



Information session for SPF members 2019



Agenda

1. SPF's pension scheme
2. SPF's organizational structure
3. SPF 2018
4. SPF 2019 Q1
5. Closing statements and questions

1. Changes to SPF's pension scheme from January 1, 2019



- Pension calculation age 68 jaar



- The accrual rate of future accrual changed from 1.738% to 1.875%



- Missed indexing no longer expires after 10 years



- Special partner's pension returns to the main policyholder if the ex-partner dies sooner

1. An animation of SPF's pension scheme



[An animation](#) of SPF's pension scheme



2. SPF's organizational structure : chair of SPF



We introduce: Pascal Wolters,
our new independent chair

Why?

Chair

2. SPF's organizational structure: SPF's Board and Chair



Pascal Wolters
(C.)



Leon Jacobs



Jos van Gisbergen



Giselle Verwoort



René Witjes



Dries Nagtegaal



Guido Croonen



Arthur Smit (Dep. C.)



Stuf Kaasenbrood



Willem Grin



Marcel Roberts

Chair

Employer

Employees &
Pensioners

External
professionals

2. SPF's organizational structure: SPF's Accountability Council



Rolf van Kouwen



John van Moorsel (Vz)

Employer



Ben Jonker



Gerard Tummers

Employee



Jan Hellings (Plv Vz)



Ed van Lamoen

Pensioners

2. SPF's organizational structure: The Supervisory Council (RvT)



Willeke Ong



Peter de Groot (C.)

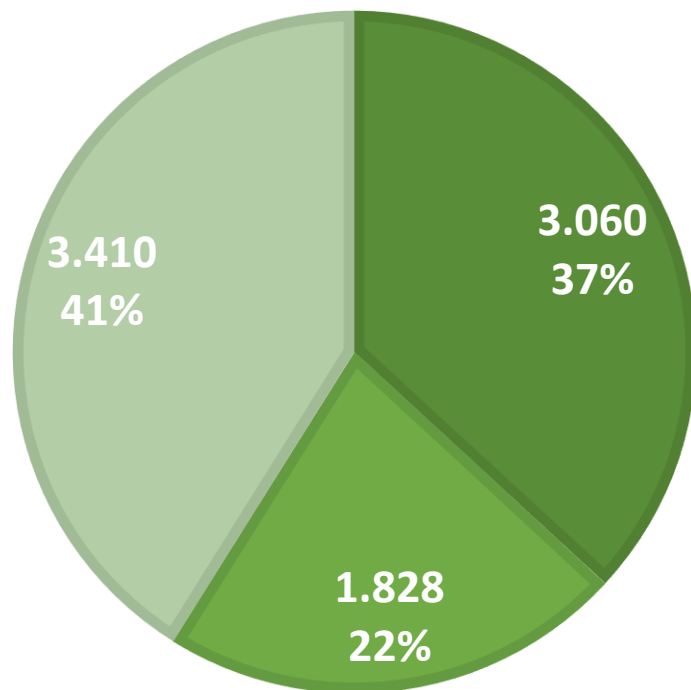


Kees Scheepens

- **Monitoring the following:**
 - policy
 - adequate risk control
 - equal weighing of interests
- **reporting findings and giving advice to the Board**
- **co-policymaker due to the right of approval**
- **being accountable to the Accountability Council and the Employer**

3. SPF in 2018: Member numbers, liabilities and assets

■ Members (active) ■ Pensioners ■ Deferred members



Total members: 8.298

■ Members (active) ■ Pensioners ■ Deferred members



Liabilities: 2.291

2.198

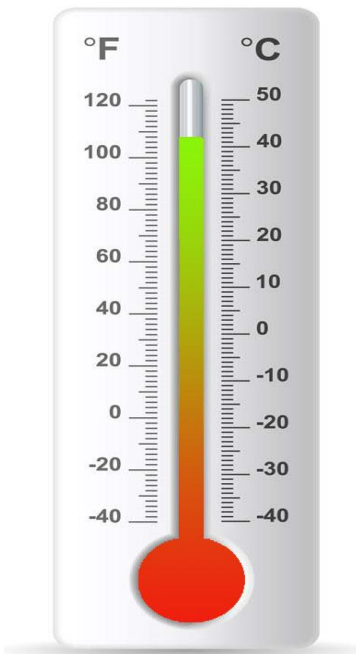
Total assets: 2.533

2.591

3. SPF in 2018: Funding level

Does SPF have sufficient capital to pay out all pensions, now and in the future

$$\text{Funding level} = \frac{\text{Assets}}{\text{Liabilities}}$$



The impact of interest rates on the liabilities:

