

# Reporting change IAS 19R as from 2013

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# Reporting change 2013

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- The revised standard IAS 19R - Employee Benefits - will be applicable as from 2013
- Main accounting changes:
  - Immediate recognition of post-employment benefits related actuarial gains and losses in equity: the corridor method, which allowed to defer the recognition of these expenses over multiple accounting periods, is no longer to be used
  - Change in recognition and measurement of pension expenses and their presentation in the income statement
- This change will have no impact on:
  - pension cash outflow
  - business flows
  - bank covenants

# Elimination of corridor approach

Mio Euro	2011 Actuals as per December 31, 2011 IAS19	2012 Estimated as per December 31, 2012 IAS19	<b>Pro forma 2012</b> Estimated as per December 31, 2012 <b>IAS19R</b>
Funded Status	(1091)	(1169)	(1169)
Net liability (on balance sheet)	(404)	(402)	(1169)
Unrecognised net (gain)/loss (off balance sheet)	687	767	<i>N.a.</i>
Equity	995	978 (Q3 12)	211

- The funded status is negatively impacted by lower discount rates, partly offset by an increase in value of plan assets
- The corridor approach is no longer to be used: unrecognised net loss reflected in equity as from 2013

# Pension cost and cash outflow for 2012-2013

Mio Euro	2012 Estimated as per December 31, 2012 IAS19	<b>2013</b> Estimated as per December 31, 2012 <b>IAS19R</b>
Pension Cost in Ebit	18	19
Net interest cost	74	41
<b>Total pension cost</b>	<b>92</b>	<b>60</b>
<b>Pension cash outflow</b>	<b>93</b>	<b>93</b>

- Total pension cost decreases in 2013 due to IAS19R
- Pension cash outflow stable - not driven by IAS19R
- Pension cash outflow for the inactives = about 75 mio Euro

# Evolution pension situation

Mio Euro	2009	2010	2011	2012 Est.
Pension cash outflow	88	92	88	93
Funded status	(960)	(949)	(1091)	(1169)
Discount rate	5.3%	5.0%	4.7%	3.7%

- Pension cash outflow relatively stable
- Funded status fluctuates, mainly driven by change in discount rates and by a change in plan assets

# Summary

- Impact of IAS19R :

		Impact	Why
Balance Sheet 2013	Equity	Negative	immediate recognition of <u>previously</u> deferred actuarial gains/losses in equity
Balance Sheet As from 2013	Equity	Positive/ Negative	immediate recognition of <u>future</u> actuarial gains/losses in equity
P&L As from 2013	Pension Cost	Positive	decrease in pension cost mainly driven by removing the amortization of deferred actuarial gains/losses

- No impact on cash flow, business flows and bank covenants