



If you are still accruing pension, you will be receiving compensation.

As of 1 January 2027, SSPF will have a new scheme. When this new pension scheme takes effect, the buffers (pension reserves) will be made available. A portion of these buffers is reserved for compensation.

This compensation is intended for people who are still accruing pension. Under the new rules, you may accrue less pension than under the current scheme. That is why you will be receiving compensation. You will receive this compensation for 10 years, as long as you continue working for Shell. The compensation will be added to your personal pension pot. The table below shows the percentages by year of birth.

This is only an indication; the exact compensation will be determined at the time of the transition.

SSPF compensation factors:

Year of birth	% of pension basis*
1959	19.78%
1960	19.15%
1961	18.53%
1962	17.90%
1963	17.28%
1964	16.65%
1965	16.03%
1966	15.40%
1967	15.39%
1968	15.37%
1969	15.36%
1970	15.35%
1971	15.34%
1972	15.43%
1973	15.53%
1974	15.63%
1975	15.72%
1976	15.82%
1977	15.81%
1978	15.80%
1979	15.78%
1980	15.77%
1981	15.76%
1982	15.63%
1983	15.51%
1984	15.38%
1985	15.25%
1986	15.13%
1987	14.89%
1988	14.65%
1989	14.42%
1990	14.18%
1991	13.94%
1992	13.94%
1993	13.94%
1994	13.93%
1995	13.93%
1996	13.92%

* The pension basis is the portion of your salary that is used to calculate your pension.

It consists of your basic salary plus supplements that count towards your pension, with a small additional surcharge of 3 percent.