



Information meeting SPF members 2023



Agenda

1. SPF Organization
2. Relevant Facts & Figures
3. Developments in 2022 and 2023
4. A Focus on
 Future Pensions Act (Wtp)
 Sustainability
5. Concluding Remarks

1. SPF Organization: required Board staffing still in situ following changes



Arnout Korteweg
(Independent
Chairman)



Leon Jacobs



Jos van Gisbergen



Giselle Verwoort



Rudger Schiewer



Angela Peters



Maurice Pelsers



John van Moorsel



Stuf Kaasenbrood
(Vice Chairman)



Willem Grin



Kim Haasbroek

Employer

Employees &
Pensioners

External
Board
Professionals

1. SPF Organization: new intake in SPF Accountability Council



Rolf van Kouwen
(Chairman)



René Witjes



Jan Hellings
(Vice Chairman)



Toine Jansen



Herman Polderman



Math Peeters

Employer

Employee

Pensioners

1. SPF Organization: Supervisory Board satisfied



Willeke Ong



Kees Scheepens
(Chairman)

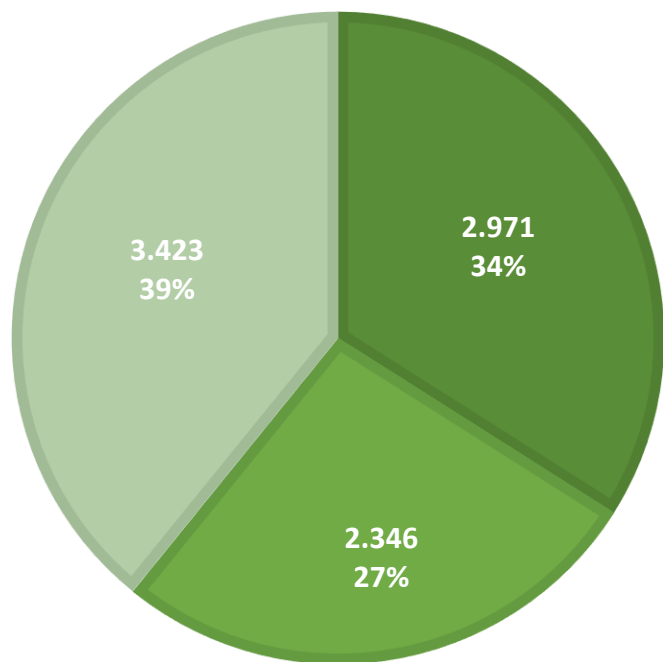


Stephan Linnenbank

The Supervisory Board concluded in recent years that the Board is in control and that SPF is well managed.

2. Relevant facts & figures: growth in number of members

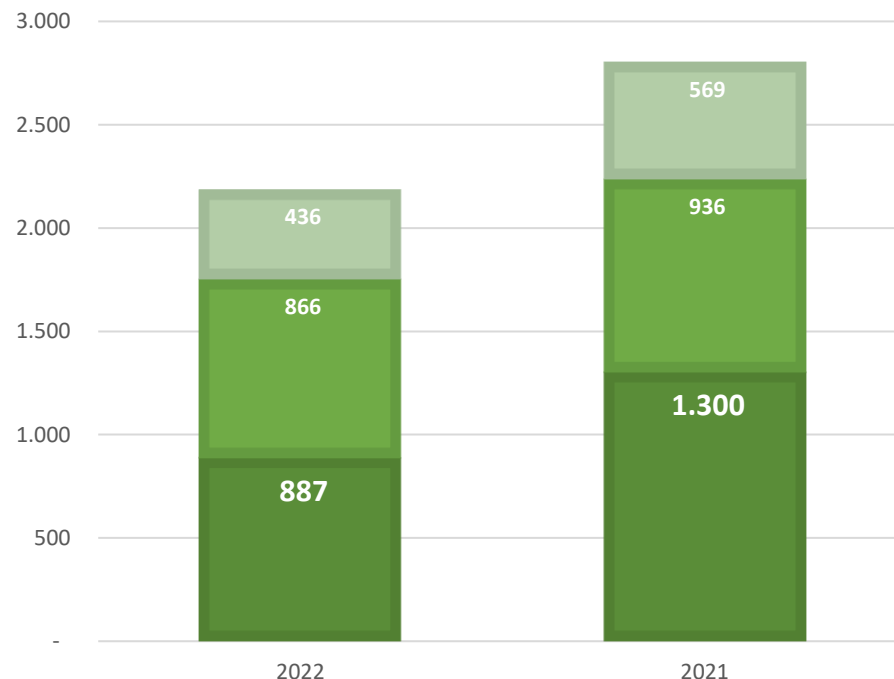
■ Members (active) ■ Pensioners ■ Deferred members



