

Annual information meeting Stichting Pensioenfonds Thales Nederland

20 juni 2019



Agenda

This document may not be reproduced, modified, adapted, published, translated, in any way, in whole or in part or disclosed to a third party without the prior written consent of Thales - © Thales 2019. All rights reserved.



Opening



**Pension premium and
indexation 2019**



Supervisory committee



Minutes



On the board table



Pension agreement



**Current developments
regarding retirement**



**What do I now notice
about the pension
fund?**



Any other business



**How is the Pension
Fund doing?**



**Want to participate in
the supervisory
committee or board?**



Closing

Minutes of the annual information meeting of 21 juni 2018

This document may not be reproduced, modified, adapted, published, translated, in any way, in whole or in part or disclosed to a third party without the prior written consent of Thales - © Thales 2019. All rights reserved.



Current developments regarding retirement

This document may not be reproduced, modified, adapted, published, translated, in any way, in whole or in part or disclosed to a third party without the prior written consent of Thales - © Thales 2019. All rights reserved.



1

Pension agreement

2

Pensioen Pro Awards

3

Pension cuts (not applicable)

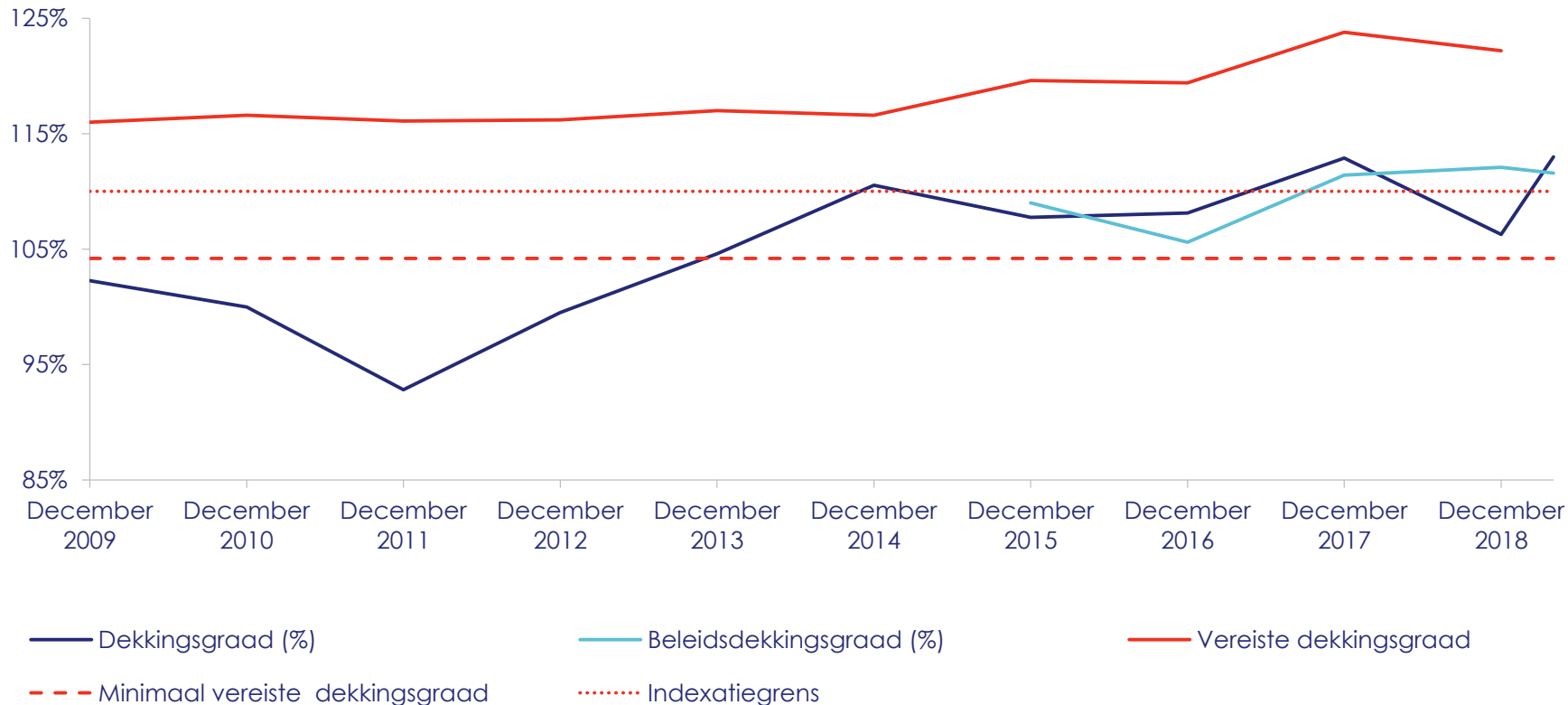
How is the Pension Fund doing?

