PERSONAS

THE CHANGES IN THE SSPF- PENSION PLAN CALCULATED FOR A NUMBER OF FICTITIOUS PERSONAS.

OUR PENSION IS CHANGING

INSIGHT INTO PENSION

Over the past period, we have received many questions about what the pension will look like if we were to convert it into the new scheme or leave them behind in the current scheme. During the information sessions in the summer of 2023, we gave employees insight into this using various personas.

In this interactive PDF we show you the possible consequences on the SSPF-pension and provide more information about the personas and the calculations that were used. This will help you to understand the different pension amounts. The personas in this document are intended only to illustrate the potential impact based on certain scenarios and assumptions. This is not so much about the exact pension amounts but the impact in general. Therefore, you cannot use this to estimate your own pension situation either. Furthermore, the personas are based on the financial position of the SSPF Pension Fund on December 31, 2023. The financial position of the pension fund determines the outcomes. SSPF's financial situation is currently very good. If the funding ratio changes, it will also affect the calculations. Please note that as a member in SSPF, you can also be a member of the supplementary SNPS net pension plan. That pension is not included in the calculations you will see in this PDF.

It is up to Shell NL and the COR to decide whether or not they want to submit a conversion request to the SSPF board of trustees. That request needs to be assessed by the SSPF board of trustees. Ultimately, it is up to the SSPF board of trustees to decide whether the conversion request can be approved. That decision is also subject to approval by the Dutch Central Bank.

No rights can be derived from the amounts in this document or the results.

CLICK ON THE PERSONA OF YOUR CHOICE

- Age 55
- 32 years in service
- Job Group 8

- Age 60
- 35 years in service
- Job Group 5

- Age 45
- 12 years in service
- Job Group 3

- Age 50
- 25 years in service
- Job Group 1

- Age 57
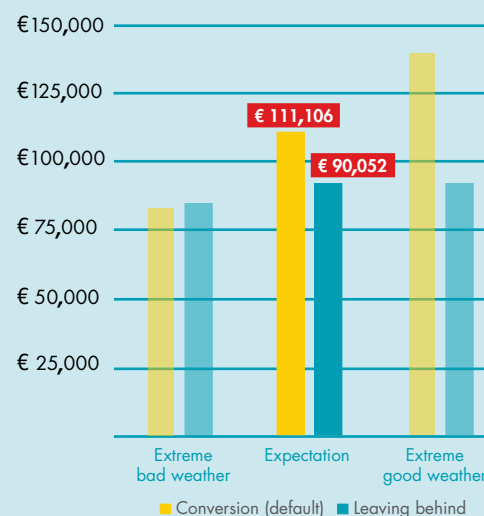- 31 years in service
- Job Group 2

Former colleague

Retired

RAFIK

- Operator (incl. shift allowance)
- Age 55
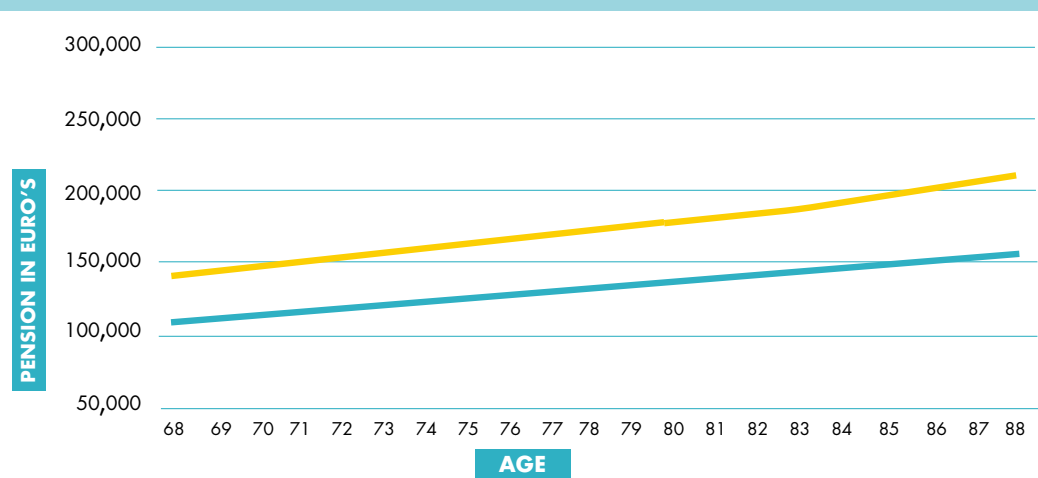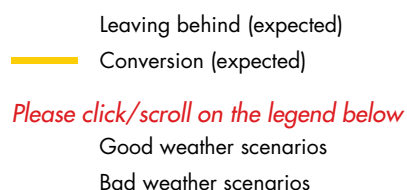- 32 years in service
- Job Group 8
- Pension age 67

