rules , and the Members

have the option, in joint consultation, of insuring supplementary schemes with the Fund alongside the Fund’s Mandatory Pension Scheme.

has, in this regard and in consultation with the

Employees in its employ, agreed to join the Fund’s supplementary scheme as described in the Scheme Rules (pension accrual above the Salary Limit).

In addition to or in derogation from the Supplementary Scheme Rules.

For employees born after 1949, the Scheme Rules as written from 2015, and as amended thereafter, apply from 1 January 2015. Insofar as there are differences between them that affect the Supplementary Scheme Rules, reference will be made to the provision in the specific Scheme Rules.

Notice: even though we took great care in translating this document, no rights can be derived from this translation. Only the original Dutch version is binding.

# Article 1 Definitions

1. The definitions of the Scheme Rules apply in these Supplementary Scheme Rules unless otherwise stated in paragraph 2 of this article.
2. In addition to or in derogation from the Scheme Rules, the following definitions apply in these Supplementary Scheme Rules:
  - a. Supplementary Scheme Rules:**

The supplementary scheme rules for pension accrual above the Salary Limit (high).
  - b. Member:**

The Employee who is a Member of the Fund's pension scheme, who has a Pensionable Salary above the Salary Limit as referred to in this article.
  - c. Maximum Salary:**

The capped salary for tax purposes that may be taken into account for pension accrual in accordance with Article 18ga of the 1964 Wages and Salaries Tax Act. The Maximum Salary as at 1 January 2025 amounts to €137,800 and will be adjusted each year to the capped salary for tax purposes in accordance with Article 18ga of the 1964 Wages and Salaries Tax Act.
  - d. Accrual Years:**

The number of years of membership between the start of the membership and the Statutory Retirement Date, at the latest, as referred to in these Supplementary Scheme Rules. This number is increased by an additional retirement pension entitlement obtained from any incoming transfer of accrued benefits.  
The number of accrual years is determined precisely in days.
  - e. Pensionable Salary:**

The salary as described in the Scheme Rules.
  - f. Supplementary Pensionable Earnings for Pension Accrual above the Salary Limit:**

The Pensionable Salary above the Salary Limit (2025: €95,236). For pension accrual above the Salary Limit, the Pensionable Salary is capped at the Maximum Salary (Supplementary Pensionable Earnings).
  - g. Scheme Rules:** Pension Scheme Rules in force on 1 January 2025.
  - h. Implementation Agreement:**

The written record of the insurance for the supplementary scheme between the Employer and the Fund.
  - i. Employer:**

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- j. Employee:**

The person who has a legally valid employment contract with the Employer.

## Article 2 General

The provisions of the Scheme Rules and Policy Rules apply in these Supplementary Scheme Rules unless stipulated otherwise in these Supplementary Scheme Rules. For situations not provided for in these Supplementary Scheme Rules, the provisions of the Scheme Rules therefore apply.

## Article 3 Membership

1. Membership of the supplementary scheme insured in these Supplementary Scheme Rules, as referred to in the Scheme Rules for “Pension accrual above the Salary Limit high” commences:
  - as soon as the Member has Supplementary Pensionable Earnings and
  - no earlier than on the day of entry into force of these Supplementary Scheme Rules.
2. Membership as referred to in paragraph 1 of this article ends:
  - a. upon termination of the employment contract between the Employer and the Employee; or
  - b. on the day immediately preceding the Statutory Retirement Date; or
  - c. as soon as the Employee no longer has Supplementary Pensionable Earnings; or
  - d. as soon as the Implementation Agreement ends; or
  - e. at a time to be determined by the Fund if the contribution is not paid on time.

## Article 4 Determination of Supplementary Pensionable Earnings for Pension Accrual above the Salary Limit

The Supplementary Pensionable Earnings for Pension Accrual above the Salary Limit for the Member are determined on the date on which he (again) meets the definition of Member referred to in Article 1.2.b and on the basis of the Member’s Pensionable Salary applicable on that date. The Supplementary Pensionable Earnings for Pension Accrual above the Salary Limit for the Member will then be reviewed, for as long as membership continues, on:

- a. 1 January of each year;
- b. the date on which a variable salary component is paid to the Employee, but only insofar as this concerns the variable salary component;
- c. the date on which the Member accepts a new position.