This document may not be reproduced, modified, adapted, published, translated, in any way, in whole or in part or disclosed to a third party without the prior written consent of Thales - © Thales 2019. All rights reserved.



Coverage ratio Pensioenfonds Thales 2009–2019

This document may not be reproduced, modified, adapted, published, translated, in any way, in whole or in part or disclosed to a third party without the prior written consent of Thales - © Thales 2019. All rights reserved.



— Dekkingsgraad (%)

— Beleidsdekkingsgraad (%)

— Vereiste dekkingsgraad

- - - Minimaal vereiste dekkingsgraad

..... Indexatiegrens

Actual coverage ratio on May 31, 2019



Assets

1.472
mIn Euro

Actual coverage ratio

109,5%

Liabilities

1.344
mIn Euro

Policy coverage ratio

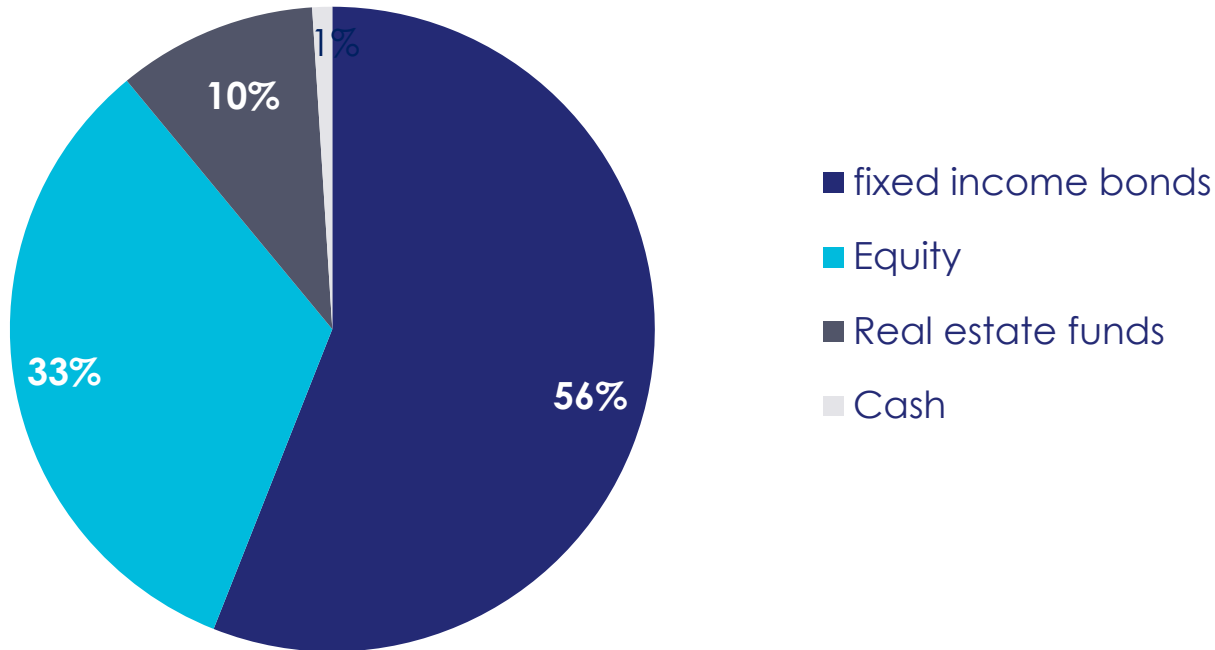
111,3%

Mutations in 2018

	Change with respect to 2017 +/-	Total as at 31 December 2018
Pension assets	-54 mln	1.320,6 mln
Pension liabilities	+24,8 mln	1.242,3 mln
Number of pensioners	+51	1.715
Number of active people	+167	1.772
Number of ex-participants	-31	1.421
Coverage ratio	-6,6%-punt	106,3%
Policy coverage ratio	+0,7%-punt	112,1%
Indexation (active people + pensioners)		0,35% (1-1-2019)
Return *		-2,5%
(long-term) interest	-0,12%-punt	1,33%

* Including LDI portfolio and currency hedging.