THE EXPECTED PENSION - 3 SCENARIOS
EXPECTED GROSS PENSION PER YEAR (WITHOUT STATE PENSION)

€150,000
€125,000
€100,000
€ 75,000
€ 50,000
€ 25,000

€ 111,106
€ 90,052

Extreme bad weather | Expectation | Extreme good weather

■ Conversion (default) ■ Leaving behind

These bar charts show what the average expected pension could be after retirement. The middle charts (under Expectation) are based on the middle outcome of the 2,000 scenarios. We also refer to this as the median. The outer charts show what the pension could look like in the extreme scenarios. You can see that for Rafik the expected pension in case of conversion is higher compared to when his pension is left behind in the current plan and in the current fiscal framework. Only in the extreme bad weather scenario leaving behind is expected to work out slightly better than conversion.

PENSION THROUGH THE YEARS

— Leaving behind (expected)
— Conversion (expected)

Please click/scroll on the legend below
Good weather scenarios
Bad weather scenarios

PENSION IN EURO'S

300,000
250,000
200,000
150,000
100,000
50,000

68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88

AGE

This line graph shows the expected development of the pension after the retirement date. If you scroll over the legend you can also see what happens to the pension if things go worse or better than expected. In case the pension is left behind (blue) you see that the pension is expected to increase each year based on the expected indexation according to statutory indexation rules. But you can also see that the pension is always a lot higher in case of conversion (yellow).
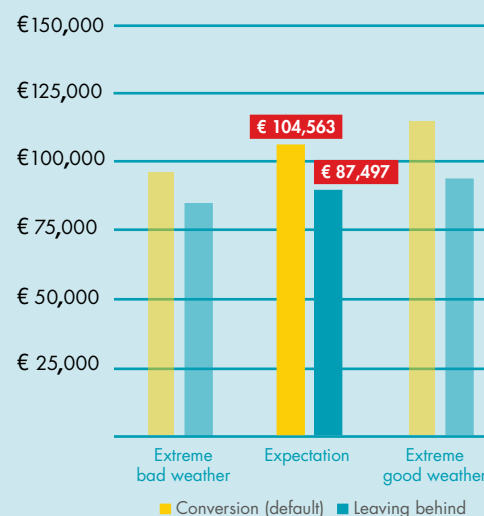
Please note: These are indicative sample calculations, for illustrative purposes only - individual calculations will vary.
You cannot derive any rights from these calculations.

SIMON

- Supervisor
- Age 60
- 35 years in service
- Job Group 5
- Pension age 67

THE EXPECTED PENSION - 3 SCENARIOS
EXPECTED GROSS PENSION PER YEAR (WITHOUT STATE PENSION)

