



Pension Regulations

Stichting Pensioenfonds PDN

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CHAPTER 1 – GENERAL INFORMATION

1. DEFINITIONS

1.1. In these regulations, the following terms have the stated meaning:

Commutation Limit	the amount as referred to in Section 66(1) of the Pensions Act (€632.63 per year – as of 1 January 2026).
State Pension Age (AOW age)	the age as referred to in Section 7a of the Dutch General Old Age Pensions Act (<i>Algemene Ouderdomswet</i> , AOW).
Disability	disability under the Work and Income (Capacity for Work) Act (<i>Wet werk en inkomen naar arbeidsvermogen</i> , WIA), insofar as this arises during the employment relationship with the Employer.
Policy Funding Level	the policy funding level defined in Section 133a of the Dutch Pensions Act (<i>Pensioenwet</i>).
Board	the Board of the Fund.
Special Partner's Pension	<ul style="list-style-type: none">the partner's pension or temporary partner's pension that would have been received had Membership ended on the Separation Date;the partner's pension or temporary partner's pension that the Deferred Member received for the Former Partner on termination of Membership.
Member	<ul style="list-style-type: none">the Employee; orthe disabled Employee or disabled Former Employee as referred to in Article 2.3.
Membership Years	the years between the date on which Membership began and the date on which Membership ended, subject to Article 12.3. Additional Membership Years resulting from value transfer are also regarded as Membership Years. Membership Years are precisely defined in days and shall not include periods that predate the date on which the court has determined, or the Tax and Customs Administration (<i>Belastingdienst</i>) has decided, that an employment contract as referred to in Section 7:610 of the Civil Code exists.
Part-Time Employment	Part-Time Employment is defined as when a Member works fewer hours in a calendar year under an employment contract with the Employer than the number of hours worked under a full-time contract of employment based on the Collective Labour Agreement.
Part-Time Factor	the relationship between the number of hours to be worked in Part-Time Employment and the number of hours to be worked in full-time employment based on the Collective Labour Agreement.
Fund	Stichting Pensioenfonds PDN, established in Sittard, the Netherlands.
Deductible	the portion of the Pensionable Salary on which no pension is accrued (€19,172 – as of 1 January 2026). The Board adjusts this amount annually on 1 January to the same extent as the amount referred to in Section 18a, paragraph 8, subparagraph a, first sentence of the Wages and Salaries Tax Act 1964 is adjusted annually.

Pensioner	a person to whom a pension is already being paid.
Deferred Member	a person whose Membership has ended, subject to Article 2.2, other than because of death or retirement, and who may derive entitlements from these pension regulations, but for whom no further pension is acquired.
Recovery Plan	the Recovery Plan as defined in Sections 138 and 139 of the Pensions Act.
Child	the Child who has a relationship under family law with the Member, Deferred Member or Pensioner. The Board is authorised to regard a stepchild or foster child who belonged to the household of a Member or Deferred Member and was supported and brought up by him/her until his/her death, as his/her own Child, unless the Child was taken into the foster parent's family after the Pension Start Date.
Cost-Effective Contribution	the contribution as referred to in Section 128 of the Pensions Act and detailed in the actuarial and technical business report, with the cost-effectiveness based on the expected value of the future return;
Partner	<ul style="list-style-type: none"> a) the woman or man to whom the Member, Deferred Member or Pensioner was married before the Pension Start Date; b) the woman or man whose Partnership with the Member, Deferred Member or Pensioner was registered with the civil registration authorities, in the manner described in the Dutch Civil Code, before the Pension Start Date; c) the adult who runs a joint household with the Member, Deferred Member or Pensioner as defined in Article 2a of the Pensions Act, unless this concerns a first-degree blood relative, a second-degree blood relative in the direct line, an adult stepchild or an adult former foster child. In this case, the joint household must have started before the Member or Deferred Member has reached their Pension Start Date.
Former Partner	a Partner whose Partnership ended by Separation.
Partnership	the formal relationship of a Member, Deferred Member or Pensioner with a Partner. For the purposes of these regulations, only one person will be considered a Partner.
Pensioner	a person to whom a pension is being paid under these regulations.
Pension Base	the Pensionable Salary less the Deductible. The Pension Base is established on the date on which Membership begins and after that on the first day of each calendar month.
Pension Start Date	<ul style="list-style-type: none"> a) the date on which the Member or Deferred Member reaches the age of 67; or b) the date chosen by the Member or Deferred Member in accordance with Article 9.
Pension Age	for the retirement pension, this age is 67.
Pensionable Salary	the sum of the gross pay elements summarised in Attachment 2, insofar as they jointly amount to <u>no more</u> than the limit specified in Section 18ga of the Wages and Salaries Tax Act 1964 (€137,800 – as of 1 January 2026).