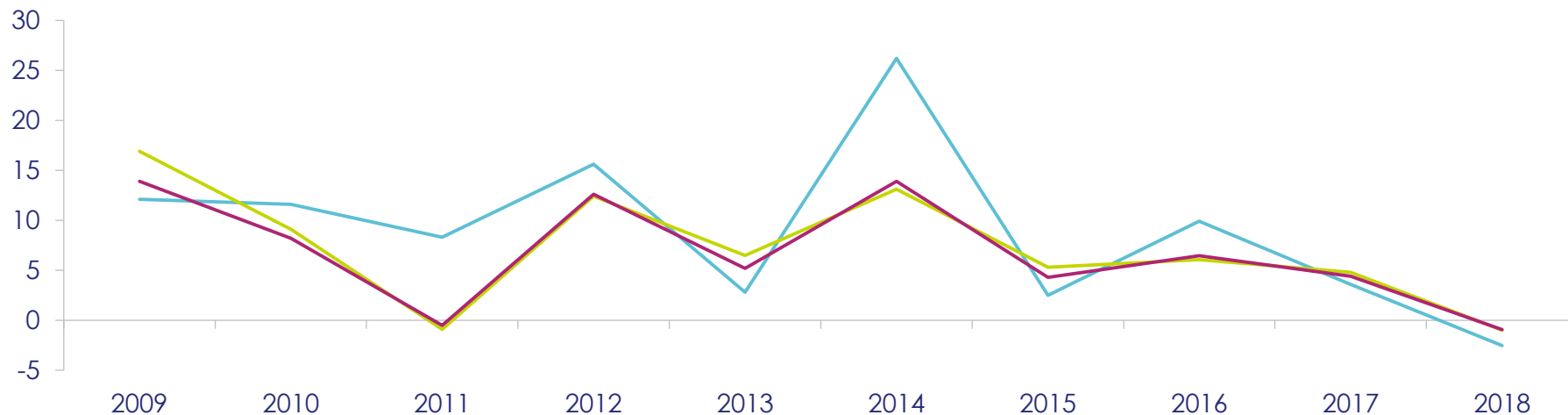
Investments 31 december 2018 (in %)



This document may not be reproduced, modified, adapted, published, translated, in any way, in whole or in part or disclosed to a third party without the prior written consent of Thales - © Thales 2019. All rights reserved.

OPEN

Return over period of 10 years



	Total investment return*	Total investment return (unhedged)	Benchmark (unhedged)
Totaal 2009–2018	131,2	98.3	90.0
Gemiddeld per jaar 2009–2018	8,74	7.09	6.63

* Total investment return is the return including the effect of currency hedging and LDI portfolio.

This document may not be reproduced, modified, adapted, published, translated, in any way, in whole or in part or disclosed to a third party without the prior written consent of Thales - © Thales 2019. All rights reserved.

Costs of the pensionfund



Asset management
0,57% of the
average invested
capital



Pension management
351 Euro per active
member and
pensioner

On the board table

This document may not be reproduced, modified, adapted, published, translated, in any way, in whole or in part or disclosed to a third party without the prior written consent of Thales - © Thales 2019. All rights reserved.



**New pension
administrator**

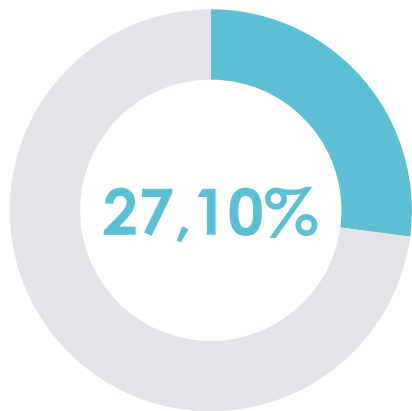


Retirement planner

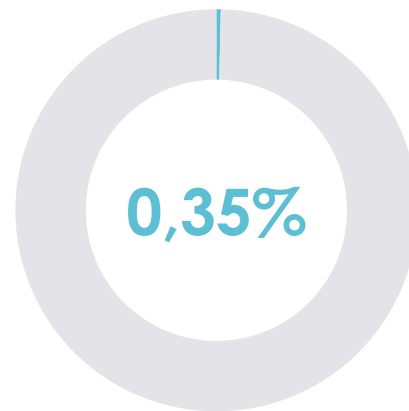


Supervisory Board

What do I now notice about the pension fund?



**Pension premium
2018**



**Indexation over
2018**

Want to participate in the supervisory committee or board?