The provisions under b) only apply if the variable salary component is part of the Pensionable Salary. If the Member accrues pension on an Occasional variable salary component, then the variable salary component is deemed to have been paid on 1 January of the year following the payment.

What if a Member dies during membership and this Member received Occasional variable salary components? In that case, for the purposes of the most recent Supplementary Pensionable Earnings for Pension Accrual above the Salary Limit, the variable salary component is the average of the variable salary components of the last 5 years prior to death.

## Article 5 Entitlements for the supplementary scheme

1. The Member's supplementary retirement pension, partner's pension and orphan's pension will be acquired on the Supplementary Pensionable Earnings, with due observance of the total number of Accrual Years pursuant to these Supplementary Scheme Rules.

The accrual rate for the Supplementary Pensionable Earnings in any year is determined according to the formula: 100/75 multiplied by the accrual rate of the low variant of that year (see below), with a maximum of 1.875%.

The contribution is 100/75 multiplied by the contribution for the low variant, unless the accrual rate is capped at 1.875%. If the accrual rate is 1.875%, the contribution is equal to the contribution for the low variant times the ratio between 1.875% and the accrual rate of the low variant in that year.

The low variant is explained in the corresponding Implementation Agreement.

2. The options for reallocating the pensions insured in these Supplementary Scheme Rules are consistent with the Scheme Rules.
3. Any increase and reduction of the pensions insured in these Supplementary Scheme Rules will take place in accordance with the Scheme Rules.
4. The provisions of Articles 13.4 and 17.3 of the Scheme Rules and the Policy Rules relating to the Fund's own contribution to the pension contribution during parental leave and during the continuation of membership in the event of unemployment do not apply to pension accrual on the Supplementary Pensionable Earnings. The Member must pay the full pension contribution.
5. At the end of the membership, the Member acquires a right to a supplementary retirement pension, partner's pension and orphan's pension in accordance with the provisions of the Scheme Rules, with due observance of the total number of Accrual Years pursuant to these Supplementary Scheme Rules.
6. The determination or equalisation of pension rights in the event of a Divorce requires commutation because the statutory minimum amount stated in Article 66(1) of the Pensions Act is not exceeded. The equalised supplementary retirement pension and equalised retirement pension from the Mandatory Pension Scheme are added together.
7. In the event of the death of the (Former) Member, the supplementary partner's pension and orphan's pension will be determined on the Supplementary Pensionable Earnings in accordance with the Scheme Rules. The limitation if the Partner and/or Child is guilty of or complicit in the loss of life of the (Former) Member or Pensioner applies. The benefit is not paid out if the death of the (Former) Member:
  - is directly or indirectly due to a cause excluded by the Fund; or
  - occurs in the first year of insurance and the Fund demonstrates that the death is the result of an illness, ailment or infirmity already existing at the start of the insurance.

## Article 6 Insurance for the supplementary pensions

1. To cover the supplementary pension entitlements projected in these Supplementary Scheme Rules, the Employer enters into an Implementation Agreement with the Fund for the benefit of the Members.
2. If and to the extent that the Employer has fulfilled its obligations to insure the supplementary pension entitlements projected and to pay the contribution owed to the Fund in this regard, the rights to be derived from these Supplementary Scheme Rules may only be exercised by the Pension Beneficiary vis-à-vis the Fund.

## Article 7 Obligations of the Member

1. The supplementary pension entitlements insured on the basis of these Supplementary Scheme Rules are also underpinned by written information provided by or on behalf of the Member.
2. The Member is obliged to provide the Fund in good time with all information and documents as deemed necessary by the Fund for proper execution of the pension agreement between the Employer and the Employees.
3. If it transpires that, as a result of the provision of incorrect data to the Fund, the Member's age or salary components were incorrectly assumed when insuring this supplementary scheme, as a result of which a contribution that was too low was agreed, the benefit under these Supplementary Scheme Rules will be recalculated on the basis of the correct data.
4. Incorrect or incomplete data of such a nature that the Fund would not have accepted the insurance with respect to the Member concerned on the conditions that were committed to or would only have done so on deviating conditions if the correct data had been known by the Fund at the time of the start of the membership may invalidate the insurance for the Member concerned from the outset.
5. The Member is obliged to immediately notify the Fund in writing of any change in the information relevant to the insurance for the supplementary pension entitlements under these Supplementary Scheme Rules. Amendments will only take effect after the Fund has accepted them.