	The pension entitlements are always based on the pay on the first day of each calendar month and established on the basis of full-time pay.
Uncapped Pensionable Salary	<p>the sum of the gross pay elements summarised in Attachment 2, including the pay elements above the limit specified in Section 18ga of the Wages and Salaries Tax Act 1964 (€137,800 – as of 1 January 2026).</p> <p>The pension entitlements are based on the pay on the first day of the calendar month and established on the basis of full-time pay.</p>
Separation	<p>the termination of the Partnership by:</p> <ul style="list-style-type: none"> • dissolution of the marriage through divorce; • dissolution of the marriage after legal separation; • the termination of a registered partnership other than through death, gone missing or conversion of a registered partnership into a marriage; or • the ending of the joint household as described in Section 2a of the Pensions Act. The length of time the joint household existed is assessed according to the conditions as referred to in Sections 3 and 4 of this Act's Article.
Separation Date	<p>the date of Separation recorded in the civil registers, or the date on which cohabitation as defined in this Article is terminated, or the Partnership with the Partner is severed as stated in a written notice from the Member or Deferred Member or his/her Partner, or from the fact that the joint household ceased to exist.</p>
Administration Agreement	<p>the administration agreement between the Employer and the Fund including its additions and amendments.</p>
Union Organisations	<p>the unions, which are usually involved in consultations on the terms of employment to be applied at dsm-firmenich.</p>
Employer	<p>DSM Nederland B.V., based in Maastricht and the companies as listed in Attachment 1 to these regulations.</p>
Employee	<ul style="list-style-type: none"> • an Employee who is employed by the Employer under an employment contract as defined in Article 7:610 of the Dutch Civil Code. • the Employee as referred to in Section 2(3) of the Pensions Act as read with Section 1(b) of the Pensions Act Regulation and Occupational Pension Scheme (Obligatory Membership) Act (<i>Wet verplichte beroepsverzorging</i>).

2. BEGINNING AND END OF MEMBERSHIP

2.1. Membership commences:

- a) on the first day of employment with the Employer, or
- b) in the event that the court determines that an employment contract exists as referred to in Article 7:610 of the Civil Code: on the day the court has rendered a judgment or decree, or;
- c) in the event that the Tax Administration (*Belastingdienst*) determines that Wage tax should be applied: on the day on which the Tax Administration made this decision.

2.2. Membership ends:

- a) on reaching the Pension Start Date;
- b) on the death of the Member;
- c) on termination of the Member's employment;
- d) on the date the Member reaches the State Pension Age (AOW age) at the latest.

2.3. Notwithstanding Article 2.2.c), Membership does not end if a Former Employee is entitled to non-contributory pension accrual as referred to in Article 15. In that case, Membership ends on reaching the Pension Start Date or as soon as the right to non-contributory pension accrual as referred to in Article 15 ends, but on reaching State Pension Age (AOW age) at the latest.

2.4. The Board is authorised to continue or reinstate the Membership – on conditions that it sets – after the employment ends, on the Employer's proposal.

3. FINANCING

Collective defined contribution scheme

- 3.1. The Employer provides an annual contribution, as referred to in Article 3.3, to the Fund. With this contribution, the Fund intends to achieve a pension accrual as described in these pension regulations, on the understanding that the future pension accrual may be set lower under Article 23.
- 3.2. On payment of the annual contribution, the Employer fully and finally meets all its financial pension obligations. The Employer thus has no further financial obligations in respect of past Membership years and pensions already accrued. The Fund will not grant the Employer any discounts on contributions or other rebates of any kind. The Employer cannot be obliged to pay contributions higher than those specified in the Administration Agreement.

Employer's contribution

- 3.3. The Employer owes the Fund an annual contribution equal to 24.17% of the Employees' Pensionable Salary.

Employer's caveat

- 3.4. The Employer may reduce, suspend or terminate the contribution if there is a fundamental change in circumstances, as referred to in Section 12 of the Pensions Act, after consulting with the Union Organisations. Notice of this change must be given to the Board. However, the contribution in any calendar year must at least equal the sum of the contributions deducted from the Members' salaries subject to Article 3.5 in that calendar year.

Employee's contribution

- 3.5. The Employee owes the contribution as specified in his/her applicable Pension Agreement. The Employer withholds Employees' contributions from their pay in instalments and pays them to the Fund as part of the Employer's contribution as referred to in Article 3.3.
- 3.6. No contributions are payable, and no entitlements are acquired for periods during which no pay is received. If and insofar as contributions are paid for these periods, entitlements will still be granted for them.

Funding

- 3.7. The annual entitlements must always be fully funded by the end of each calendar year or, if the Membership ends earlier, by the end of the Membership.

CHAPTER 2 – BASIC PENSION

PENSION ACCRUAL

4. DESCRIPTION OF THE PENSION ENTITLEMENTS

Pension entitlements

4.1. Subject to the provisions of these regulations, Membership grants entitlement to:

- a) a retirement pension for the Member or Deferred Member;
- b) a partner's pension for the Partner on the death of the Member, Deferred Member or Pensioner;
- c) a temporary partner's pension for the Partner on the death of the Member, Deferred Member or Pensioner;
- d) supplementary partner's pension for the Partner on the death of the Member, the Employee whose membership has ended because of reaching State Pension Age (AOW age) or a Pensioner who immediately following employment with the Employer is entitled to a PPS benefit, as referred to in Article 11 of the Pre-Pension Savings Regulations and/or retirement pension as referred to in Article 5;
- e) an orphan's pension for each Child on the death of the Member, Deferred Member or Pensioner;
- f) a disability pension for the Member.