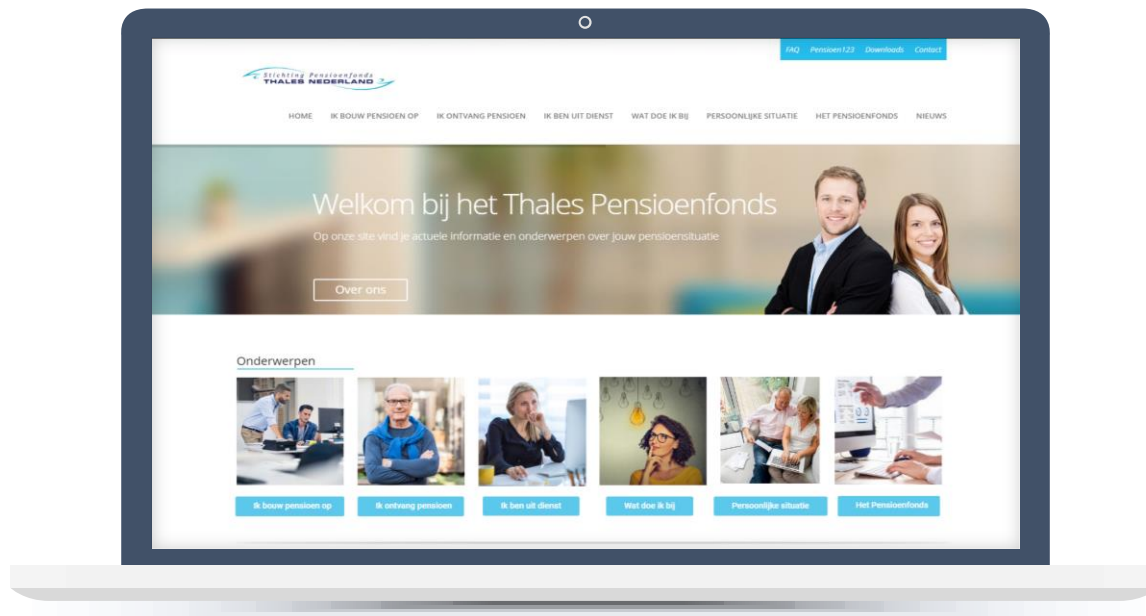


This document may not be reproduced, modified, adapted, published, translated, in any way, in whole or in part or disclosed to a third party without the prior written consent of Thales - © Thales 2019. All rights reserved.

Questions?

This document may not be reproduced, modified, adapted, published, translated, in any way, in whole or in part or disclosed to a third party without the prior written consent of Thales - © Thales 2019. All rights reserved.

Also by mail:
Pensioenfonds@nl.thalesgroup.com



Supervisory Committee report for 2018

This document may not be reproduced, modified, adapted, published, translated, in any way, in whole or in part or disclosed to a third party without the prior written consent of Thales - © Thales 2019. All rights reserved.



Subjects



- What does the Supervisory Committee (VO) do?
- The composition of the Supervisory Committee (VO)
- Activities 2018
- Annual report of the Supervisory Committee for 2018
- Preview 2019

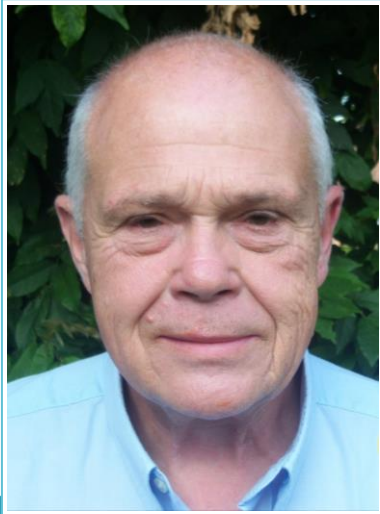
What does the Supervisory Committee (VO) do?

This document may not be reproduced, modified, adapted, published, translated, in any way, in whole or in part or disclosed to a third party without the prior written consent of Thales - © Thales 2019. All rights reserved.



