

Stichting Shell Pensioenfond

# YOUR PENSION CHOICES



ALIGN YOUR PENSION TO YOUR INDIVIDUAL SITUATION AND WISHES

**Shell Pension Fund has various options for configuring your pension so that it is optimally aligned to your individual situation. You start with choosing your retirement date; the time when you will stop working (partly) and your (part-time) pension commences. The pension choices you can make at this time mainly concern the level of your retirement pension and any pension your partner may receive on your chosen retirement date. It is important that you carefully investigate which choices best meet your wishes. You can also combine the various options open to you.**

## CHOOSING YOUR PENSION AGE

Your pension payments commence on the first day of the month following the month in which you turn 67. You can opt for early retirement, but not earlier than at the age of 55. By arrangement with your employing company, you can remain in employment after age 67, until you turn 70 at the latest, thereby deferring your pension commencement date.

### Consequences for your pension

If you retire early you will accrue fewer pension years and your pension will have to be paid over a larger number of years. Consequently your annual pension will be lower. If you wish to remain in employment after age 67 and defer your pension commencement date, your pension payments following your retirement will be higher as a result. This is because you will have accrued more pension years and the pension payments will be made over a shorter period.

**More information about choosing your pension age can be found [here](#) on the website**

## EXCHANGE OF PARTNER'S PENSION OR RETIREMENT PENSION

### Increasing or decreasing the partner's pension

A standard feature of your pension scheme is that your partner will receive a partner's pension after your death. You may opt to increase the partner's pension, however there is a statutory limit. If you opt for an increase, you will receive a somewhat lower retirement pension. You may

also decide to decrease the partner's pension in favour of a somewhat higher retirement pension. The choice that you and your partner make jointly will depend on your personal situation.

You can select one of four percentages from the retirement pension when adjusting (exchanging) the partner's pension: 70%, 50%, 30% or 0% (as far as allowed fiscally). In the latter case, you are exchanging the entire partner's pension for a higher retirement pension. If you do not have a partner on your retirement date, or if you have not enrolled your partner with the Pension Fund, the entire partner's pension is converted automatically into a higher retirement pension.

### Increasing the retirement pension while both you and your partner are alive

You may not need as much retirement pension following the death of your partner. That depends on your personal situation, of course. You may jointly opt to increase the level of retirement pension you receive while you are both alive at the expense of the retirement pension you would receive following the death of your partner. You may agree that your retirement pension following the death of your partner will be 70% or 50% of the retirement pension you were previously receiving. At the same time, you can agree on the level of the partner's pension following your own death. You can in that case also choose between 70% and 50% of your retirement pension. The percentages for making adjustments to the retirement pension and the partner's pension need not be the same.

**More information about exchanging your pension is available [here](#) on the website.**

## VARYING THE LEVEL OF YOUR PENSION

In addition to exchanging your retirement pension and your partner's pension, you may also opt to start receiving a higher retirement pension, which will be reduced at a later date. The reverse is also possible. If you opt for one of these variants, it will not affect the level of the partner's pension. You can request a different level of pension for a minimum of one and a maximum of ten years. The difference between the highest and lowest pension payment may be 15%, 20%, 25%, 30% or 33 1/3% of the lowest payment.

A sample calculation: assuming that you have a standard pension amounting to EUR 2,000. You would like first to receive a higher and later a lower pension. If you opt for a 25% difference, you could, for example, start by receiving EUR 2,250 and later have the amount decreased to EUR 1,800. What is possible in practice, however, strongly depends on the desired duration of the higher or lower pension.

**More information on the variable pension can be found [here](#) on our website.**

## WELL-FOUNDED CHOICES

You can make the choices set out in this brochure that affect the level of the pension you receive up to two months before your retirement date. To that end you can use the form titled 'Final pension choices' available on the website. You may also combine the options [here](#) available to you.

It is of course essential that you make well-founded choices. You can use the Pension Calculator to assist you with this. It will help you to understand the consequences for your pension of the various choices available to you. You are of course always free to call the Pension Fund for a sample calculation.

Our telephone number is +31 (0)70 3199388. Or you can send an e-mail to [pensioenfonds@shell.com](mailto:pensioenfonds@shell.com). Please indicate your registration number in your e-mail.

## OPTING FOR PART-TIME RETIREMENT

In consultation with your employer, you may take partial retirement from the age of 55. Part-time retirement will enable you to cut back gradually. If you take part-time retirement, you remain in Shell service, but you work part-time and the salary you receive will be for the lower number of hours. In addition to this, your pension will be in payment for that portion of the time you are not working. And again, in the case of part-time pension: the earlier your retirement commences, the lower your pension will be. A precondition for part-time retirement is that you continue to work for between 90% and 40%. Once you have taken part-time retirement, you can no longer increase your part-time percentage. You are permitted to reduce it further, to the 40% minimum. You then take full retirement on your statutory retirement date (67 years). When you take part-time retirement, you only accrue a pension for that portion of the time you continue working. There may also be fiscal consequences when taking part-time retirement.

More information on part-time retirement can be found [here](#) on our website.

## TEMPORARY RETIREMENT PENSION (TRP) UNDER REGULATIONS V AND VI

If you retire before your AOW age, you may opt for a so called TRP: temporary retirement pension. This will enable you to bridge the temporary lack of AOW (the AOW hiatus). You can have a TRP paid until you reach your AOW age, as it applies on your retirement date (maximum 67 years). You pay for a TRP from your accrued retirement pension. Even if you take part-time retirement, you can also opt for a TRP on top of your part-time pension. The tax authority has set a maximum for the TRP: it may not be higher than the AOW for a married couple (also applicable for singles). If you take part-time retirement, your TRP may then not exceed the AOW for a married couple multiplied by your part-time retirement percentage. Information on the TRP can also be found [here](#) on our website.

### Disclaimer

*The companies in which Royal Dutch Shell plc participates directly or indirectly holds shares, are separate legal entities with their own identity. In this fact sheet the collective term 'Shell' is used to refer to the various Shell employers and joint ventures affiliated with the Shell Pension Fund. No rights may be derived from this fact sheet. The Regulations contain the official legal text of the pension scheme.*