Benefit payment agreement

4.2. The pensions described in this chapter are covered by a benefit payment agreement as defined in Section 10 of the Pensions Act, on the understanding, however, that if a situation as defined in 23 of these regulations arises at any time, the pension entitlements and rights may be reduced in the manner described in these provisions.

Commutation or sale

4.3. The pension entitlements under these regulations may not be commuted, sold or relinquished, or formally or actually become the object of security, except in the cases provided for by, or by virtue of, the Pensions Act.

5. RETIREMENT PENSION

Amount of the retirement pension

- 5.1. With effect from 1 January 2024, the lifelong retirement pension per Membership Year is 1.738% of the weighted average of the Pension Bases established in that year. The retirement pension to be paid each year is equal to the sum of the pension accrued during Membership, including the conditional indexation in accordance with Articles 20 and 21.
- 5.2. The entitlement to retirement pension granted for part of a Membership year is proportional to the number of days' Membership in that year.
- 5.3. Both the accrued pension entitlements and rights and pension accrual can be reduced under the limiting provisions established in Article 23.
- 5.4. The retirement pension will not exceed the amount allowed under Section 18a of the Wages and Salaries Tax Act 1964.

Beginning and end of the retirement pension

- 5.5. The retirement pension begins on the Pension Start Date. The Board may decide on another start date for the retirement pension in favour of the beneficiary.
- 5.6. The retirement pension ends on the last day of the month of the Pensioner's death.

6. PARTNER'S PENSION

Entitlement to partner's pension

- 6.1. On the death of a Member, Deferred Member or Pensioner the Partner has a right to a partner's pension. With effect from 1 January 2024, the partner's pension for each Membership Year is 1.3125% of the weighted average of the Pension Bases established in that year. The partner's pension to be paid each year is equal to the sum of the pension accrued during Membership, including the conditional indexation in accordance with Articles 20 and 21.
- 6.2. The partner's pension for the Partner of a deceased Member is increased to the partner's pension that would have been received had Membership continued until State Pension Age (AOW age), or until the standard retirement age as referred to in Section 18a of the Wages and Salaries Tax Act 1964, if earlier than State Pension Age (AOW age). The increase in the partner's pension as referred to in the first sentence is calculated based on 1.3125% of the Pensionable Salary excluding public holiday allowance prior to the death of the Member, less the annual Deductible.
- 6.3. The partner's pension will not exceed the amount allowed under Section 18b of the Wages and Salaries Tax Act 1964.

Beginning and end of the partner's pension

- 6.4. The partner's pension begins on the first day of the month following that in which the Member, Deferred Member or Pensioner dies. The partner's pension ends on the last day of the month in which the Partner dies.

Entitlement to temporary partner's pension

- 6.5. For a Partner who has not yet reached State Pension Age (AOW age), the partner's pension is supplemented by the temporary partner's pension. With effect from 1 January 2024, the temporary partner's pension for each Membership Year is 0.2625% of the weighted average of the Pension Bases established in that year. The temporary partner's pension to be paid each year is equal to the sum of the pension accrued during Membership, including the conditional indexation in accordance with Articles 20 and 21.
- 6.6. The temporary partner's pension for the Partner of a deceased Member is increased to the temporary partner's pension that would have been received had Membership continued until State Pension Age (AOW age), or until the standard retirement age as referred to in Section 18a of the Wages and Salaries Tax Act 1964, if earlier than the State Pension Age (AOW age). The increase in the temporary partner's pension as referred to in the first sentence is calculated based on 0.2625% of the Pensionable Salary excluding public holiday allowance prior to the death of the Member, less the annual Deductible.
- 6.7. The temporary partner's pension together with the supplementary partner's pension as referred to in Article 7 must not exceed the maximum allowed under the tax legislation and regulations.

Beginning and end of the temporary partner's pension

6.8. The temporary partner's pension begins on the first day of the month following that in which the Member, Deferred Member or Pensioner dies and ends:

- upon death, on the last day of the month in which the Partner dies; or
- when the Partner reaches the State Pension Age (AOW age) at the latest.

Limitations of the partner's pension or temporary partner's pension

6.9. The partner's pension/temporary partner's pension, as referred to in Articles 6.1 and 6.5 is deducted from the special partner's pension as described in Article 13.

6.10. If a surviving Partner forms a new partnership with a right to a partner's pension or temporary partner's pension, as defined in Articles 6.1 and 6.2 respectively 6.5 and 6.6, the part of the partner's pension or temporary partner's pension as incorporated in Articles 6.2 and 6.6 that can be deemed to be received for the fictitious Membership Years after the Partner's death lapses.

In addition to Article 1, Partnership in this paragraph also means cohabitation of two partners who are both unmarried, have not entered into a registered partnership, and are not direct blood relations or relations by marriage.

6.11. Both the accrued pension entitlements and rights and pension accrual referred to in this Article can be reduced under the limiting provisions established in Article 23.

7. SUPPLEMENTARY PARTNER'S PENSION

Entitlement to supplementary partner's pension

7.1. After the death of:

- a) a Member;
- b) an Employee whose Membership has ended because of reaching State Pension Age (AOW age); or
- c) a Pensioner who immediately following the employment with the Employer was entitled to a PPS benefit, as referred to in Article 11 of the Pre-Pension Savings Regulations, and/or retirement pension as referred to in Article 5;

the Partner has a right to a supplementary partner's pension if he/she has not yet reached State Pension Age (AOW age) and insofar as he/she is entitled to a partner's pension or temporary partner's pension.