- Legally required
- Give an opinion on:
 - the actions of the board,
 - the policies implemented and
 - the policy choices for the future
- Advise

Members of the Supervisory Committee (VO)



**Otto van der
Zeeuw**
(since 2012)



**On behalf of the
pensioners**



Jan van Rijn
(since 2016)

Members of the Supervisory Committee (VO)



Jos van Deemter
(since 2016)



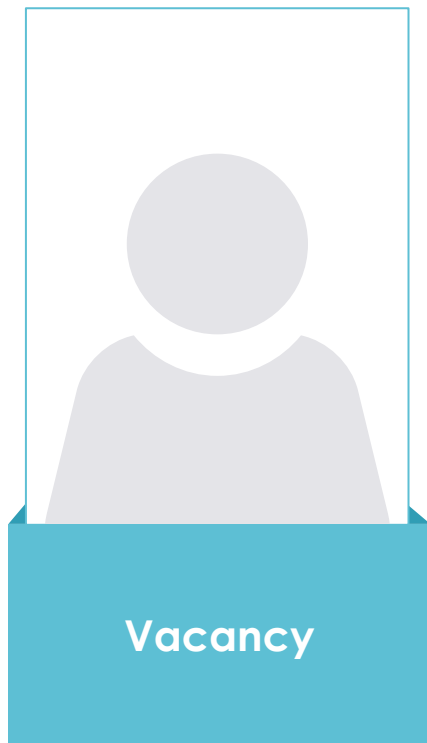
**On behalf of the
employees**



Edward Weening
(since June 2017)

Members of the Supervisory Committee (VO)

This document may not be reproduced, modified, adapted, published, translated, in any way, in whole or in part or disclosed to a third party without the prior written consent of Thales - © Thales 2019. All rights reserved.



« On behalf of the employer »



Activities in 2018



- Consultation with the board
- Interview with visitation committee, with the Certifying actuary and Accountant

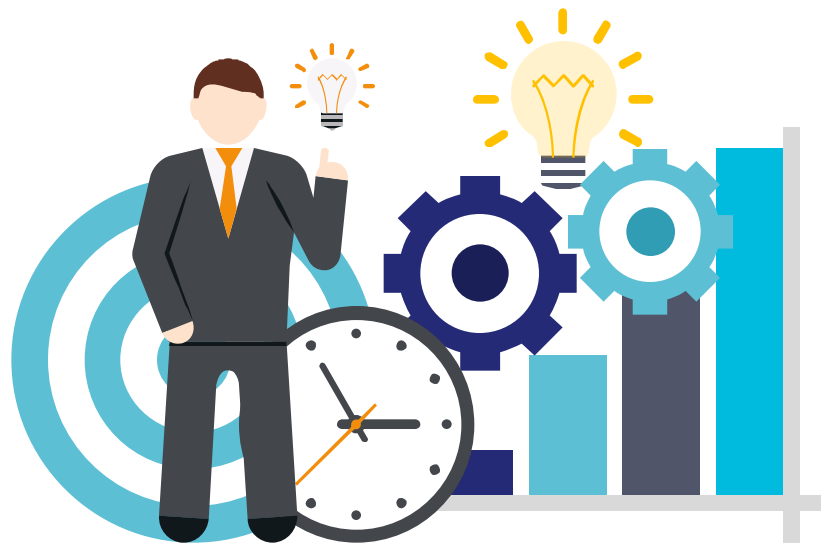
Opinions issued in 2018

This document may not be reproduced, modified, adapted, published, translated, in any way, in whole or in part or disclosed to a third party without the prior written consent of Thales - © Thales 2019. All rights reserved.



OPEN

Judgment on2018



Positive about the policy pursued and its implementation. The coverage ratio is good



The policy of the Board is balanced and offers good prospects for the future

Good and points for improvement in the VO annual report



This document may not be reproduced, modified, adapted, published, translated, in any way, in whole or in part or disclosed to a third party without the prior written consent of Thales - © Thales 2019. All rights reserved.

the VO annual report on 2018 (future)



