



SNPS

Shell Nederland Pensioenfonds Stichting



Which choices do you make before you retire?

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FOR WHOM IS THIS BROCHURE INTENDED?

This brochure is for all (former) participants of Shell Nederland Pensioenfonds Stichting (SNPS) that are retiring shortly. The brochure contains information about your pension through

- the gross SNPS pension scheme
- the Shell net pension scheme at SNPS, for employees whose income exceeds the fiscal limit.

You have a number of choices when you retire. You can use this brochure for support in making your decisions.

WHAT'S IN THIS BROCHURE?

This brochure contains general information about pension choices at SNPS. The information does not take your personal circumstances into account.



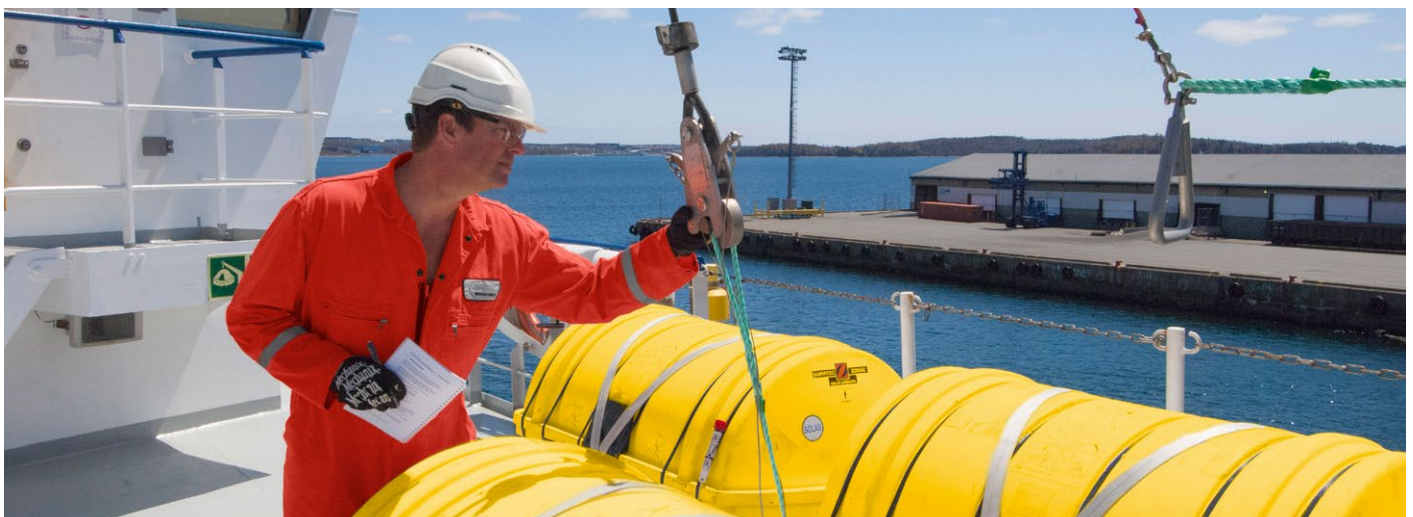
What pension options do you have?

The SNPS pension scheme(s) offer(s) you several pension options. For instance, you can tailor your pension to best reflect your personal situation. What are the options then?

- 1.** The first decision you make is at what age you want to retire and stop working.
- 2.** In consultation with your employer, you can also choose to stop working part time and have part of your pension commence. This is known as part-time pension.
- 3.** Once the date on which you retire (part time) has been finalised, you make your final decision to opt for a fixed or variable pension. You personally purchase a fixed pension from an external pension administrator of your choice. You will receive a variable pension from SNPS starting on your selected retirement date. This is the Collective Variable Pension (CVP).
- 4.** SNPS then offers you the option of a fixed increase or a fixed decrease of your variable pension benefit.
- 5.** And, if you have a partner, your partner and you can decide together to waive a partner's pension.

This brochure sets out all your pension options. It is important that you carefully consider which choices best meet your wishes. You can also find out what action you need to take.

If you also have a pension at Stichting Shell Pensioenfonds (SSPF), you have to make pension choices with SSPF separately. These choices may differ from the choices you make with SNPS. For example, if you opt for early retirement, both pensions do not need to commence at the same time.



1 Choosing your retirement age

In accordance with the Regulations, your pension commences when you turn 68. Should you wish to, you can retire earlier. This is possible from the age of 55. You may also postpone your retirement date, if you carry on working. Continuing work is only possible in consultation with your employer, and up to a maximum age of 70.