7.2. The sum insured as supplementary partner's pension is based on the gross benefit under the General Dependents' Act (ANW) for a surviving Partner without Children. The Board may adjust this amount (€21,299 – as of 1 January 2026) annually on 1 January by the same percentage as the ANW benefit, as referred to in Section 17(1) of the General Dependents' Act, is adjusted on 1 January. The supplementary partner's pension together with the temporary partner's pension under Article 6.6 must not exceed the maximum allowed under the tax legislation and regulations.

Beginning and end of the supplementary partner's pension

7.3. The supplementary partner's pension begins on the first day of the month following that in which the Member, the Former Employee as referred to in Article 7.1 or the Pensioner as referred to in Article 7.1 dies, and ends:

- on the formation of a new Partnership, as referred to in Article 6.10, on the last day of the month in which the new Partnership is formed;
- upon death, on the last day of the month in which the Partner dies; or
- when the Partner reaches the State Pension Age (AOW age) at the latest.

8. ORPHAN'S PENSION

Entitlement to orphan's pension

- 8.1. On the death of a Member, Deferred Member or Pensioner the Child has a right to orphan's pension. With effect from 1 January 2015, the Child's orphan's pension for each Membership year is 0.2625% of the weighted average of the Pension Bases established in that year. The orphan's pension to be paid each year is equal to the sum of the pension accrued during Membership, including the conditional indexation in accordance with Articles 20 and 21.
- 8.2. The orphan's pension for a Child of a deceased Member is increased to the orphan's pension that would have been received had Membership continued until State Pension Age (AOW age), or until the standard retirement age as referred to in Section 18a of the Wages and Salaries Tax Act 1964, if earlier than State Pension Age (AOW age), based on the Pensionable Salary without public holiday allowance prior to the Member's death, less the Deductible.
- 8.3. The orphan's pension for a Child whose parents have both died is doubled.
- 8.4. The orphan's pension will not exceed the amount allowed under Section 18c of the Wages and Salaries Tax Act 1964.

Beginning and end of the orphan's pension

- 8.5. The orphan's pension begins on the first day of the month following that in which the Member, Deferred Member or Pensioner dies.
- 8.6. The orphan's pension ends on the last day of the month in which the Child:
 - a) reaches the age of 25, if the orphan's pension started on or after 1 January 2026;
 - b) reaches the age of 18, if the orphan's pension started prior to 1 January 2026;
 - c) reaches the age of 27, if the orphan's pension started prior to 1 January 2026 and if and for as long as the Child is a student under the provisions of the Study Finance Act 2000 (*Wet studiefinanciering* 2000) or as long as the Child is receiving an allowance as set out in the Fees and Educational Expenses (Allowances) Act (*Wet tegemoetkoming onderwijsbijdrage en schoolkosten*);
 - d) or dies before the age referred to in Article 8.6 Sections a), b) or c).

Limitation and extension of the orphan's pension

- 8.7. Where applicable, the Board is authorised to regard a Child who is a student but does not fulfil the aforementioned criteria as equivalent to a Child who is a student within the meaning of this article.
- 8.8. A Child born after the Member or Deferred Member has reached the Pension Start Date is not entitled to an orphan's pension.
- 8.9. At the request of the Fund, a Child who is a student must present the evidence required for the continuation of the orphan's pension.

9. FLEXIBLE PENSION START DATE

Early payment of the retirement pension

- 9.1. At the request of the Member or Deferred Member, the retirement pension may begin earlier than his/her Pension Age, but not before the first day of the month in which he/she turns 55.
- 9.2. Early payment, as referred to in Article 9.1, of a full or partial retirement pension that starts before the date on which the Member or Deferred Member reaches the corresponding State Pension Age (AOW age) minus ten years is possible only if the Member or Deferred Member is able to produce a written declaration demonstrating that he/she is performing no further or proportionally less paid work from the date on which payment of the retirement pension starts.

Deferment of the retirement pension

- 9.3. At the request of the Member or Deferred Member, the full or partial retirement pension may begin later than the date on which Pension Age is reached, but not beyond the date on which he/she reaches an age that is five years older than the State Pension Age (AOW age).

Period for requesting early payment or deferment

- 9.4. A request for early payment or deferment of the pension will be accepted only if it is submitted to the Board at least three months, but no more than six months, before the desired Pension Start Date or before the day on which the Member reaches Pension Age.

Calculating an early or deferred retirement pension

- 9.5. If a retirement pension calculated in accordance with Article 5 is paid early or deferred, it will be reduced or increased based on factors determined in accordance with the fund principles as referred to in BIJLAGE 3. The factors are published on the [website](#) as Table 1 from the Factor Book.

Option to vary the benefit at the start of retirement pension

- 9.6. On the Pension Start Date, a Member or Deferred Member may choose to vary the amount of the benefit by a ratio of no more than 100:75. When applying this 100:75 ratio, an amount equivalent to twice the AOW benefit for a married person as defined in the General Old Age Pensions Act may be disregarded when calculating the level of the benefit before the State Pension Age (AOW age). The calculation is made subject to the fund principles as set out in BIJLAGE 3 of these regulations. The factors are published on the [website](#) as Table 4 from the Factor Book.