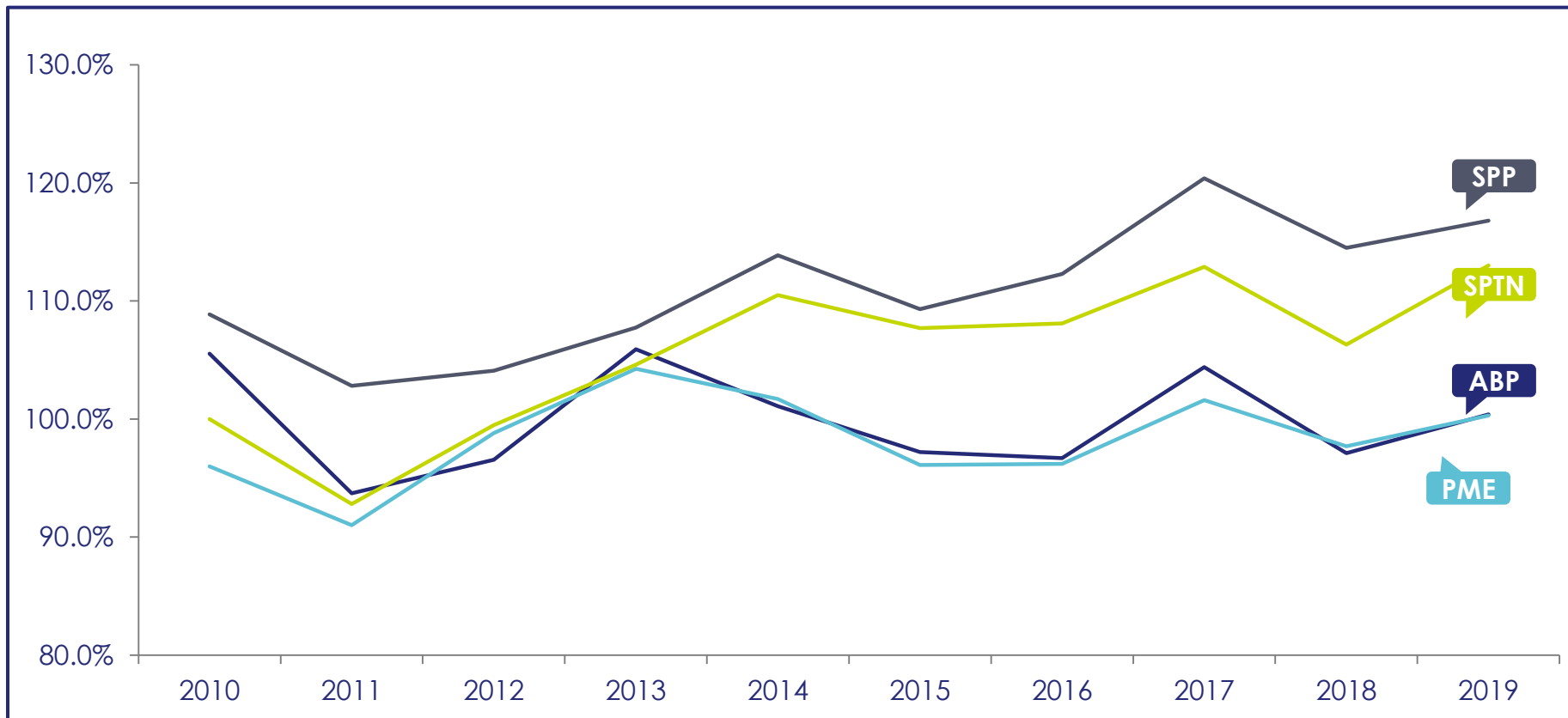
▼
**Establishment of
a Supervisory
Board (RvT)**

▼
**Attention to
adjustments to
the pension
system**

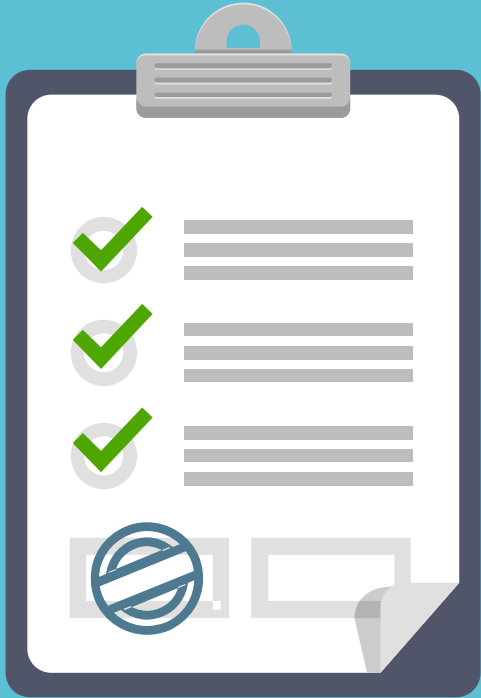
▼
**Attention to matters that
may arise in the future,
such as economic
recession, riots and the
like, must be included in
the ALM in due course.**

Where are we in relation to others (current coverage ratio)

This document may not be reproduced, modified, adapted, published, translated, in any way, in whole or in part or disclosed to a third party without the prior written consent of Thales - © Thales 2019. All rights reserved.



Summarizing



- 2018 intensive year for VO
- the board is thoroughly engaged and has ensured professional assistance
- The coverage ratio is fairly stable. The SPTN can withstand the comparison with other funds

Pension agreement



Heino de Geus
Willis Towers Watson

OPEN



Any other business