

Indexation at Pensioenfonds PDN									
Indexing (not for the variable pension)									
In (year)	Over (year)	Pensioners and deferred members				Price increase (CBS – price index 'CPI not derived')***	Members		
		% indexation	Price increase CPI derived (basis for granting indexation at Pensioenfonds PDN)	Not surcharges granted	% indexation		General pay increase dsm-firmenich (basis for granting indexation at Pensioenfonds PDN) until 2025, from 2025 price increase CPI derived	Not surcharges granted	
2026	2025	2025	3.01%*****	3.01%*****	0.00%	3.12%	3.01%*****	3.01%*****	
2025	2024		1.78%	0.80%	3.55%	1.78%	2.58%	0.80%	
2023 *****	2022 and 2023		14.60%*****	0.00%	13.86%*****	14.36%*****	14.36%	0.00%	
2022	2021		1.64%	1.64%	3.42%	1.00%	2.00%	1.00%	
2021	2020		0.00%	1.12%	1.22%	0.00%	4.03%	3.00% and 1.00%**	
2020	2019		0.00%	1.73%	2.72%	0.00%	3.00%	3.00%	
2019	2018		0.00%	1.68%	2.10%	0.00%	3.00%	3.00%	
2018	2017		0.00%	1.34%	1.33%	0.00%	2.00%	2.00%	
2017	2016		0.00%	0.36%	0.42%	0.00%	0.00%	0.00%	
2016	2015		0.00%	0.41%	0.63%	0.00%	3.00%	1.50% and 1.50%**	
2015	2014		0.00%	0.75%	1.05%	0.00%	1.50%	1.50%	
2014	2013		0.00%	0.90%	1.56%	0.00%	1.00%	1.00%	
2013	2012		0.00%	2.03%	2.91%	0.00%	2.00%	2.00%	
2012	2011		0.00%	2.74%	2.94%	0.00%	1.00%	1.00%	
2011	2011					3.53%	1.50%	0.00%	
	2010		0.69%	1.21%	1.97%		2.00%		
2010	2009		0.69%	0.69%	0.82%	3.50% (or 2.00%*)	0.00%	- 3.50% (or -2.00%*) (catch-up)	
	2007		1.00%	0.91%	2.03%				
2009	2008		0.00%	1.44%	1.93%	0.00%	3.50% (or 2.00%*)	3.50% (or 2.00%*)	
Backlog in indexation not granted				19.75%	Backlog in indexation not granted			22.30%	
Backlog in indexation not granted (incl. indexation over indexation)				21.65%	Backlog in indexation not granted (incl. indexation over indexation)			24.70%	
<p>* The 2.00% indexation applied to DSM Executive Services B.V.</p> <p>** The wage increases started at different times of the year, so the percentages here are a fraction higher than the general wage increase granted.</p> <p>*** These figures are not used for Pensioenfonds PDN but must be provided at the request of the Netherlands Authority for the Financial Markets.</p> <p>**** The general wage increase at DSM was 2% as of July 1, 2020 and the nominal increase was €1,000 gross as of July 1, 2020 and as of January 1, 2021; this nominal increase for the indexation was converted into a 1% general wage increase.</p> <p>***** Increase in pension as of January 1, 2023 and as of December 31, 2023 based on the price index October 2021 to October 2023 and based on the wage index 2022 and 2023. The indices mentioned are therefore based on a period of 2 years.</p> <p>***** Based on funding level on 31 October 2025, indexation was 2.33%, based on AMvB, an additional indexation was granted of 0.68%, bringing the total to 3.01%.</p> <p>Pensioenfonds PDN pays the future increases in the pensions and accrued pensions of members from the return on investment. As a member, deferred member, or pensioner, you are not immediately entitled to future increases as a result of these increases and the expectations for the coming years.</p> <p>More information about indexation can be found in the PDN basic pension regulations on the website.</p>									