Impact on your pension

If you retire earlier, the pension you'll receive after retirement will be lower; this is because you have accrued pension capital over a shorter period. Besides, the period over which you receive a pension will be longer. If, on the other hand, you postpone retirement and work for longer, your pension after retirement will be higher; this is because you accrue pension capital for longer and your pension will be paid out over a shorter period.

You have the option to participate in the CVP from the age of 58. Have you previously made an preliminary decision about participating in the CVP and now decide that you want to retire early? Then your remaining individual pension capital is converted into the CVP in one go on your retirement date.

Making your choice known

You should notify SNPS of your choice to retire early no later than six months in advance. If you decide, in consultation with your employer, to continue working longer, you should notify SNPS no later than two months before your 68th birthday.

Use the form 'earlier or later (part-time) retirement', which you can download from www.shellpensioen.nl.



2 Part-time pension

You may prefer to gradually reduce your work instead of retiring from one day to the next. In consultation with your employer, you may retire part time from the age of 55. This means you'll start working part time one or more years before full retirement. Your salary income will be lower as a result. You can bridge the income gap for that part of the time you don't work by receiving that part of your pension. Part-time pension is also an option if your employer and you decide you want to continue working part time for longer.

Impact on your pension

The same applies to part-time retirement as to full-time retirement: the earlier you retire part time, the lower the pension you'll receive.

You have the option to participate in the CVP from age 58. Have you previously made a provisional decision to participate in the CVP and now decide to go on part-time pension?

Then your remaining individual pension capital for that part of the time you retire, is converted into a CVP in one go. You continue to accrue pension capital under the IDC scheme for that part that you continue working. The annual conversion of your IDC capital to the CVP continues unchanged.

Please note: The moment you decide to go on part-time pension you have to make a final choice between a fixed or variable pension. This choice also determines how you'll receive your full pension in the near future. More information can be found in this brochure in chapter 3: 'Final choice between fixed or variable pension'.

Making your choice known

If your employer and you decide that you want to go on part-time pension, you should inform SNPS at least six months in advance.



Even if you're no longer working at Shell, you may decide to retire part time before your 68th birthday. You will then fully retire at 68, the applicable retirement age pursuant to the regulations.

Use the form 'earlier or later (parttime) pension', which you can download from www.shellpensioen.nl.

3 FINAL CHOICE BETWEEN FIXED OR VARIABLE PENSION

If you're older than 58 years, you've made a provisional choice whether or not to participate in the Collective Variable Pension (CVP). The moment you retire (part time), you have to make a final choice between a fixed pension benefit from an external pension administrator or a variable pension from SNPS in the CVP.

A fixed benefit offers more security because there are no variations in the amount of pension, but it is expected to provide a lower pension than a variable pension over time. It is important that you consider:

1. whether you want to run the risk that your pension in the CVP could in some circumstances be less than the fixed payment alternative and whether your own financial situation can withstand that.
2. or whether you prefer to opt for fixed, guaranteed payments based on the size of your pension capital and the interest rate at the time of purchase, and you accept that your purchasing power will decrease more over time. More information can be found at www.shellpensioen.nl/cvp.

Please note: It is not possible to receive part of your pension from SNPS's CVP and the rest as a fixed pension from an external administrator.





Variable pension from SNPS

Should you opt for a variable pension, you'll receive a pension from SNPS from retirement for as long as you live. Your pension remains invested according to the CVP investment mix, even after commencement. It will vary from year to year. The regulations do not permit purchasing a variable pension from anywhere other than SNPS.

Have you previously decided to stay in the IDC scheme but now still want to opt for CVP variable pension? That's possible. Your accrued IDC capital will be converted into CVP pension entitlements in one go when you retire. You subsequently receive a lifelong variable pension from SNPS.

Fixed pension benefit from an external pension administrator

If you opt for a fixed pension, you personally purchase a fixed benefit from an external administrator of your choice when you retire. You'll receive this benefit for as long as you live. SNPS does not offer a fixed benefit.

Have you decided earlier to participate in the CVP but now still want to opt for a fixed pension? That's possible. Your pension entitlements will be converted into pension capital in one go when you retire. All profits and losses that have not yet been distributed will be applied. You use this capital to purchase a fixed pension benefit from an external pension administrator of your choice. There may be additional pension choices you can make that influence the amount of your fixed pension. You should think about a high/low pension or purchasing a fixed indexation to counter future loss of purchasing power. This will depend on the terms and conditions of the relevant external pension administrator.