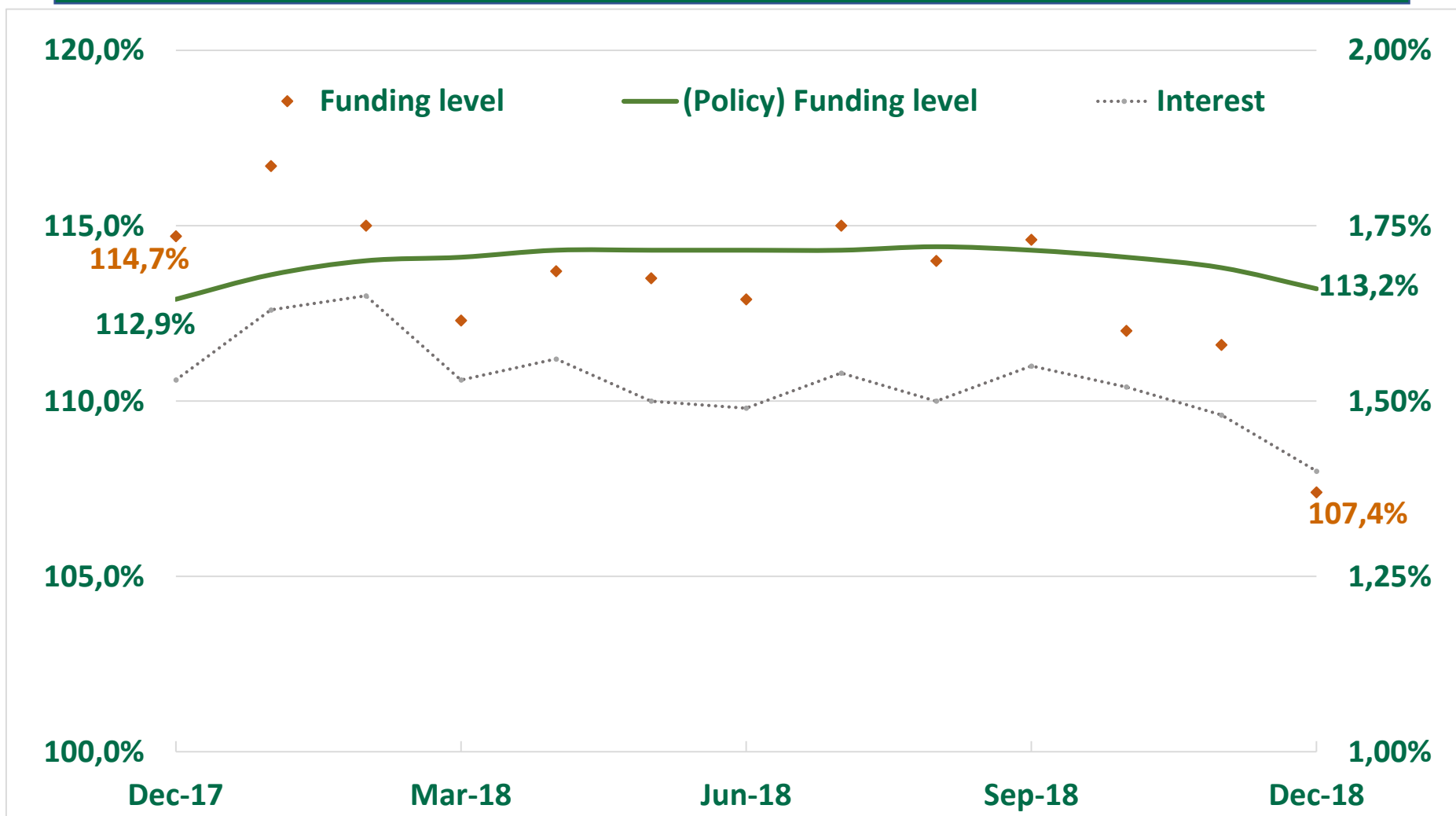
- €905 now with an interest rate of 1.0% = €1,000 over 10 years
- €781 now with an interest rate of 2.5% = €1,000 over 10 years

Calculation example with €1,000 in assets:

- 1.0% interest rate => FL is $1,000/905 = 110\%$
- 2.5% interest rate => FL is $1,000/781 = 128\%$

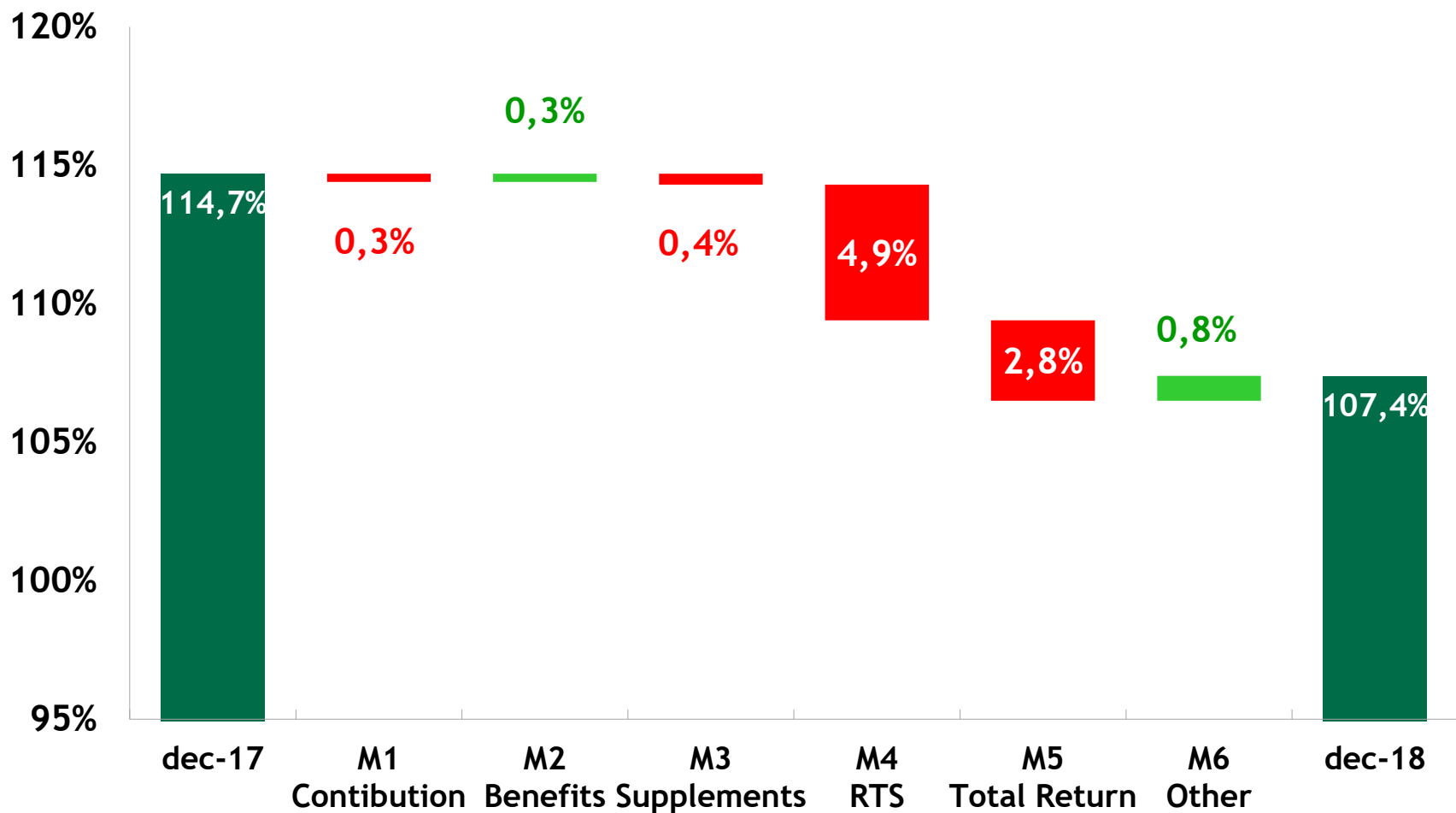
FL is impacted by interest rates: In recent years, the interest rate has dropped significantly from 4% to +/- 1%. This is extremely detrimental to the FL.