Establishing the factors

- 9.7. The Board establishes the factors for the options as referred to in Articles 9.1, 9.3 and 9.6 on the basis of collective actuarial equivalence. Future changes to the factors will be binding for all Members or Deferred Members of the Fund.

10. CONVERSION

Converting retirement pension into a partner's pension

- 10.1. At the end of Membership or on the Pension Start Date, a Member or Deferred Member may opt to use part of the retirement pension entitlement for a partner's pension or increased partner's pension.
- 10.2. The choice is made using an option form which the Fund makes available to the Member or Deferred Member on request. The Member or Deferred Member must sign and return this form to the Fund at the end of Membership or at least three months, but no more than six months, before the Pension Start Date.
- 10.3. After conversion, the partner's pension must not exceed 70% of the remaining retirement pension.
- 10.4. The conversion referred to in Article 10.1 does not relate to the equalised part of a retirement pension as referred to in Article 13.
- 10.5. Conversion as referred to in Article 10.1 occurs on the basis of the conversion factors that are determined subject to the fund principles as included in BIJLAGE 3. The factors are published on the [website](#) as Table 2 from the Factor Book.

Converting a partner's pension or temporary partner's pension into retirement pension

- 10.6. On the Pension Start Date a Member or Deferred Member may opt to use all or part of the entitlement to a partner's pension or temporary partner's pension to increase the retirement pension.
- 10.7. The choice is made using an option form which the Fund makes available to the Member or Deferred Member on request. The Member or Deferred Member must return the option form to the Fund at least three months, but no more than six months, before the Pension Start Date, signed both by the Member or Deferred Member and any Partner.
- 10.8. For a Member or Deferred Member who has no Partner, the partner's pension or temporary partner's pension is converted into a higher retirement pension on the Pension Start Date.
- 10.9. Conversion within the meaning of this article increases the retirement pension by the conversion factors given in BIJLAGE 3 and fully or partially cancels the entitlement to a partner's pension or temporary partner's pension. The factors are published on the [website](#) as Table 3 from the Factor Book.
- 10.10. A Special Partner's Pension is not eligible for conversion within the meaning of this Article.

Establishing the factors

- 10.11. The conversion factors, as referred to in Articles 10.5 and 10.9, are established by the Board on the basis of collective actuarial equivalence. Future changes to the factors will be binding for all Members or Deferred Members of the Fund.

11. PART-TIME PENSION

Part-time pension options

- 11.1. The Member or Deferred Member may choose part-time pension. The Member or Deferred Member has only one opportunity to choose part-time pension and this choice may not be revoked by the Member, Deferred Member or the Employer.
- 11.2. The part of the retirement pension that is paid as part-time pension is calculated in accordance with the provisions of Article 9 on early payment of the retirement pension.

Beginning of the part-time pension

- 11.3. The part-time pension may not begin before the Member's or Deferred Member's 55th birthday. A request for part-time pension will be accepted only if it is submitted to the Board at least three months, but no more than six months, before the desired start date of the part-time pension.

SPECIAL SITUATIONS

12. PART-TIME MEMBERS

- 12.1. A part-time member is a member in Part-Time Employment.
- 12.2. The contribution for the Member in Part-Time Employment is calculated on the Pensionable Salary multiplied by the Part-Time Factor.
- 12.3. The number of Membership Years during part-time employment is adjusted by multiplying it by the Part-Time Factor.
- 12.4. If Membership ends because of death during Part-Time Employment:
 - the partner's pension as referred to in Article 6.2;
 - the temporary partner's pension as referred to in Article 6.6;
 - the supplementary partner's pension as referred to in Article 7.2; and
 - the orphan's pension as referred to in Article 8.2;are adjusted by multiplying them by the Part-Time Factor that applied immediately prior to the part-time member's death.
- 12.5. If Part-Time Employment ends because of Disability, the amount of non-contributory pension accrual because of Disability, as referred to in Article 15.1 for the years after termination of the Part-Time Employment is calculated based on the retirement pension to be achieved in accordance with Article 15 multiplied by the Part-Time Factor that applied immediately prior to the end of the part-time member's employment.
- 12.6. The Disability Pension referred to in Article 16 granted after part-time employment is adjusted by multiplying it by the Part-time Factor that applied immediately prior to the part-time member's disability pension.
- 12.7. If the Member or Pensioner was in part-time employment at the end of his/her employment, the supplementary partner's pension as referred to in Article 7 is adjusted by multiplying it by the Part-time Factor that applied immediately prior to the end of the employment.
- 12.8. At the request of the Employer, the Board may decide not to apply the provisions of this article.

13. PENSION AND SEPARATION

Retirement pension

- 13.1. In the event of divorce, dissolution of the marriage after legal separation, or the termination of a registered partnership other than through death, gone missing or conversion of a registered partnership into a marriage, the retirement pension accrued during the marriage or registered partnership will be equalised in accordance with the Equalisation of Pension Rights in the Event of a Divorce Act (*Wet verevening pensioenrechten bij scheiding*).
- 13.2. The provisions of Article 13.1 do not apply if the parties have excluded the equalisation of pension rights on Separation by means of a deed drawn up for this purpose.
- 13.3. If the joint household with the Partner ends, the Board may apply the provisions of Article 13.1 if both parties have agreed this in the cohabitation contract drawn up by a civil-law notary or in a notarial deed drawn up on termination of the joint household.
- 13.4. The Board may charge both parties an equal share of the equalisation costs.