€ 104,563

€ 87,497

€150,000
€125,000
€100,000
€ 75,000
€ 50,000
€ 25,000

Extreme bad weather | Expectation | Extreme good weather

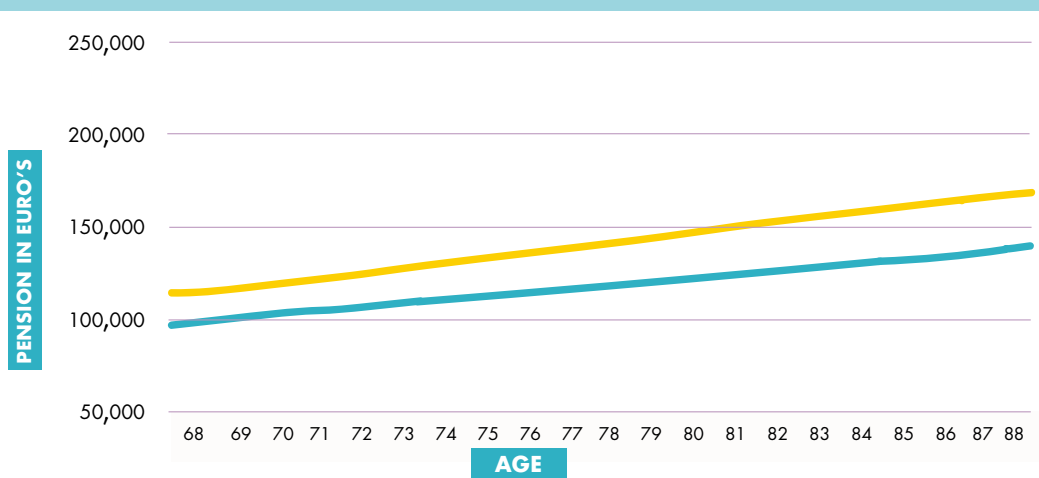Conversion (default)   Leaving behind

These bar charts show what the average expected pension could be after retirement. The middle charts (under Expectation) are based on the middle outcome of the 2,000 scenarios. We also refer to this as the median. The outer charts show what the pension could look like in the extreme scenarios. You can see that for Simon the expected pension in case of conversion is higher compared to when his pension is left behind in the current plan and in the current fiscal framework.

PENSION THROUGH THE YEARS

Leaving behind (expected)

Conversion (expected)

Please click/scroll on the legend below
Good weather scenarios
Bad weather scenarios

PENSION IN EURO'S

250,000
200,000
150,000
100,000
50,000

68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88

AGE

This line graph shows the expected development of the pension after the retirement date. If you scroll over the legend you can also see what happens to the pension if things go worse or better than expected. In case the pension is left behind (blue) you see that the pension is expected to increase each year based on the expected indexation according to statutory indexation rules. But you can also see that the pension is always a lot higher in case of conversion (yellow).
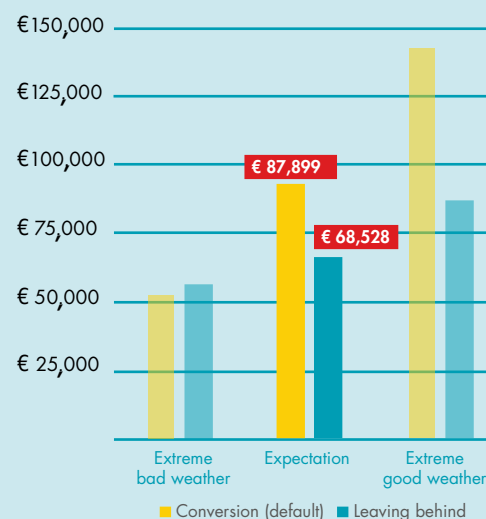
NATHALIA

- Business Analyst
- Age 45
- 12 years in service
- Job Group 3
- Pension age 67

THE EXPECTED PENSION - 3 SCENARIOS
EXPECTED GROSS PENSION PER YEAR (WITHOUT STATE PENSION)

€ 87,899

€ 68,528

Extreme bad weather | Expectation | Extreme good weather
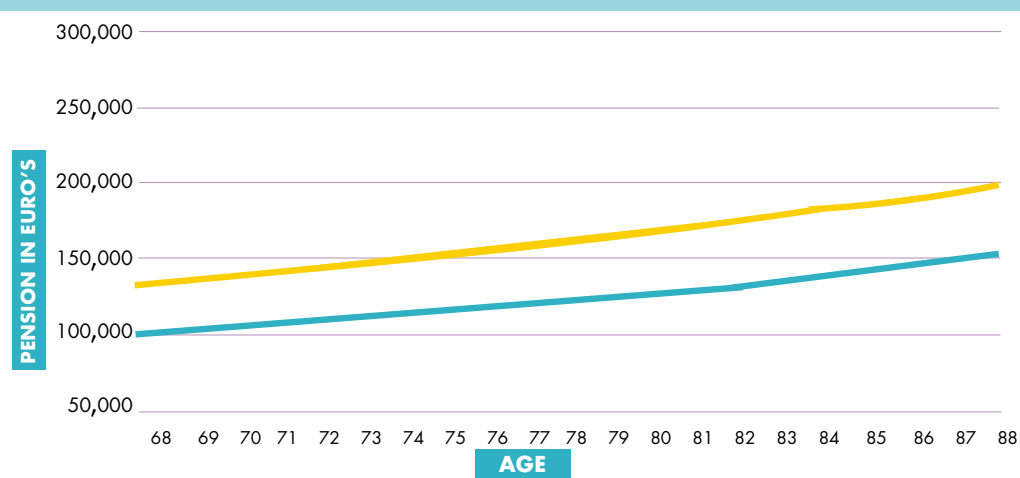
■ Conversion (default) ■ Leaving behind