3. SPF in 2018: (Policy) funding level



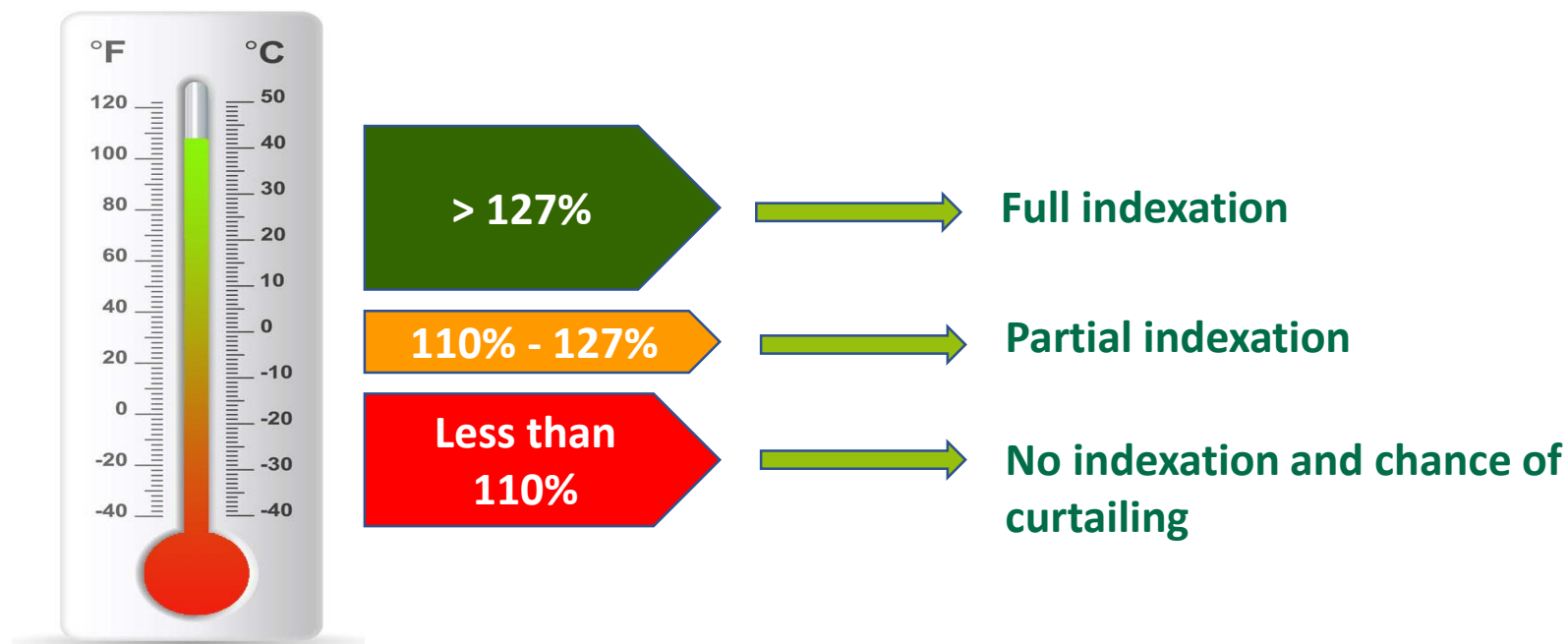
Beleidsdekkingsgraad is het gemiddelde van de Dekkingsgraad van 12 maanden