## Article 8 Exclusions

For the Member for whom a supplementary pension has already been or was already insured with the Fund under aggravating circumstances such as exclusions or an increase in contributions due, these aggravating circumstances continue to apply even if the Member is registered for the insurance of pension accrual above the Salary Limit in accordance with these Supplementary Scheme Rules or even if an existing insurance policy increases.



## Article 9 Grant and payment

1. The Fund grants the supplementary pension on receipt of a written application by or on behalf of the (Former) Member or Partner and/or Child. The application must be addressed to the administrator of the Fund and must include the documents deemed necessary by the Fund for the granting of the supplementary pension, with due observance of the provisions of the Scheme Rules.
2. On the condition that the documents referred to in paragraph 1 have been submitted, the benefit will commence on the Pension Commencement Date or on the death of the (Former) Member. Payment will be made per month in arrears. The pension will be paid for life.

## Article 10 Termination of the benefit

The supplementary pension under these Supplementary Scheme Rules ends:

- a. on the last day of the month in which the (Former) Member or the Partner dies;
- b. in accordance with the Scheme Rules insofar as this concerns the payment of the orphan's pension;
- c. if the Member concerned does not fulfil his obligations pursuant to the provisions of Article 7.

## Article 11 Financing

1. The supplementary entitlements described in these Supplementary Scheme Rules are financed using annual contributions. The annual contribution is determined based on the corresponding provisions of the Implementation Agreement.
2. A portion of the contribution payable may be paid by the Member as a personal contribution to this supplementary scheme, as agreed between the Employer and the Employee. In the case of part-time work, the personal contribution is calculated taking into account the Part-Time Factor.
3. The personal contribution is deducted in equal shares from the Member's periodic salary.
4. Payment of the contribution ends upon termination of the membership or at the point in time with effect from which full exemption from payment of the contribution is granted to the Inactive Member in the supplementary scheme as a result of Occupational Disability.

## Article 12 Occupational Disability

1. A contribution exemption due to Occupational Disability is also insured in accordance with the provisions of the Scheme Rules.
2. The Pensionable Earnings applicable to non-contributory continuation are based on the Pensionable Salary up to the Maximum Salary that applied in the year in which the First Day of Illness fell (for 2025: €137,800 -/- €95,236 = €42,564). In addition, the Part-Time Factor on the First Day of Illness applies.
3. This salary is adjusted annually on 1 January using the Metalektro Wage Index.
4. The Pensionable Earnings for non-contributory continuation are recalculated annually on the basis of the new Pensionable Salary up to the Maximum Salary applicable in that year.

## Article 13 Other provisions

1. These Supplementary Scheme Rules are governed by the provisions of the Pensions Act.
2. A medical examination may take place if required on account of a health declaration. Based on the medical data referred to, the medical adviser will advise the Fund regarding acceptance of the Member concerned.
3. The Fund will then be authorised on medical grounds:
  - a. to accept the Member subject to an increase in the contribution rate and/or a change in the duration of the risk cover;
  - b. to accept the Member subject to restrictive conditions;
  - c. to exclude the Employee from participating in the supplementary pension scheme or to refuse to increase or change the insurance.
4. The Fund is authorised to terminate the supplementary pension scheme in respect of the (Former) Member if it transpires that incorrect statements or notifications have been made to the Fund or the examining physician regarding subjects that were important for assessing the insurance risk. In that case, the obligation to pay the contribution will also end.

## Article 14 Entry into force


These Supplementary Scheme Rules entered into force on 1 January 2015 and were last amended on 1 January 2025.

# Do you have any questions?

Please email or call us. We will be happy to help you:

## PME pensioenfonds

 via het contactformulier op [www.pmepensioen.nl/contact](http://www.pmepensioen.nl/contact)

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