These bar charts show what the average expected pension could be after retirement. The middle charts (under Expectation) are based on the middle outcome of the 2,000 scenarios. We also refer to this as the median. The outer charts show what the pension could look like in the extreme scenarios. You can see that for Nathalia the expected pension in case of conversion is higher compared to when his pension is left behind in the current plan and in the current fiscal framework. Only in the extreme bad weather scenario leaving behind is expected to work out slightly better than conversion.

PENSION THROUGH THE YEARS

Leaving behind (expected)
Conversion (expected)

Please click/scroll on the legend below
Good weather scenarios
Bad weather scenarios

PENSION IN EURO'S

AGE

This line graph shows the expected development of the pension after the retirement date. If you scroll over the legend you can also see what happens to the pension if things go worse or better than expected. In case the pension is left behind (blue) you see that the pension is expected to increase each year based on the expected indexation according to statutory indexation rules. But you can also see that the pension is always a lot higher in case of conversion (yellow).

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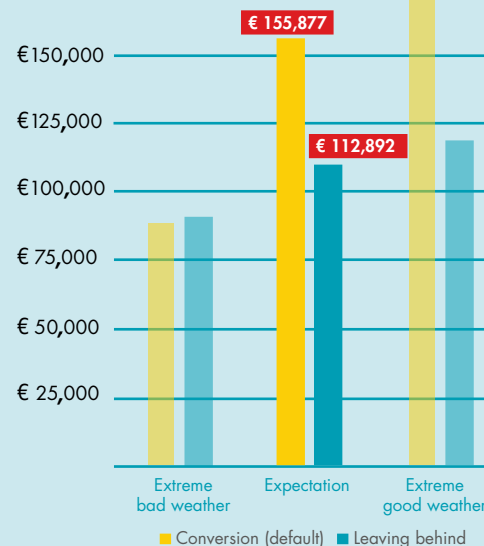You cannot derive any rights from these calculations.

MARIA

- Team Lead Corporate
- Age 50
- 25 years in service
- Job Group 1
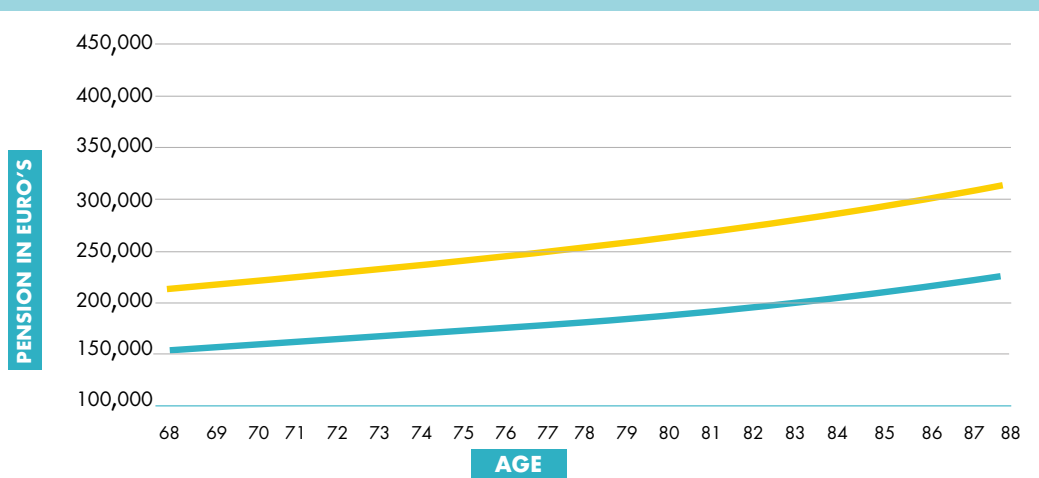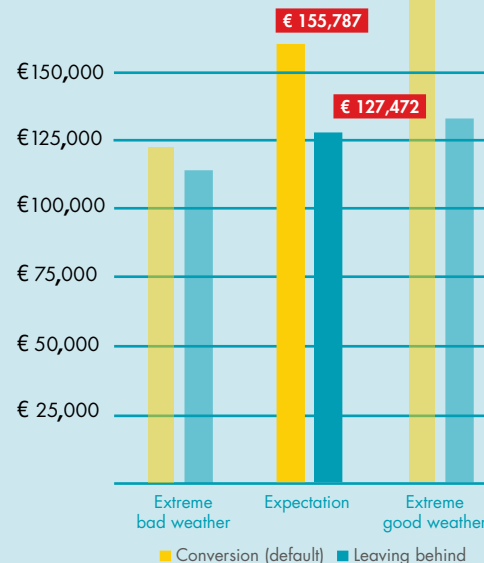- Pension age 67