3. SPF in 2018: Development of the funding level



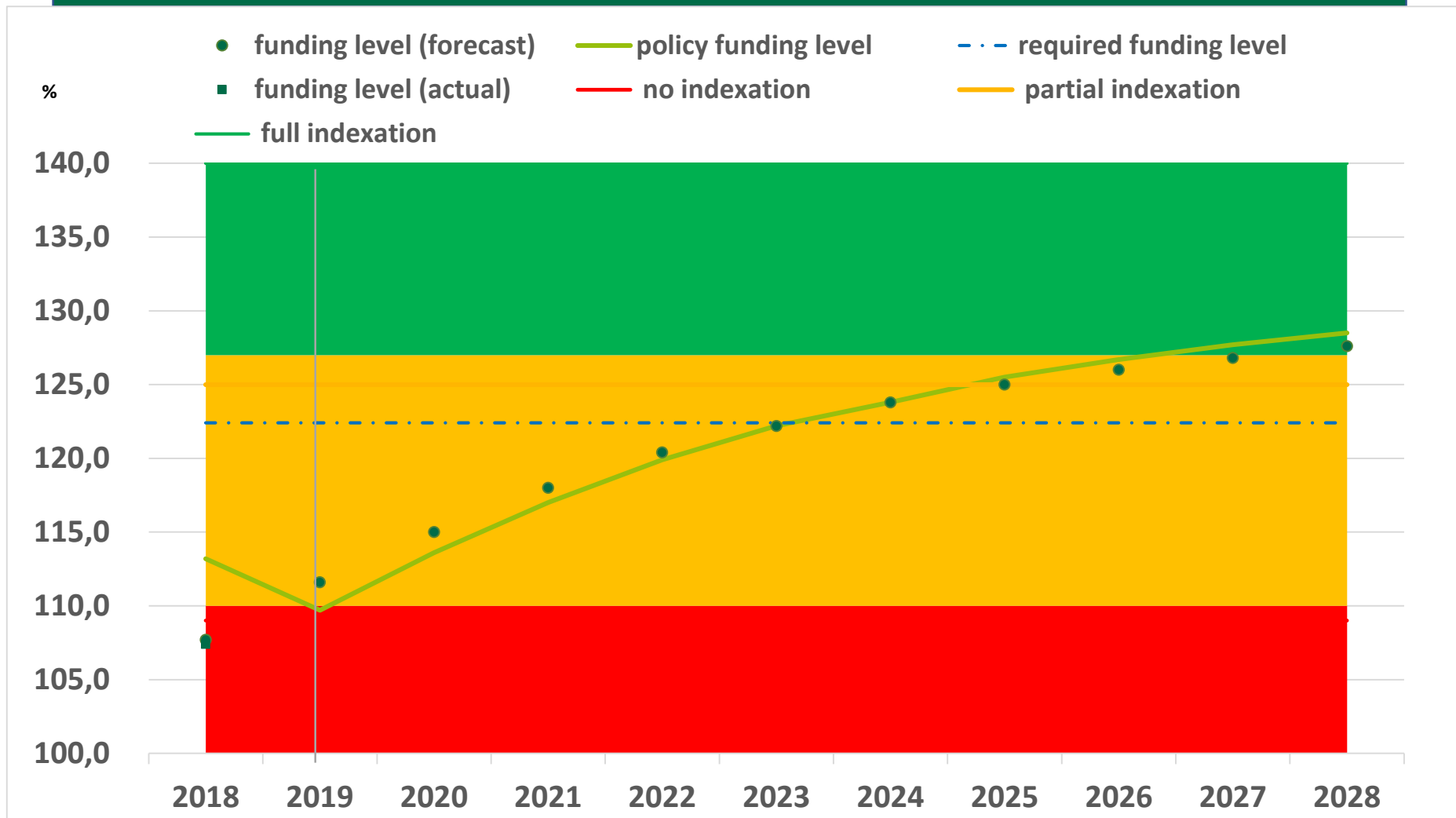
3. SPF in 2018 Policy funding level December 31, 2018 113.2%

Does SPF have sufficient capital to pay out all pensions, now and in the future



FL is impacted by interest rates. In recent years, the interest rate has dropped significantly from 4% to +/-1,5%. This is extremely detrimental to the FL.

3. SPF in 2018: Indexation according to the recovery plan on January 1, 2019



3. SPF in 2018: Missed annual adjustments (indexation)

Missed indexation from 2008 onwards

- Active members: 20.92%
- Pensioners: 12.16%
- Deferred members: 12.16%



Missed indexation from 2012 onwards (Former PF SABIC IP)

- Active members: 9.80%
- Pensioners: 6.29%
- Deferred members: 6.29%



3. SPF in 2017: Missed indexation of Active Members: loss of purchasing power

Price increases since 2008

15.17%

Purchasing power loss pension:

SPF Active Members

Indexation since 2008

3.05%

-/- 12.12%

Active Members of SPF, former SIP

Indexation since 2008

12.02%

-/- 3.15%

Please note that the former SIP was a different scheme until 2014

3. SPF in 2017: Missed indexation of remaining Members: loss of purchasing power

Price increases since 2008

15.17%

Purchasing power loss pension:

Pensioners and deferred members of SPF

Indexation since 2008

2.70%

-/- 12.47%

Pensioners and deferred members of SPF, previously SIP

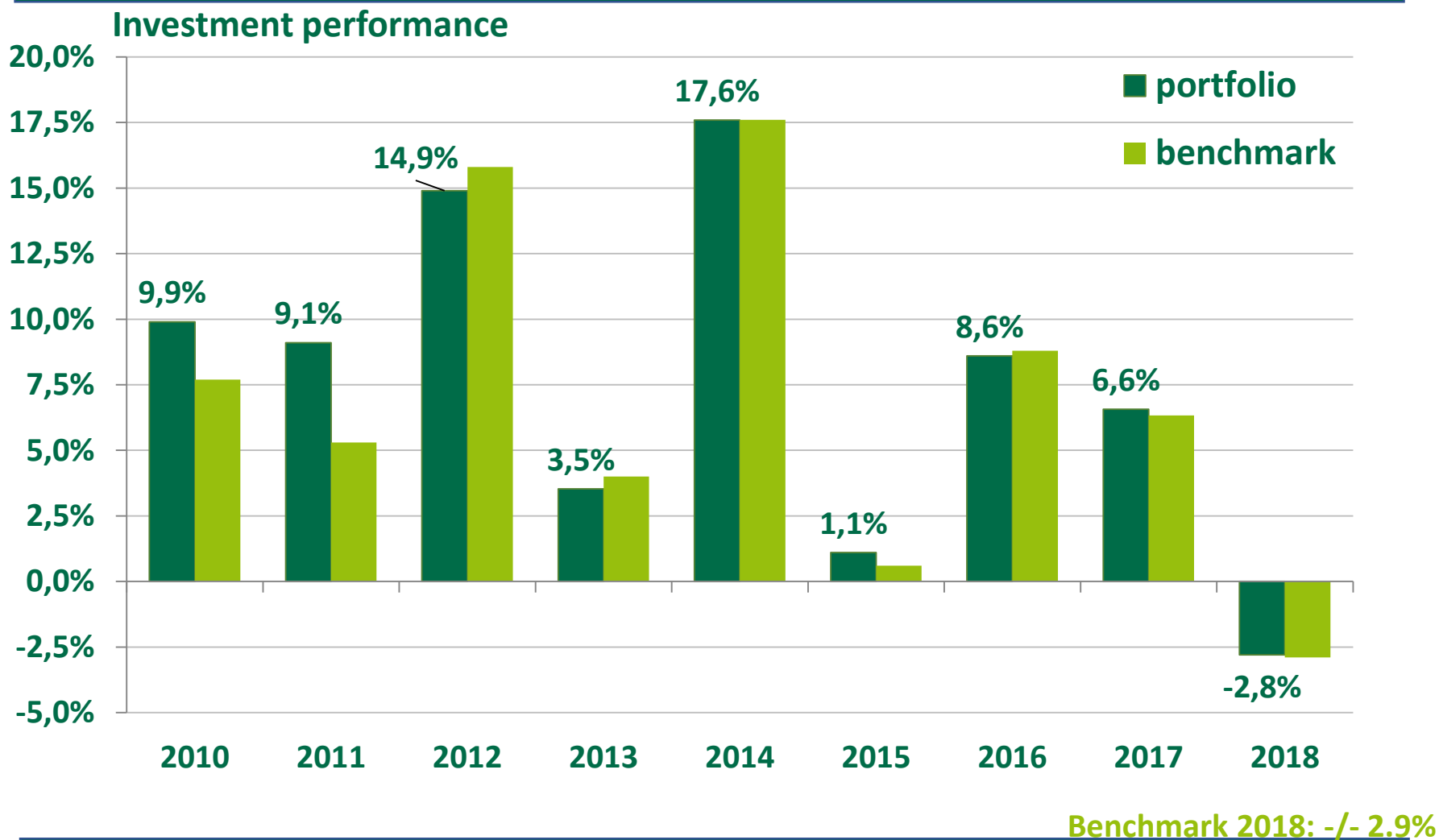
Indexation since 2008

12.81%

-/- 2.36%

Please note that the former SIP was a different scheme until 2015

3. SPF in 2018: Investment return



3. SPF in 2018: The investment mix: how and why



The risk profile is the balance between the risk and returns



The risk preparedness study 2018



Sufficient capital to be able to pay out pensions



Sufficient returns to grant indexation

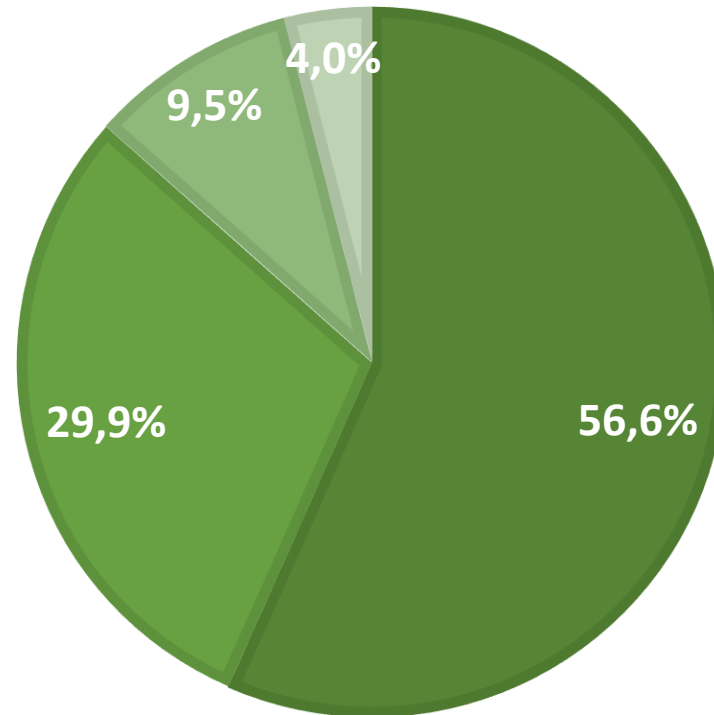
3. SPF in 2018: The investment mix

■ Fixed income

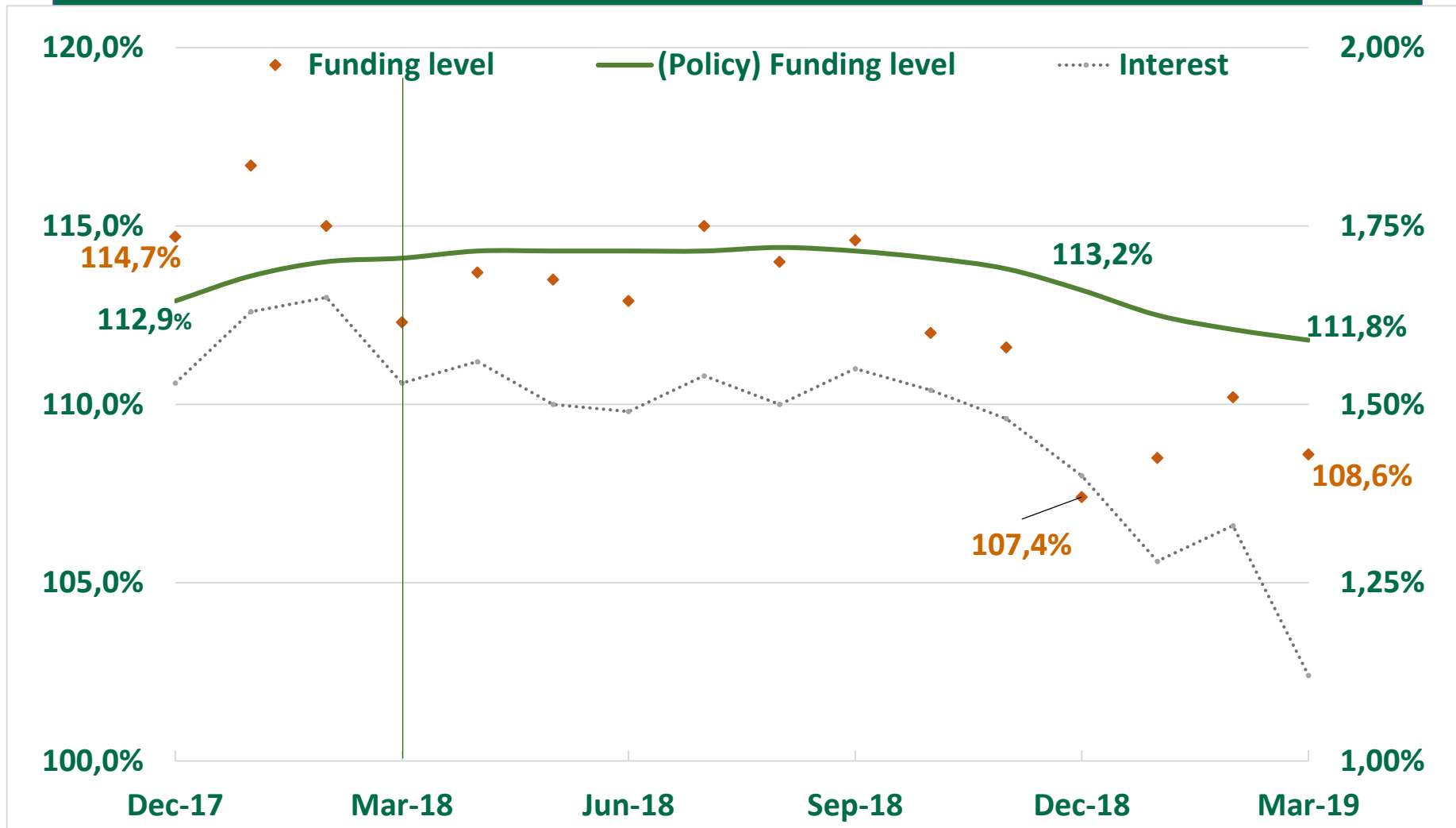
■ Equity

■ Real estate

■ Alternatives and other



3. SPF 2019 Q1: Policy funding level



The policy funding level (PFL) is the average funding level of 12 months

4. SPF 2018 Q1 Developments

- New pension contract 2019-2023
- New outsourcing agreement 2019-2023
- New services agreement 2019-2023

- IORP II

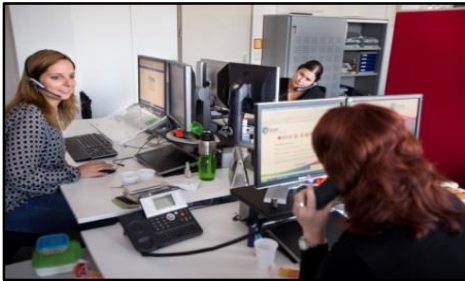