Total number of members in 2022: 8.740

Total number of members in 2021: 8.565

■ Members (active) ■ Pensioners ■ Deferred members



Liabilities: 2.189

2.805

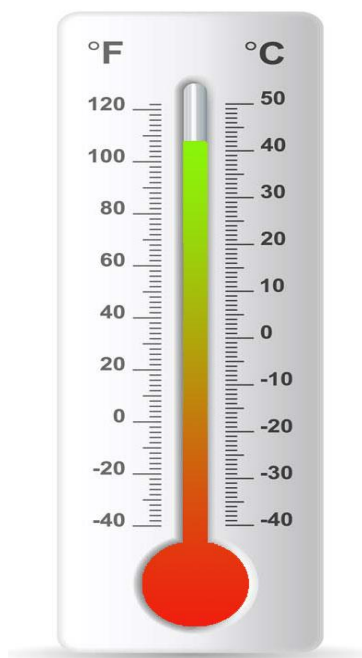
Total assets: 2.681

3.347

2. Relevant facts & figures: increasing interest rate drives funding level

Does SPF have enough money available to pay all the pensions. now and in the future?

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



The impact of interest on liabilities:

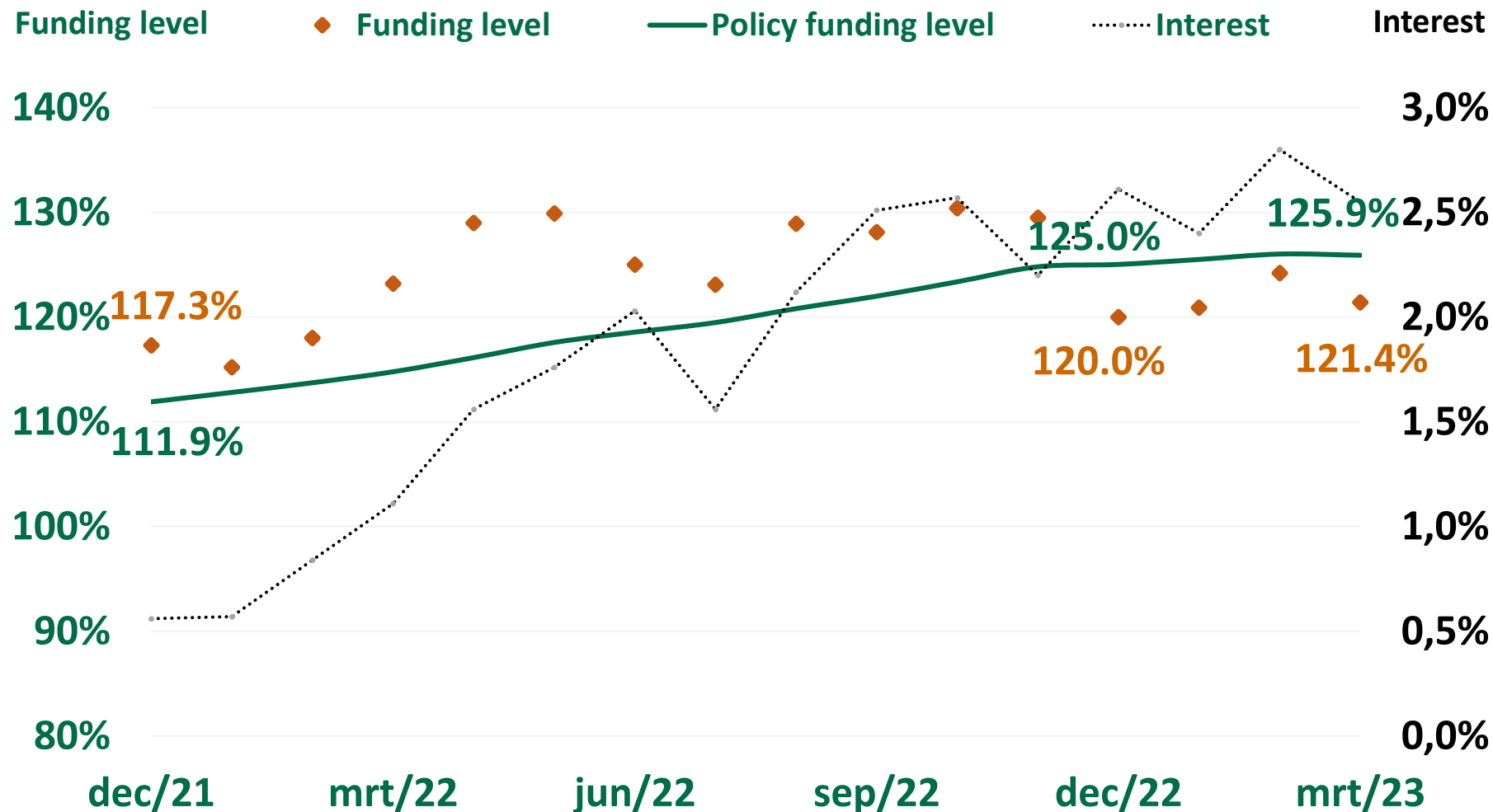
- €905 now with 1.0% interest = €1,000 over ten years
- €781 now with 2.5% interest = €1,000 over ten years