Please note: If you don't inform SNPS (on time) of your choice for a pension administrator, you'll automatically participate in the SNPS's CVP when you retire. This also applies if you've previously opted for staying in the IDC scheme. Your accrued IDC capital will be converted in one go into pension entitlements in the CVP when you retire. You subsequently receive a lifelong variable pension from SNPS.

4 Fixed increase or decrease of variable pension

In the CVP, you'll receive a monthly pension from SNPS for as long as you live. This pension is based on your pension entitlements and varies from year to year. With that, you have the option to adjust the amount of benefit of your lifelong pension. In your personal pension portal you can see what pension you can expect.

Fixed increasing variable pension

With a variable pension you can compensate (part of) the loss of purchasing power over the years due to inflation. If you want more, you can opt for a fixed increase of your variable pension, in which case you'll start with a lower pension and your variable pension will increase each year at a fixed rate.

Fixed decreasing variable pension

The opposite is also possible: a fixed decrease of your variable pension. If you choose this option, you start with a higher pension and your variable pension will decrease each year at a fixed rate. For instance, if you'd rather receive

some more pension at the start and expect to require less pension as you get older. In the long run, a fixed decrease can be mitigated by the expected increase in the variable pension. This is not a certainty, however.

The Board decides the rate of increase or decrease of the variable pension, based on the applicable rules in the Pensions Act. The applicable rates can be found in Appendix 1 of the Regulations at www.shellpensioen.nl.



5 Waiving the partner's pension

When you retire and you have a partner, a partner's pension is also purchased in addition to a retirement pension. There is no need to request this, it happens automatically by virtue of the Pensions Act. It makes no difference whether you opt for a fixed or variable pension. The partner's pension amounts to 70% of the (variable) retirement pension. Your partner will receive this pension if you pass away after retirement.

If you have a partner but do not wish to purchase a partner's pension, you should inform SNPS accordingly, in which case your retirement pension will be higher. This may be the case, for example, if your partner has accrued a good personal retirement pension. Your partner does, however, have to agree to this and sign for approval. If you don't have a partner, a (variable) retirement pension only is purchased automatically.

HOW CAN I MAKE MY PENSION CHOICES KNOWN?

U Earlier or later part-time retirement

You should inform SNPS of your decision to retire at least six months before your planned retirement.

If your employer and you decide that you want to continue working for longer, or to retire part time, you should inform SNPS no later than two months before your pension date.

Use the form 'earlier or later (part-time) retirement', which you can download from www.shellpensioen.nl.

Fixed or variable pension and other options

You should inform SNPS of your final choice between a fixed or variable pension no later than two months before your (part-time) retirement.

At the same time, you can also make known your choice for an increasing or decreasing variable pension and/or your choice to waive a variable partner's pension, as applicable.

Use the form 'final choice Collective Variable Pension', which you can download from www.shellpensioen.nl.

SNPS will send you confirmation of your provisional choice.

ABBREVIATIONS USED IN THIS BROCHURE

SNPS Shell Nederland Pensioenfonds Stichting

The pension fund for (former) employees of Shell with The Netherlands as 'base country' and started working for Shell on or after 1 July 2013 and/or participate in the Shell net pension scheme.

SSPF Stichting Shell Pensioenfonds

The pension fund for (former) employees of Shell with The Netherlands as 'base country' and started working for Shell before 1 July 2013.

CVP Collectief Variable Pension

An expansion of the SNPS pension schemes for everyone of 58 years or older. Participation is voluntary. You can find comprehensive information on www.shellpensioen.nl/cvp.

IDC Individual defined contribution

You accrue your own pension capital by paying in monthly pension contributions that are invested at your expense and risk. At retirement you use your accrued IDC capital to purchase a pension.

Shell Pensioen Board has outsourced the administration and asset management of the pension scheme to Achmea Pensioenservices. However, SNPS's Board remains ultimately responsible for the correct and timely administration of the pension scheme.

You cannot derive any rights from this brochure. Our pension regulations are always leading. The pension regulations can be downloaded at shellpensioen.nl.

The companies in which Royal Dutch Shell plc holds direct or indirect shareholdings are individual legal entities, each with their own identity. In this brochure, the collective term 'Shell' is used to designate the various Shell employers and joint ventures affiliate with Shell Pensioen.

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