Special partner's pension

- 13.5. The Former Partner or Partners of the deceased Member, Deferred Member or Pensioner may be entitled to a Special Partner's Pension.
- 13.6. The Special Partner's Pension begins on the first day of the month following that in which the Member, Deferred Member or Pensioner dies. The Special Partner's Pension ends on the last day of the month in which the Former Partner dies. The temporary Special Partner's Pension ends on the last day of the month in which the Former Partner dies, but in any event no later than on the State Pension Age (AOW age) of the Former Partner.
- 13.7. The Special Partner's Pension is equal to the partner's pension or temporary partner's pension that would have been received if Membership had ended on the Separation date, less the Special Partner's Pension or Pensions already granted. If the Separation date is after the date on which Membership ended, the termination date replaces the Separation date for the purposes of this article.
- 13.8. The Fund informs the Former Partner of the amount of the entitlement to Special Partner's Pension.
- 13.9. Both Partners may exclude the provisions of this article by means of an agreement drawn up for this purpose. The agreement is valid only if accompanied by a declaration of the Fund, which indicates that the Fund is prepared to cover any pension risk arising from the deviation.
- 13.10. If the Former Partner with a right to Special Partner's Pension dies before the Member or Deferred Member, the entitlement to Special Partner's Pension once again forms part of the Member's or Deferred Member's pension entitlements from the moment of the Former Partner's death.
- 13.11. If a Former Partner with a right to a Special Partner's Pension dies before the Pensioner, the Special Partner's Pension will revert to the Fund.

14. UNPAID LEAVE

- 14.1. Some contributions are not payable and some pension entitlements are not acquired during periods in which the Member takes unpaid or partly unpaid leave, including a sabbatical or parental leave. If and insofar as contributions are paid by the Employer for these periods, pension entitlements will still be granted for them.
- 14.2. Up to a maximum period of 18 months, taking unpaid leave as described in Article 14.1 will not affect the risk cover of the partner's pension, temporary partner's pension, supplementary partner's pension and orphan's pension.

15. NON-CONTRIBUTORY PENSION ACCRUAL ON DISABILITY

15.1. A Member whose first day of illness as described in Article 23 of the Work and Income (Capacity for Work) Act (WIA) falls during his/her Membership and whose employment is fully or partially terminated due to that illness, and subsequently becomes entitled to a WIA benefit based on a degree of disability of 35% or more, is entitled to non-contributory pension accrual in proportion to the degree of disability, as shown in the table below:

Degree of disability:	Non-contributory pension accrual for:
35% to 45%	40%
45% to 55%	50%
55% to 65%	60%
65% to 80%	75%
80% to 100%	100%

15.2. The non-contributory pension accrual begins on the day on which the former Employee obtains a continuous right to a WIA benefit, based on a Disability of 35% or more as defined in that Act, and his/her employment contract is fully or partially terminated.

15.3. The non-contributory pension accrual, as referred to in Article 15.1, is based on the most recently established Pensionable Salary without public holiday allowance prior to the date of the full or partial termination of the employment contract as if there were no illness, less the Deductible. The Pensionable Salary as referred to in this paragraph is indexed annually on 1 January by the increase in the consumer price index (CPI - All Expenditure - derived) as determined by Statistics Netherlands. This indexation is based on the percentage by which the consumer price index increased in the last completed month of October compared to the percentage in October of the previous year. However, the annual indexation of the Pensionable Salary, as referred to in this paragraph, may not exceed the general pay increases granted at DSM NL Services B.V. in the period from 2 January of the previous calendar year up to and including 1 January of the calendar year in question. The Pensionable Salary, as referred to in this paragraph, may not exceed the limit specified in Section 18ga of the Wages and Salaries Tax Act 1964 (€137,800 – as of 1 January 2026).

15.4. A Member who is sick or fully or partially disabled upon the start of Membership is not entitled to non-contributory pension accrual during Disability, unless the degree of Disability increases. If the degree of Disability increases during Membership, the Member will be entitled to non-contributory pension accrual in proportion to the increase in the degree of Disability.

15.5. If the degree of Disability increases or decreases during the employment at the Employer or, if after having been reduced to below 35%, this degree of disability increases to 35% or more, the non-contributory pension accrual will occur at the then applicable percentage.