Calculation example in which the assets amount to €1,000:

- 1.0% interest => funding level is $1,000 \div 905 = 110\%$
- 2.5% interest => funding level is $1,000 \div 781 = 128\%$

The funding level is interest rate sensitive. In recent months the interest rate increased to approximately 2.5%. This is very favorable for the funding level.

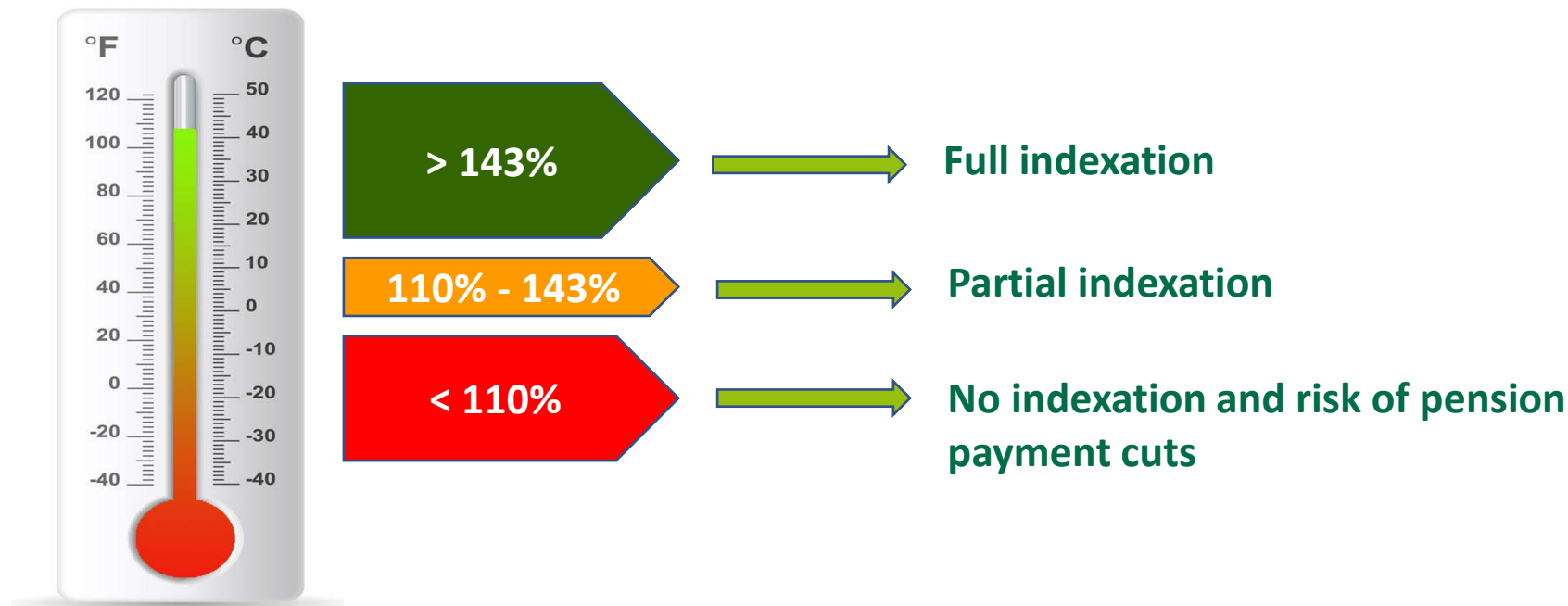
2. Relevant facts & figures: increasing interest rate drives funding level



2. Relevant facts & figures: policy funding level sound at end 2022: 125.0%

There are no certainties. but SPF has a stable base to pay pensions at a good level now and in the future.

Policy funding level at end March 2023: 125.9%. This inspires hope.



