



Pension newsletter

Winter 2024

Table of contents

Your pension will increase by 2.58%

Some pensions will increase even more

How will you be affected by the new scheme?

Coverage ratio October 2024

The financial situation

Range of conditional indexation

Two questions for the Supervisory Board

New board member: Geert Dijkshoorn

In memoriam Joop Veenma

News in brief

Your pension will increase (slightly) again

Time flies and we've already reached the end of the year. The world has been through a turbulent period in recent months and it looks like times will remain stormy for now.

Fortunately, our pension fund has barely been affected by all events so far. Obviously, we will continue to follow current events closely. On the one hand, because we want to know whether developments affect pensions but also because we empathise with anyone who finds themselves in a difficult situation. We are looking to the future and challenging ourselves to keep listening carefully.

On behalf of the entire board, I wish you and your loved ones a Happy New Year.



Cees Vletter Vopak Pension Fund Chairman

Follow the pension fund on LinkedIn!

Want to be updated when there is news? Follow Vopak Pension Fund on LinkedIn. We will then automatically appear in your timeline.

'Lump sum' option not yet definitive

The option to withdraw up to 10% of the value of your pension in one go when you retire is currently with the Upper House. As soon as this choice can be legally offered, we will inform everyone who can make that choice.

Your pension will increase by 2.58%

In January 2025, all pensions will increase by 2.58%. This concerns the pensions that we are already paying out and the pensions that have been purchased. These pensions fully follow the price increase between October 2023 and October 2024.

This is how we determine the increase

We continually calculate how much money we need to have 'in cash' to pay all the pensions that have been purchased and the pensions that we are already paying out. We call that amount our 'obligation'. This concerns all expected benefits, including those in the distant future. We also include the benefits paid to surviving dependants and the pensions purchased by those who worked at Vopak and are now no longer accruing pension.

An increase will reduce the reserve for future increases and increase the 'obligations' item. An increase of 2.58% involves an amount of 29 million euros.

If you are already retired

You will receive the higher pension for the first time in January 2025. You can expect this payment around 23 January. It is unlikely that the increase will affect any benefits you receive or the taxes you have to pay. But just to be on the safe side, we would like to warn you: it is possible that the higher pension will cause you to exceed a limit, which means you will receive less rent allowance or healthcare allowance.

How does it work if you are investing the contribution?

If you invest the contribution and all goes well, you will then also see the stock market results reflected in your expected pension. The value of the capital for your pension has increased in 2024 due to the return on investments, which is reflected in a higher expected pension.

Some pensions will increase even more

The pension fund is in such good shape that we can increase some pensions even more, meaning we partly make up for missed increases. We are still looking at which year we can grant the additional increase for and how much the additional increase will be. You will receive an additional increase if you had accrued a pension on 1 January of that year or were already receiving a pension from the pension fund. Everyone in this group gets the same percentage. It doesn't matter whether you are still employed, have left employment, or have retired. If you started working at Vopak after this date, then unfortunately, this increase will not apply to you. We will process the additional increase in the course of 2025 and pay it out retroactively to 1 January 2025.

How does an additional increase work?

If we have enough reserves to increase pensions further, we look back in time. We are looking back 15 years. In which years were we unable to allow pensions to increase (fully) in line with prices and did not make up for them later? Administratively, we cannot (unfortunately) just follow the calendar. We previously made up for a missed increase in 2009. We are now going to make up for another missed increase and we will let you know for which year.

How can you see the increase?

Log in to the portal: www.mijnpensioencijfers.nl/vopak.
Or check the government website www.mijnpensioenoverzicht.nl. You will also see the increase on the pension overview that you receive from us each year or the specification if you are already retired.

A new pension scheme from 1 July 2026.

If you work for one of the companies affiliated with the pension fund

In the new pension scheme, your contribution will no longer depend on your age but will be based solely on your salary. In the current pension scheme, the contribution increases with your age. As this is detrimental to the group that is already older, those who are expected to be adversely affected by this change will be compensated if financially possible. If you leave your employment before the change, you will not be eligible for compensation in any case because there is no disadvantage.

If you have purchased a pension

We will convert the pension you purchased into capital for your pension when we make the change. The capital then continues to grow through the contributions (if you are still working) and the return on the investments. Under the new scheme, the pension estimate will fluctuate with the economy and interest rates. The younger you are, the greater the fluctuation will be. We cannot make any promises but at the moment, the expectation is that your pension will be higher.

If you invest the contribution

In that case, you will not notice a real change. The change is mainly an internal change. We invest all personal capital as one whole so you do not have your own investment account. We ensure a good mix of high-risk investments (with a higher expected return) and low-risk investments (with a more stable return). We divide the return on the investments among everyone taking people's ages into account. Young people receive a larger percentage of the return, while older people receive a smaller percentage. This applies when things go well but also when things aren't going so well. This distribution means the capital of older people is more stable and therefore also their expected pension. Young people may notice that their pension capital fluctuates more, but they also see the greatest growth when the economy is doing well.

If you are already retired

In that case, little will change in practice. Things work differently internally. We determine the amount of your pension every year and may have to reduce your pension (slightly) in a year. We are creating a solidarity reserve for these situations and will then supplement your pension from that reserve. Only when there is no longer enough money in the reserve will your pension actually decrease. We will apply the reduction all at once but will spread it over several years. If your pension can be increased, we will then also spread out the increase so that your final payment is as stable as possible.



How will this affect you?

Animation and special part on the website

All information about the new scheme is conveniently presented on our website. You will also find the current timeline with all steps there and can see when you will receive which information.

We have also made a short, animated film explaining the new scheme in plain language. Scan the QR code with your mobile phone camera to watch the video!



