



# Your income in the event of incapacity for work

Provisions have been made in the pension scheme of Stichting Shell Pensioenfonds (SSPF) for the event of your no longer being able to work to full capacity due to disability or partial incapacity for work. This leaflet contains general information about your income in the event of incapacity for work. This income consists of WIA benefit from UWV possibly supplemented by a disability pension from SSPF (the Pension Fund). Furthermore, this leaflet gives details about premium waiver in the event of incapacity for work. This means that your pension accrual continues in the event of disability or partial incapacity for work and you are not required to pay any contributions for the time of your incapacity for work. This only applies to the part with incapacity to work.

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# Disability pension at Stichting Shell Pensioenfonds (SSPF)

If you become unfit for work you may be eligible for a disability pension from the Pension Fund (hereafter AOP). The Pension Fund pays you AOP if you are disabled or partially unfit for work and as a consequence of that you receive WIA benefit from UWV. You are eligible for WIA benefit and AOP from the Pension Fund if you are ill for more than two years (legally 104 weeks) and subsequently declared disabled or partially unfit for work. In principle, Shell continues to pay your salary for the first two years of your illness.

You only receive AOP if you are receiving a WIA benefit from UWV and if your employment is (partly) terminated. The WIA benefit limit can be found on page 5 of this leaflet. AOP is a supplement to WIA

benefit from UWV. You are required to request WIA benefit if you become unfit for work.

The amount of AOP depends on your degree of incapacity for work, and other things. For Participants working in the Netherlands, the degree of incapacity for work is determined by the UWV.

For participants working outside the Netherlands, the degree of incapacity for work is determined by an independent physician and an occupational health expert on the basis of the regulations and guidelines of the WIA. AOP comes into effect if you become unfit for work and as a result your employment contract with Shell is completely or partially terminated. AOP continues until your normal retirement date, unless you become fit for work before then or you die before your retirement date.



# Income via UWV after two years of illness

Shell continues to pay your salary during the first two years of illness. Your pension also continues to accrue based on your pension basis and the working time percentage on the last day before you became ill.

## WIA benefit

If you have not recovered after two years of illness (104 weeks) you may be eligible for government

benefit. This benefit is referred to as WIA benefit.

WIA stands for Work and Income according to Labour Capacity Act. The Institute for Employee Benefit Schemes (UWV) determines whether you are eligible for WIA benefit on behalf of the government. WIA comprises two kinds of benefit, those being IVA benefit and WGA benefit.

Please refer to page 4 for further explanation.

	Fully (>80%) and permanently unfit for work	Fully (>80%) unfit for work, but not permanently	More than 35% but less than 80% incapacity for work*	Less than 35% unfit for work
UWV	IVA benefit	WGA benefit	WGA benefit	No WGA- or IVA benefit
Shell	No Shell salary (left service)	No Shell salary (left service)	Partial Shell salary*	Shell salary
SSPF	AOP as a supplement to IVA benefit	AOP as a supplement to WGA benefit	Partial AOP as a supplement to WGA benefit	No AOP from SSPF

\*Or in case of a change in full-time or part-time employment at a different employer.



### **IVA benefit**

If you are fully and permanently unfit for work (more than 80%), you may receive IVA benefit. IVA stands for: Fully Disabled Persons Income Scheme and is administered by UWV.

### **WGA benefit**

If you are fully unfit for work and there is a chance you will recover, or you are partially unfit for work (more than 35% unfit for work but not lasting), you may receive WGA benefit. WGA stands for: Return to Work (Partially Disabled) Regulations. This is also administered by UWV.

### **AOP**

AOP from the Pension Fund is a supplement to IVA or WGA benefit you receive from UWV. AOP stands for disability pension. AOP commences at the start of the third year of illness (after 104 weeks). The condition is that your contract of employment has been decreased in line with your degree of incapacity for work.

### **LESS THAN 35% UNFIT FOR WORK**

If you are less than 35% unfit for work you are not eligible for AOP from the Pension Fund. Under such circumstances you will not receive WIA benefit from UWV.

For more information about IVA and WGA benefits please visit the UWV website ([www.uwv.nl](http://www.uwv.nl)).

If you are partially unfit for work it is possible that insufficient income tax may be withheld because your income comes from several institutions.

You may receive an additional tax assessment in respect of it.





# The most important rules concerning disability pensions

If you have not recovered after two years of illness and the UWV has declared you disabled or partially unfit for work, you may be eligible for a full or partial disability pension from the Pension Fund. You must meet the following criteria:

- you must be in receipt of WIA benefit (IVA benefit or WGA benefit from UWV)
- your employment must have been terminated, or working hours reduced and
- your fulltime income must have been above the WIA benefit limit of 58.307 (figures 2021) before you became unfit for work.

AOP is a supplement to the WIA benefit you receive from UWV. The Pension Fund determines the amount of AOP based on the disability percentage specified by UWV and the table on [page 6](#).

Any statutory disability benefit (WIA or other statutory disability benefit to which you are entitled) will be deducted from your AOP. You actually receive this statutory benefit directly from UWV. WIA will no longer be deducted from your AOP from the time that your AOW benefit commences.

## AMOUNT OF DISABILITY PENSION

You receive AOP from the Pension Fund in addition to the WIA benefit you receive from UWV. This works as follows:

1. 100% of your pension basis up to and including the 100% pay-scale position of job group 6 (€ 71,700 - figures for 2021)
2. 70% of the portion of your pension basis that exceeds the pay-scale position of job group 100.