The funding level is interest rate sensitive. In recent months the interest rate increased from approximately 0.5% to approximately 2.5%. This is favorable for the funding level.

3. Developments in 2022 and 2023: indexation and missed indexation in perspective

Extra indexation awarded on July 1. 2022. Van Dijk Motion

Active members: 3.34%

Pensioners and deferred members (sleepers): 2.81%

Indexation awarded on January 1. 2023. including extra 2.26% from Van Dijk Motion

Active members: 4.53%

Pensioners and deferred members (sleepers): 10.73%

Not awarded indexation

- Active members: 24.85%

- Pensioners and
Deferred members (sleepers): 22.53%



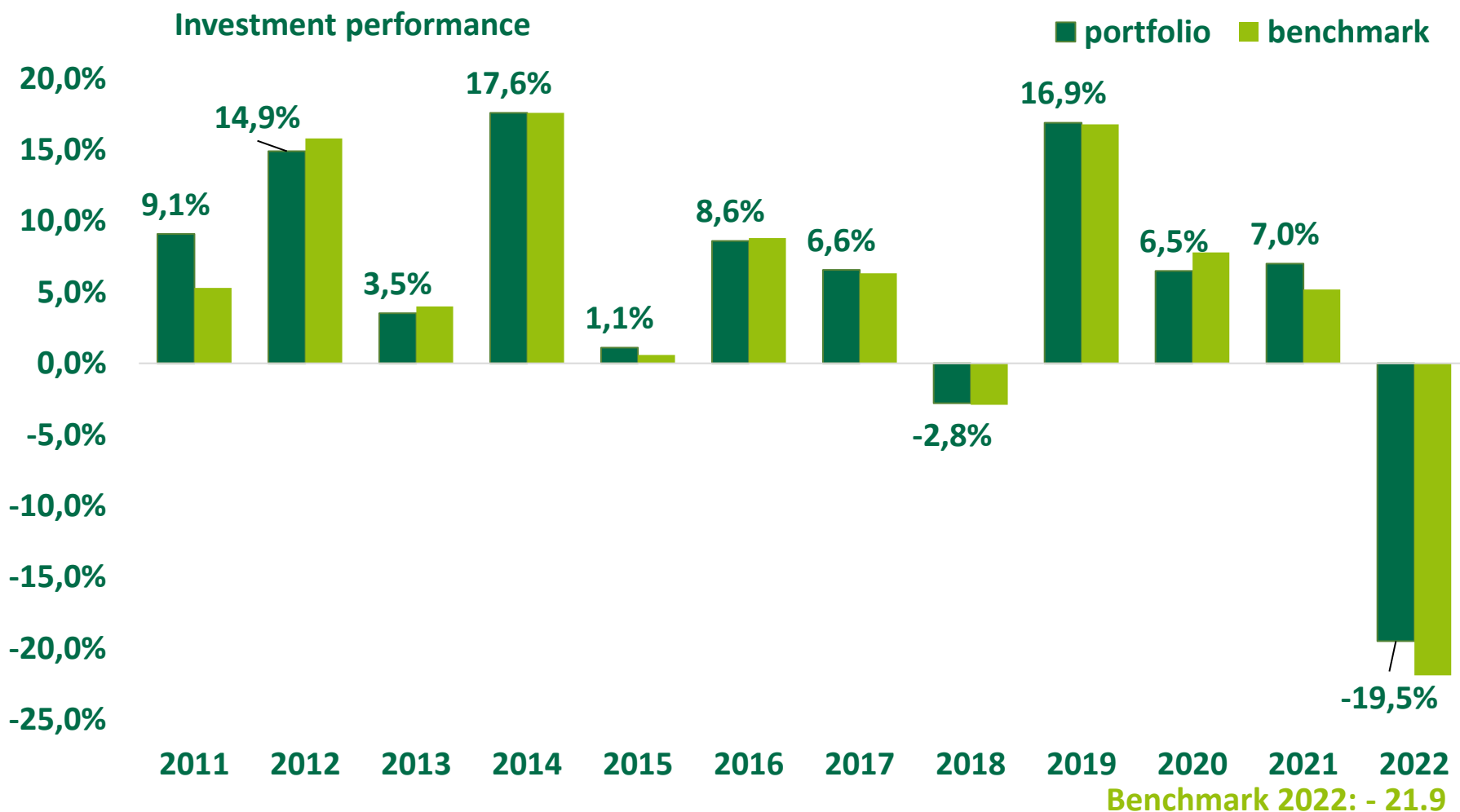
Not awarded indexation (PF SABIC IP)