THE EXPECTED PENSION - 3 SCENARIOS

EXPECTED GROSS PENSION PER YEAR (WITHOUT STATE PENSION,

€ 155,877

€ 112,892

€150,000
€125,000
€100,000
€ 75,000
€ 50,000
€ 25,000

Extreme bad weather
Expectation
Extreme good weather

🟡 Conversion (default) 🔵 Leaving behind

These bar charts show what the average expected pension could be after retirement. The middle charts (under Expectation) are based on the middle outcome of the 2,000 scenarios. We also refer to this as the median. The outer charts show what the pension could look like in the extreme scenarios. You can see that for Maria the expected pension in case of conversion is higher compared to when his pension is left behind in the current plan and in the current fiscal framework. Only in the extreme bad weather scenario leaving behind is expected to work out slightly better than conversion.

PENSION THROUGH THE YEARS

Leaving behind (expected)
Conversion (expected)

Please click/scroll on the legend below
Good weather scenarios
Bad weather scenarios

PENSION IN EURO'S

450,000
400,000
350,000
300,000
250,000
200,000
150,000
100,000

68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88

AGE

This line graph shows the expected development of the pension after the retirement date. If you scroll over the legend you can also see what happens to the pension if things go worse or better than expected. In case the pension is left behind (blue) you see that the pension is expected to increase each year based on the expected indexation according to statutory indexation rules. But you can also see that the pension is always a lot higher in case of conversion (yellow).

PETER

- Finance Manager
- Age 57
- 31 years in service
- Job Group 2
- Pension age 67

THE EXPECTED PENSION - 3 SCENARIOS
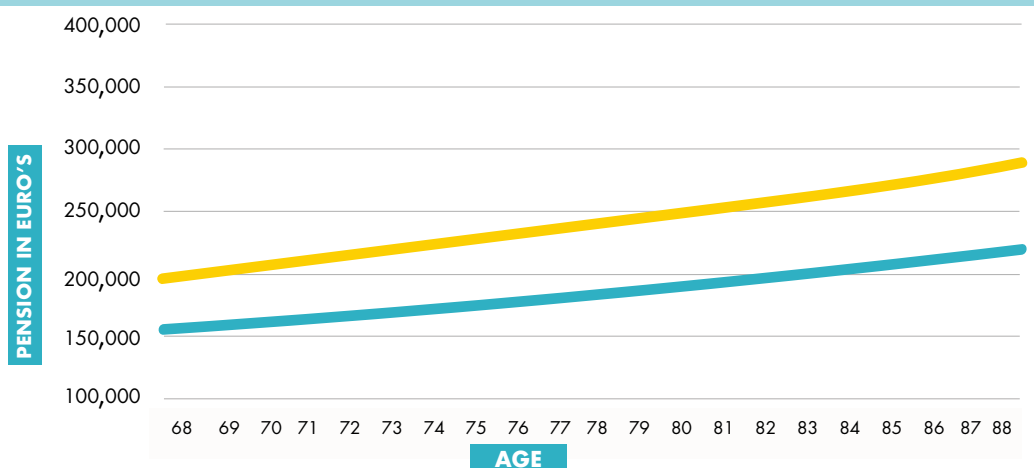EXPECTED GROSS PENSION PER YEAR (WITHOUT STATE PENSION)

€ 155,787

€ 127,472

€150,000
€125,000
€100,000
€ 75,000
€ 50,000
€ 25,000

Extreme bad weather | Expectation | Extreme good weather

Conversion (default) ■ Leaving behind

These bar charts show what the average expected pension could be after retirement. The middle charts (under Expectation) are based on the middle outcome of the 2,000 scenarios. We also refer to this as the median. The outer charts show what the pension could look like in the extreme scenarios. You can see that for Peter the expected pension in case of conversion is higher compared to when his pension is left behind in the current plan and in the current fiscal framework.