The Pension Fund deducts the WIA benefit from the AOP that it pays you. AOP will be calculated based on your working time percentage if you didn't work full-time prior to becoming unfit for work. Furthermore, the amount of AOP depends on your disability percentage.



## Annual adjustment of disability pensions in payment

The Pension Fund recalculates AOP payments annually on February 1.

- Indexation: the Pension Fund recalculates your AOP, taking the development of the majority of pay-scales of Shell Nederland into account;
- WIA deduction: the Pension Fund recalculates the WIA deducted from your AOP payments.

The Pension Fund receives information about this from UWV.

The amount of AOP may change further if:

- you receive income from employment or previous employment;
- you start to receive disability benefits other than WIA;
- your disability percentage changes.

### SERVICE ABROAD

Different conditions apply if you become unfit for work while working abroad for Shell.

1. In the case of participants working outside the Netherlands, the degree of incapacity for work is determined by an independent physician and an occupational health expert on the basis of the regulations and guidelines of WIA.
2. In the case of participants working outside the Netherlands, SSPF pays AOP without deducting WIA. Participants abroad do not actually receive WIA benefit

### Partial incapacity for work

If you become partially unfit for work the Pension Fund determines the AOP payment percentage with the aid of the following table:

Degree of incapacity for work	Disability pension percentage
<b>80% or more</b>	<b>100%</b>
<b>65% tot 80%</b>	<b>72,5%</b>
<b>55% tot 65%</b>	<b>60%</b>
<b>45% to 55%</b>	<b>50%</b>
<b>35% to 45%</b>	<b>40%</b>
<b>tot 35%</b>	<b>0%</b>

The degree of incapacity for work is derived from the disability percentage as determined by UWV. The Pension Fund does not deviate from this. If your disability percentage changes, the Pension Fund determines your new AOP payment percentage with the aid of the above table. In the event of partial

incapacity for work Shell may decide to reduce your working hours. In that case you still work reduced hours at Shell (or possibly another employer) in line with your disability percentage. You are required to notify the Pension Fund of any change to your disability percentage.

### **PREMIUM WAIVER IN THE EVENT OF INCAPACITY FOR WORK**

If you become disabled or partially unfit for work and therefore receive AOP benefit from the Pension Fund, up to the permissible tax threshold pension accrual in respect of your incapacity for work is continued until your retirement date. You are not required to pay contributions while you are unable to work. SSPF pays this for you (premium waiver in the event of incapacity for work). Your retirement pension commences on your retirement date and your AOP benefit stops.

### **Net pension**

If your salary exceeds the permissible tax threshold of the basic pension, you can participate in the Shell net pension scheme.

This scheme is administered by Shell Nederland Pensioenfonds Stichting (SNPS). At SNPS, you continue to accrue pension capital on your net pension above this threshold on a non-contributory

basis if you become disabled or partially unfit for work. The text in the section "Premium waiver in the event of incapacity for work" of this leaflet shall apply accordingly in this case. The amount of AOP does not depend on your participation in the Shell net pension scheme. The tax threshold does not actually apply to the AOP amount.



### Sample calculation 1:

#### Fully and permanently unfit for work

Assuming that you earn € 85,000 and you become fully and permanently unfit for work. Your employer is legally required to continue paying your salary for the first 104 weeks after you become unable to work.

After this period you are entitled to IVA benefit. You receive this benefit from UWV and it amounts to 75% of your salary or 75% of the WIA benefit limit (€ 58,307), whichever is lower. In this sample calculation IVA benefit is € 43,730 (75% of € 58,307).

SPPF tops up IVA benefit to **€ 81,010** by means of a disability pension. This amount is determined as follows:

1. 100% of your pension basis up to and including the 100% pay-scale position of job group 6 (€ 71,700 - figures for 2021).
2. 70% of your pension basis insofar as it exceeds the 100% pay-scale position job group 6:  
70% of (€ 85,000 - € 71,700) = € 9,310.
3. The sum of both amounts equals € 81,010 (= € 71,700 + € 9,310).

You therefore receive benefit payments from two institutions From UWV you receive IVA benefit of € 43,730 and from SNPS you receive a supplementary disability pension of € 37,280. Both amounts combined are equal to the above sum of € 81,010.





## Sample calculation 2:

### Partial incapacity for work

Assuming you earn € 85,000 and UWV declares you 52% unfit for work.

Your employer is legally required to continue paying your salary for the first 104 weeks after you become unable to work. After the first two years of illness you are entitled to WGA benefit, which you receive from UWV. The amount of WGA benefit depends on your specific situation. In this example we assume that you receive WGA benefit of € 18,875.

SSPF tops up WGA benefit to **€ 40,505** by means of a disability pension. This amount is determined as follows:

1. 100% of your pension basis up to and including the 100% pay-scale position of job group 6 (€ 71,700 - figures for 2021).
2. 70% of your pension basis insofar as it exceeds the 100% pay-scale position job group 6:  
 $70\% \text{ of } (\text{€ } 85,000 - \text{€ } 71,700) = \text{€ } 9,310.$
3. The sum of both amounts equals € 81,010. An incapacity for work percentage of 52% puts you in the "45% to 55%" incapacity for work category, which has a benefit percentage of 50%. Your WGA benefit is therefore topped up to € 40,505 (= 50% of € 81,010).

You therefore receive benefit payments from two institutions. Based on this calculation you receive WGA benefit of € 18,875 from UWV and a supplementary disability benefit of € 22,505 from SSPF. Both amounts combined are equal to the above sum of € 40,505.



Shell Pensioen Board has outsourced the administration 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](https://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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