- 15.6. If the degree of Disability increases or decreases after the termination of employment at the Employer or, if after having been reduced to below 35%, this degree of Disability increases to 35% or more, the non-contributory pension accrual will occur at the then applicable percentage, insofar as that percentage does not exceed the degree of Disability that applied when the employment contract with the Employer was terminated.
- 15.7. An increase or decrease in the applicable degree of Disability begins on the first day of the month following that in which the degree of Disability changed.
- 15.8. Non-contributory pension accrual ends on the first of the following dates:
 - a) if, prior to reaching State Pension Age (AOW age), the person concerned is not entitled to benefits under the WIA (Work and Income (Capacity for Work) Act) due to a degree of disability of 35% or more as defined in the Act;
 - b) if the person concerned dies before reaching State Pension Age (AOW age);
 - c) if the person concerned is entitled to retirement pension as referred to in Article 5 before reaching State Pension Age (AOW age); or
 - d) no later than the date on which the person concerned reaches State Pension Age (AOW age).
- 15.9. If a Former Employee who is entitled to non-contributory pension accrual dies:
 - the partner's pension as referred to in Article 6.2;
 - the temporary partner's pension as referred to in Article 6.6;
 - the supplementary partner's pension as referred to in Article 7.2; and
 - the orphan's pension as referred to in Article 8.2;will be awarded in proportion to the degree of disability that the Former Employee had immediately prior to his/her death in accordance with the table in Article 15.1.
- 15.10. If the deceased pensioner as referred to in Article 7.1.c) was entitled to non-contributory pension accrual prior to his/her retirement, the supplementary partner's pension as referred to in Article 7 will be granted in proportion to the degree of disability immediately prior to his/her retirement in accordance with the table in Article 15.1.

16. DISABILITY PENSION

Entitlement to disability pension

16.1. A Member whose first day of illness as described in Article 23 of the Work and Income (Capacity for Work) Act (WIA) falls during his/her Membership is entitled to a disability pension after the termination of his/her employment contract if:

- due to that illness, the former Employee has or obtains a continuous right to a WIA benefit based on a degree of Disability of 80% or more as defined in that Act; and
- his/her Pensionable Salary without public holiday allowance exceeds €79,409 (as of 1 January 2026). The Board may adjust this amount annually on 1 January by the same percentage as the maximum income assessable for social insurance, as referred to in Article 17(1), first sentence, of the Social Insurance (Funding) Act (*Wet financiering sociale verzekeringen*), is adjusted on 1 January.

16.2. A Member who is fully or partially disabled upon the start of Membership is not entitled to disability pension, unless the degree of Disability increases for a cause other than the cause that formed the basis of the entitlement to a WIA benefit at the start of the employment contract. The Board may make payment of the disability benefit dependent on the Member submitting proof that the increase in the degree of Disability is the result of a cause other than the cause that existed at the start of his/her employment contract. The beneficiary's failure to do so will result in suspension of the benefit.

Amount of the disability pension

16.3. The annual disability pension amounts to 70% of the Uncapped Pensionable Salary without public holiday allowance that exceeds the amount specified in Article 16.1, as applied on the first day of the calendar month preceding the date of the end of employment.

16.4. If the former Employee is entitled to a PPS benefit, as referred to in Article 11 of the Pre-Pension Savings Scheme (PPS), the annual disability pension will be reduced by the amount of the PPS benefit, if and insofar as the combined gross amount of WIA benefits, disability pension and the PPS benefit after the former Employee has become entitled to a PPS benefit, as referred to in Article 11 of the Pre-Pension Savings Scheme ('PPS start date'), exceeds the combined gross amount of WIA benefits and disability pension before the PPS start date.

Beginning and end of the disability pension

16.5. The disability pension begins on the day on which the former Employee obtains a continuous right to a WIA benefit based on a degree of Disability of 80% or more as defined in that Act and his/her employment ends.

16.6. The disability pension ends on the first of the following dates:

- a) on the last day of the month prior to reaching State Pension Age (AOW age) in which the person concerned is not entitled to benefits under the WIA (Work and Income (Capacity for Work) Act) due to a degree of Disability of 80% or more as defined in the Act;
- b) on the last day of the month in which the person concerned dies before reaching State Pension Age (AOW age);
- c) on the day on which the person concerned is entitled to retirement pension as referred to in Article 5 before reaching State Pension Age (AOW age); or
- d) no later than the date on which the person concerned reaches State Pension Age (AOW age).

TERMINATION OF MEMBERSHIP

17. ENTITLEMENTS ON TERMINATION OF MEMBERSHIP

- 17.1. If Membership ends other than as a result of retirement or death, the Deferred Member retains a non-contributory entitlement to retirement pension, partner's pension, temporary partner's pension and orphan's pension.
- 17.2. If the retirement pension, as referred to in Article 17.1, is less than the amount as referred to in Section 55(6) of the Pensions Act (€2.00 per year – as of 1 January 2019), the pension entitlements, as referred to in Article 17.1, will cease to apply by operation of law.
- 17.3. If Membership ends other than as a result of retirement or death, the supplementary partner's pension referred to in Article 7 and the right to Disability pension referred to in Article 16 will cease for the former Employee.
- 17.4. The non-contributory entitlement as referred to in Article 17.1 is equal to the pension entitlements accrued in the period between the beginning and end of Membership, including the entitlements acquired as a result of value transfer as referred to in Articles 19.3 and 19.6.
- 17.5. The Fund will inform the Deferred Member of the amount of the non-contributory entitlements as referred to in Section 39 of the Pensions Act.

18. COMMUTATION OF ENTITLEMENTS

18.1. If Membership ends, other than through retirement or death, the claim to retirement pension does not exceed the Commutation Limit and the Fund has tried unsuccessfully at least five times to transfer the transfer value of a Deferred Member's pension entitlements, as referred to in Section 70a of the Pensions Act, the Fund will commute the Deferred Member's claim to retirement pension and pay a lump-sum amount. The Fund will not commute until five years has passed since the end of the Membership. The Fund will inform the Deferred Member of the commutation decision within six months. If Membership ended in 2018, the waiting period is five years after 1 January 2019.