PENSION THROUGH THE YEARS

Leaving behind (expected)
Conversion (expected)

Please click/scroll on the legend below
Good weather scenarios
Bad weather scenarios

PENSION IN EURO'S

400,000
350,000
300,000
250,000
200,000
150,000
100,000

68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88

AGE

This line graph shows the expected development of the pension after the retirement date. If you scroll over the legend you can also see what happens to the pension if things go worse or better than expected. In case the pension is left behind (blue) you see that the pension is expected to increase each year based on the expected indexation according to statutory indexation rules. But you can also see that the pension is always a lot higher in case of conversion (yellow).
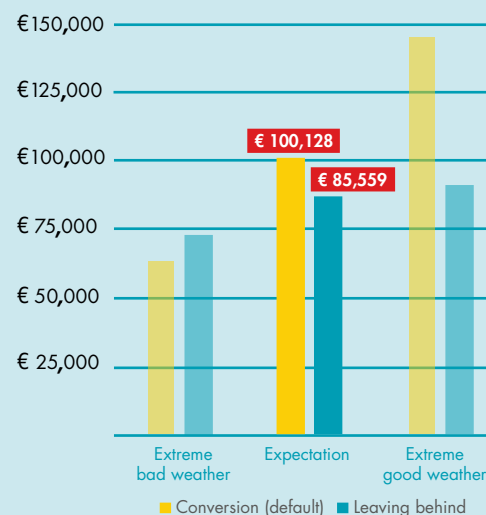
SIMONE

- Former colleague
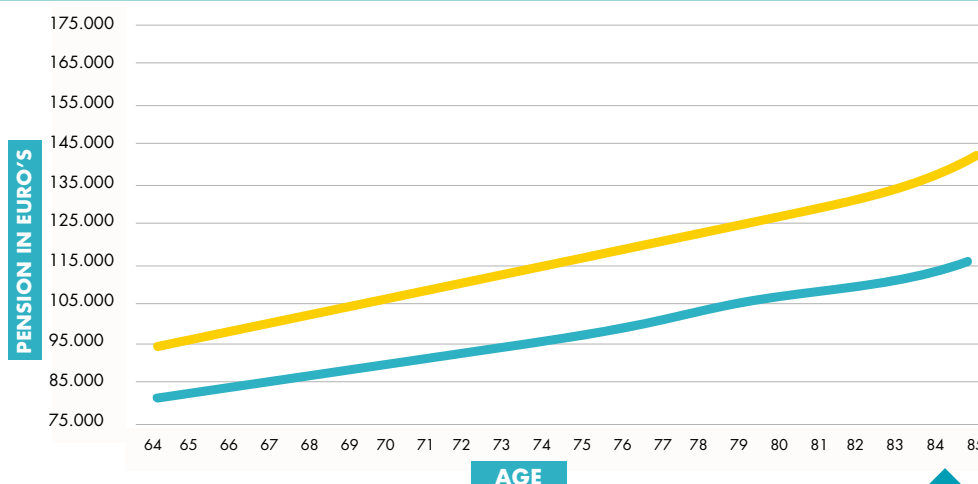- Age 60

THE EXPECTED PENSION - 3 SCENARIOS

EXPECTED GROSS PENSION PER YEAR (WITHOUT STATE PENSION)

€ 100,128
€ 85,559

€150,000
€125,000
€100,000
€ 75,000
€ 50,000
€ 25,000

Extreme bad weather | Expectation | Extreme good weather

■ Conversion (default)   ■ Leaving behind

These bar charts show what the average expected pension could be after retirement. The middle charts (under Expectation) are based on the middle outcome of the 2,000 scenarios. We also refer to this as the median. The outer charts show what the pension could look like in the extreme scenarios. You can see that for Simone the expected pension in case of conversion is higher compared to when his pension is left behind in the current plan and in the current fiscal framework. Only in the extreme bad weather scenario leaving behind is expected to work out slightly better than conversion.