Coverage ratio October 2024

The financial situation

All figures at a glance (31 October 2024)

Total invested assets of pension fund: € 1.47 billion

Technical provision for pension fund risk: € 914 million

Technical provision for participants' risk: € 211 million

Current coverage ratio: 130.4%

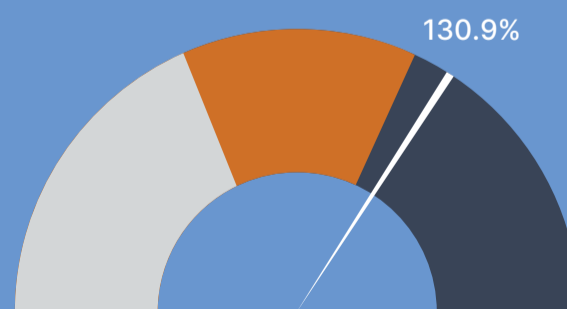
Indicates ratio between all pensions to be paid now and in the future and assets.

Policy coverage ratio: 130.9%

Is the average of the current coverage ratios over the past 12 months.

The coverage ratio is the ratio between the assets and liabilities of the pension fund. It is a benchmark that indicates whether the pension fund has sufficient funds to meet its obligations (the 'pension obligations provision') to its participants. The policy coverage ratio is the average of the coverage ratios of the past 12 months. Based on the preliminary figures, the policy coverage ratio at the end of October is above the required coverage ratio. This means that the pension fund has no deficit. The policy coverage ratio is even high enough to allow pensions to increase in line with prices.

Range of conditional supplementation



- Your pension will not be increased (below 108.1%).
- Your pension will be increased (between 108.1% and 127.2%). It partly follows the rise in prices.
- Your pension will be increased (from 127.2%). It fully follows the rise in prices.

The supervisory board on the new pension scheme

News in brief

We submitted two questions to the Supervisory Board:

The first question, which does not do justice to all the work everyone is currently doing:

In one sentence, how would you summarise the transition to the new pension scheme?

The transition to the new pension system is the biggest change in the Dutch pension sector ever.

What do you think is the most significant benefit of transitioning to the new scheme?

In 2020, two reports were published: one by the Frijns Committee and one by the Goudswaard Committee. These reports showed that the current

pension rules are no longer future-proof. In our case, this mainly concerns purchased pensions.

In the new pension scheme, we offer a good alternative: visibility of a good return and protection of the pension against major shocks once it has started. As it stands, the pensions paid out by the fund will be just as stable under the new scheme as under the current scheme. Furthermore, the costs are lower.

Geert Dijkshoorn succeeds Arthur de Ronde



Geert succeeds Arthur as board member. He has been an aspiring board member for three years and is now becoming a board member on behalf of the employees. With Geert, there is now a delegate from the terminals on the board. When asked about his motivation, Geert says: 'I think it is essential that the board also includes someone who is under the age of 40. This means the board better reflects Vopak Netherlands.'

About Geert:

- 38
- Site Director of the Vopak Terminal Vlaardingen.
- Studied in Delft, Civil Engineering.
- Internship in Jakarta, at Fugro. The assignment was to design a new dam for the coast of Jakarta. After that, I spent six months building a school for orphans in Nepal with fellow students.
- Started in 2013 at Vopak as a trainee in the Maintenance department at Europoort.
- First manager was Lotte van Halderen (now fellow site director).
- Lives in Rotterdam North.
- Plays tennis regularly, also competitively.
- Often out and about on his race bike, preferably through the dunes and the polder of Midden-Delfland.

In Memoriam: Joop Veenma



Joop Veenma passed away at the age of 81 on 31 August. We remember Joop as a very committed chairman and member of the accountability body. He continued this commitment unabated until the end, despite the fact that his health failed him in his last years. Distance and travel time did not prevent him from attending pension fund meetings in his wheelchair and contributing to the discussion of a wide range of pension topics, including the transition to the new pension system. We are very grateful to him for that.

We wish his family and friends much strength in coping with the void he leaves behind.

Colophon

De Pensioenkrant is published by Pensioenfondsvopak for all pension and beneficiaries. To inform about important matters in the field of pension.

Editorial:

Pensioenfondsvopak
Lidewij & Spijker

Design:

Studio Tok

Photography:

Vopak

Editorial address:

Stichting Pensioenfondsvopak
P.O. Box 863
3000 AW Rotterdam
+31 (0)10 400 26 50
<https://pensioenfondsvopak.com>
pensioenbureau@vopak.com

Investing yourself is no longer possible

We invest the contribution in a way that suits your age. Until recently, you could deviate from the standard way of investing and communicate your preferences to ABN AMRO Pension Services yourself. That option expired on 23 December 2024. The pension agency has now informed everyone who has opted for 'investing yourself'.

Farewell to Arthur de Ronde

Arthur has been a board member on behalf of the employees for over eight years and was previously a member of the participants' council and the accountability body. Arthur will step down as a board member at the end of this year. We thank Arthur for his many years of involvement with the pension fund.

Status of new pension scheme

The board is currently considering the agreements made by employer Vopak, the trade unions and the works council. The agreements must be balanced and feasible. Balanced means that the new pension scheme and how we are transitioning do not result in major advantages or disadvantages for certain groups compared to other groups. If the board finds that the agreements are balanced and feasible, it will give the green light to social partners, and we can start implementing the new scheme.

Vacancy in the accountability body

Due to the death of Joop Veenma, a vacancy has arisen in the accountability body. We already have a potential successor. However, others are also welcome to apply as candidates.

If you are interested and retired then please get in touch with the pension agency before 27 January 2025.