- Members survey april/mei 2019

- Net pension scheme 1 juli 2019



5. Closing remarks: personal questions and communications

Pension Desk



Newsletter



Digital mail



For all your pension questions:
SPF Pension Desk

telephone: 045 5788100

email:
info.PensioenfondSABIC@dsm.com

spf

**Do you already
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You don't !
To take a subscription,
go to the SPF website**

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Stichting PensioenfondS SABIC

My Pension

www.spf-pensioenen.nl

spf

5. Closing remarks: personal questions and communications

Pension journey



SPF
Stichting Pensioenfonds SABIC

Pension journey

You have asked us to schedule a pension consultation or you intend to do so.
In preparation for this, we have booked a pension journey for you.
After this journey, you can ask us specific pension questions, so we can ensure that your consultation is with the right pension expert.

[Start your pension journey here](#)

Pension conversation



Pension dialogue

Divorce and pension

There is much more to a divorce or legal separation than first meets the eye. Countless arrangements have to be made, including what to do about pensions. What happens to the pension entitlements you have already accrued, for example? What has to be arranged, and how?

We have set out to provide this information below.

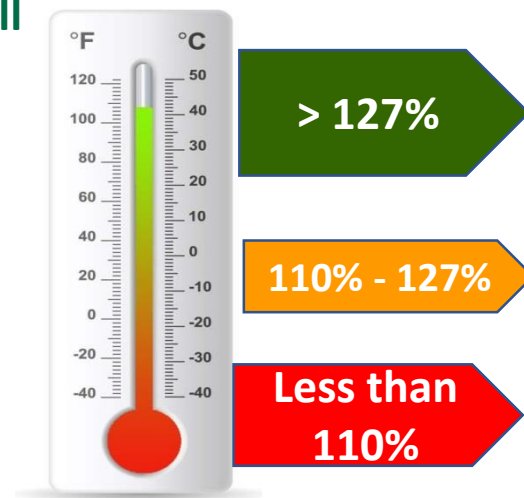


Please indicate what applies to you:

- ☐ You will shortly be divorcing or separating
- ☐ You are divorced or separated

5. Closing remarks

- With a Policy funding level of 113.2%, the fund is in the 'orange' zone.
- The recovery plan indicates that we can recover within the timeframe set out by the Dutch Central Bank.
- There is still a chance of curtailment if market conditions worsen.
- If interest rates increase, the Board expects that partial or full indexation will be possible in the next few years.
- The Board trusts that SPF's policy in the long term will have a positive outcome for the Members.





You will get an email soon to
evaluate the session.
Please fill that out.