PENSION THROUGH THE YEARS

—— Leaving behind (expected)
—— Conversion (expected)

Please click/scroll on the legend below
Good weather scenarios
Bad weather scenarios

PENSION IN EURO'S

175.000
165.000
155.000
145.000
135.000
125.000
115.000
105.000
95.000
85.000
75.000

64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85

AGE

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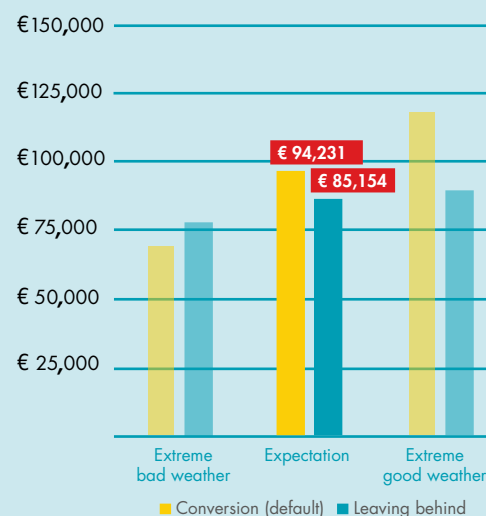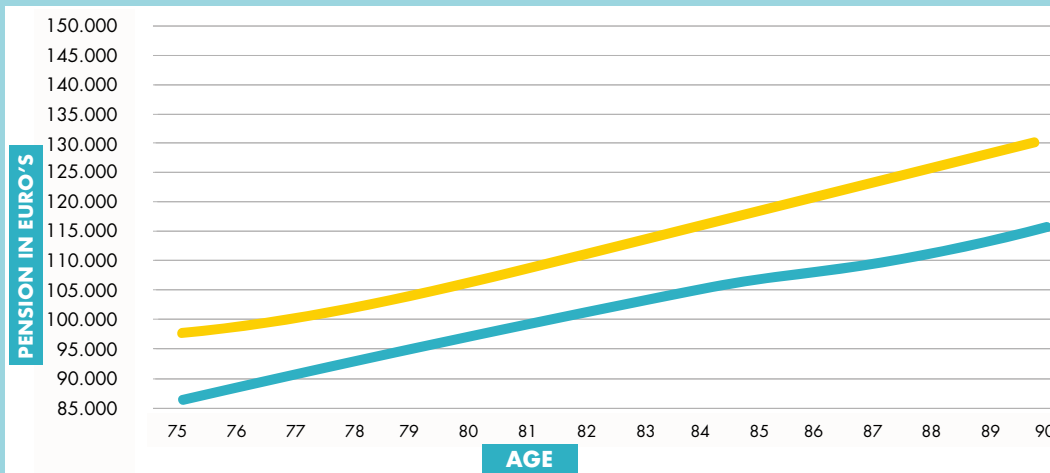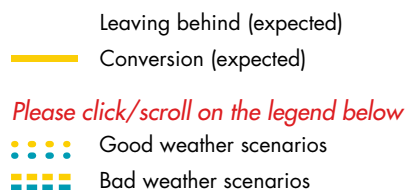
JAN

- Retired
- Age 75

THE EXPECTED PENSION - 3 SCENARIOS
EXPECTED GROSS PENSION PER YEAR (WITHOUT STATE PENSION)

€ 94,231
€ 85,154

Extreme bad weather | Expectation | Extreme good weather

■ Conversion (default)   ■ Leaving behind

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PENSION THROUGH THE YEARS

—— Leaving behind (expected)
—— Conversion (expected)

Please click/scroll on the legend below
···· Good weather scenarios
▪▪▪▪ Bad weather scenarios

PENSION IN EURO'S

AGE

This line graph shows the expected development of the pension after the retirement date. If you scroll over the legend you can also see what happens to the pension if things go worse or better than expected. In case the pension is left behind (blue) you see that the pension is expected to increase each year based on the expected indexation according to statutory indexation rules. But you can also see that the pension is always a lot higher in case of conversion (yellow).