- Active members: 13.37%

- Pensioners and
Deferred members (sleepers): 16.12%



3. Developments in 2022 and 2023: returns erratic but better than benchmark



4. A focus on the Future Pensions Act: is the Future Pensions Act almost finalized?



The New System is a step closer

- Legislation comes into effect on July 1, 2023 (following Senate approval)
- This was tense following the landslide Provincial Council elections
- We need to continue our preparations for the transition
- The project has started and a Risk Preference Survey was held in Q1
- All pension funds need to be ready by January 1, 2028

4. A focus on the Future Pensions Act: high participation in RPS helps in making choices



- **High participation in Risk Preference Survey in Q1**
- **Mainly positive responses to the survey**
- **The outcomes help the social partners and SPF make choices**

4. A focus on Sustainability: members' ESG preferences have been noted

Socially Responsible Investing

What we were already doing



- Exercising voting rights as an engaged shareholder (Voting Policy).
- Exclusion based on conduct incompatible with the Ten United Nations principles.
- Exclusion of controversial weapons and exclusion based on UN, EU, or Dutch sanctions policy.

4. A focus on Sustainability: members' ESG preferences have been noted

Sharper focus on Socially Responsible Investing

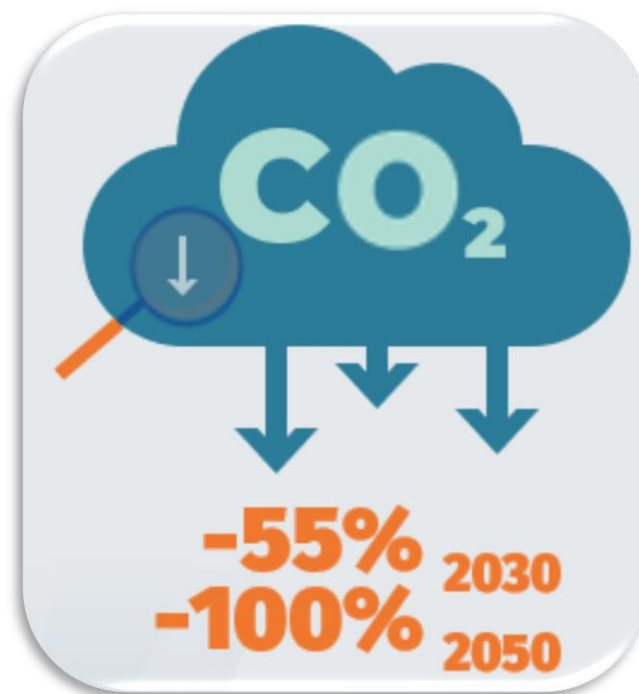
- Survey held in 2022
 - Your preferences count!
-
- SPF works with other pension funds and investors for more impact
 - Engaging with the companies we invest in (Engagement) to improve sustainability performance
 - Exclusion following insufficient progress or result



4. A focus on Sustainability: members' ESG preferences have been noted

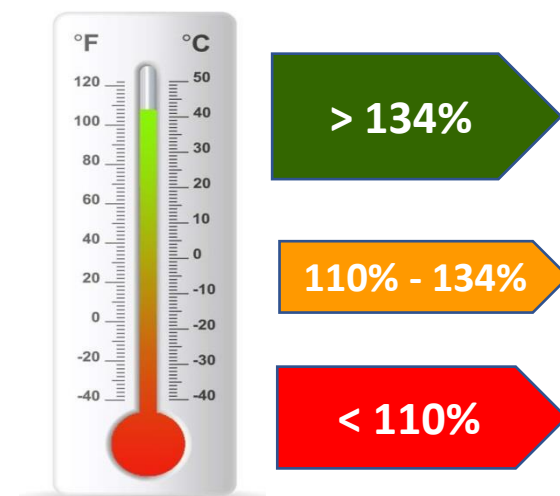
Sharper focus on Socially Responsible Investing

- Carbon reduction objective of -55% by 2030 and -100% by 2050
- This is monitored quarterly
- An extensive evaluation of the achieved reduction per category is conducted annually



5. Concluding remarks

- With a policy funding level of 125.0% (as at end 2022) the fund is in the 'orange' zone: Partial indexation
- With a policy funding level of 125.9% as at March 31, the conditions had further improved to enable indexation
- Policy funding level, full indexation from 143% to 134% as at March 31
- The risk of pension payment cuts is low in the coming year. In three years, the funding level has seen stable increases! However, this offers no guarantees for the future



Questions



The Board closer to you!
Questions for the Board:
BestuurSPF@pfsabic.nl

Please complete the evaluation form.
There is space on the reverse to add your preferences!

Personal questions



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