

SNPS AND THE YEAR 2019

KEY FACTS AND FIGURES

SNPS in short

Mission: To offer our participants options for realising personal pension goals.

Vision: In the best interests of our members, we manage pension schemes in an innovative, transparent and competitive way. Enabling our members to make informed decisions about their future income.

SNPS characteristics:

 **2014**

Active since 2014. A pioneer in the Dutch pension landscape through personal pension accounts, personal choice of investment profile (more or less risk) and consequently influence on investments.

Number of participants:


7.274

A total of 7,274 Shell employees. Of these, 2,975 employees participate in the compulsory gross scheme (gross salaries below 98,000 euro per annum) and 4,299 in the net scheme ('voluntary', salaries above 98,000 euro gross per annum).

Invested assets:

248.215.000  **euro**



Average retirement age:

61 jaar

On average, SNPS members retire at the age of 61.

Costs incurred:

€2,4 mln 

The administration costs payable by SNPS consist of both pension management and asset management costs. In 2019 these costs totalled € 2.4 million. This is a decrease of € 100,000 compared to 2018.


Administration costs participants:

€20,- 

The administration costs payable by the participants consist entirely of asset management costs. These are settled with the personal pension accounts. For a 40-year-old participant with an average pension capital of € 10,000 and a neutral risk profile, the administration costs in 2019 were approximately € 20.

33 

In 2019, 33 participants went retired.

 **SNPS 2019**

Strategic initiatives:

- In order to minimise investment risks, an Asset-Liability-Management (ALM) study was carried out in 2019. This study provides the SNPS board with insight into possible financial trends and risks in combination with the pursued investment policy. The results show that SNPS is on a steady course. Only at a more detailed level did some areas for improvement surface. The pension fund has addressed those.
- SNPS is a pioneer in the pension landscape. In order to show important stakeholders in the Dutch pension world how this works out in real life, experts from the Shell Pension Bureau frequently share their experiences with interested parties.
- In 2019, the SNPS Pension Office carried out several crisis drills. Based on the results, SNPS further optimised the existing procedures.
- In 2019, SNPS launched mijn-Flexplanner in order to be able to answer questions from participants. This tool is only accessible with DigiD.

+18,1% 

The plus for the CVP Gross Scheme and CVP Net Scheme was:

Returns:

22%



SNPS realised returns of up to 22 percent.

For all chosen risk profiles (neutral, offensive and defensive) the pension capital has grown due to these good investment results.

Note that the impact of the Covid-19 crisis - in the first quarter of 2020 - negated these effects. Because SNPS is a long-term investor, peaks and troughs in the market have been taken on board.

The pension fund does not have an average return, as each participant has a personal pension account.



How does it work?

At SNPS, each participant builds up capital with a personal pension account. This is used to procure pension at the retirement age. The pension capital grows thanks to the monthly contributions from both employer and employee - as well as the return on investments.



Build up pension at SNPS

At SNPS participants have a personal pension account, with which they can take more or less investment risks. This is done within the so-called SNPS Life Cycle profiles, with which offensive, defensive or neutral investments can be made. The risks associated with each profile are clear. This allows you to choose an investment approach that fits the stage life you're at and your risk tolerance at that point in time.

Distribution of investment profiles at SNPS:

1.313

participants offensive

67

defensive

7.559

neutral