If Membership ended before 1 January 2007, the Fund may commute if the Deferred Member does not object. If Membership ended after 31 December 2006, the Fund may commute if the Deferred Member agrees to the commutation. The Fund will pay the commutation value within the aforementioned six-month period.

18.2. If the claim to retirement pension does not exceed the Commutation Limit on the Pension Start Date, the Fund will commute the Deferred Member's pension entitlements and pay a lump-sum amount.

If Membership ended before 1 January 2007, the Fund may commute if the Deferred Member does not object. If Membership ended after 31 December 2006, the Fund may commute if the Deferred Member agrees to the commutation. The Fund will inform the Deferred Member of the commutation before the pension starts and pay the commutation value within six months of the pension starting.

18.3. If Articles 18.1 and 18.2 apply to the retirement pension, the co-insured entitlement to partner's pension, temporary partner's pension and orphan's pension will be replaced simultaneously by the payment of a lump-sum amount based on the provisions of Articles 18.1 and 18.2.

18.4. If the annual Special Partner's Pension will be less than the Commutation Limit on the start date, the Fund will commute the entitlement to Special Partner's Pension. The Fund will inform the Former Partner of this commutation within six months of notice of the separation and pay a lump-sum amount to the Former Partner within the aforementioned six-month period.

18.5. If the partner's pension, temporary partner's pension, Special Partner's Pension or orphan's pension does not exceed the Commutation Limit at the start, the Fund will commute the pension and pay a lump-sum amount. The Fund will inform the Pensioner about the commutation within six months of the pension starting and pay the commutation value within a period of six months.

18.6. The Fund takes account of the provisions for commutation laid down by, or by virtue of, the Pensions Act.

18.7. The Fund establishes the commutation value according to the factors based on the principles named in Attachment 4. These factors will be redetermined and published every quarter. The factors for the commutation referred to in Articles 18.1 and 18.2 are published on the [website](#) as Table 5.1 of the Factor Book. The factors for commutation referred to in Article 18.5 are published as Table 5.2 of this Factor Book. Future changes to the factors will be binding for all Members or Deferred Members of the Fund.

19. VALUE TRANSFER

Value transfer of small pensions

- 19.1. The Fund is authorised to transfer the pension entitlements of a Deferred Member whose Membership has ended, if and insofar as the pension entitlement is less than the Commutation Limit.
- 19.2. The Fund takes account of the provisions for the value transfer of small pensions as laid down by, or by virtue of, the Pensions Act.

Incoming value transfer

- 19.3. After the beginning of Membership of the Fund, the Member must notify the Fund in writing that he/she wishes to transfer the value of his/her pension. In that case, the Fund will use the value of pension entitlements transferred to it by the former Employer's pension fund to acquire pension entitlements in accordance with the provisions of the Pensions Act and these pension regulations. The value of the pension entitlements is calculated in accordance with the procedures and calculation rules established under the Pensions Act.

Outgoing value transfer

- 19.4. If individual Membership is terminated, other than as a result of death or reaching the Pension Start Date, the Fund will transfer the value of the pension entitlements – insofar as the retirement pension exceeds the Commutation Limit – to the new Employer's pension fund at the Deferred Member's request, with due observance of the procedure and calculation rules established by, or by virtue of, the Pensions Act

Collective transfer on liquidation of the pension fund

- 19.5. The Fund is obliged to transfer the collective value to another pension fund if it is liquidated.

Value transfer in other situations

- 19.6. In the other situations referred to in the Pensions Act, the Fund is authorised to cooperate with value transfer.
- 19.7. The Board takes account of the provisions for value transfer laid down by, or by virtue of, the Pensions Act.

INDEXATION

20. CONDITIONAL INDEXATION

Indexation ambition

20.1. Annual indexation may be granted on:

- the Members' accrued pension entitlements;
- the pension rights;
- the Former Partner's entitlements under Article 13.5; and
- the entitlements to retirement pension, partner's pension or temporary partner's pension for the Partner and orphan's pension for the Children of a Deferred Member to whom the provisions of Article 17.1 apply,

which may not exceed the increase in the consumer price index (CPI - All Expenditure - derived) established by Statistics Netherlands. The Board determines this indexation based on the percentage by which the consumer price index rose in the last completed month of October compared to the percentage in October of the previous year. However, the Board decides each year to what extent pension rights and entitlements, as referred to in this paragraph, are to be adjusted. For the Members' accrued pension entitlements, the provisions of this paragraph apply with effect from 1 January 2024.

Financing

20.2. No reserve is formed, and no contribution is paid for this conditional indexation. The indexation is financed from the return on investments.

Granting of indexation

20.3. The Board decides to grant indexation only if and insofar as it believes the financial means are available to do so. Indexation occurs on 31 December each year based on the following policy:

If:

- the Policy Funding Level of the Fund is lower than 110%, the Board will not grant indexation;
- the Policy Funding Level of the Fund is higher than 110%, the Fund may grant indexation as referred to in Article 20.1, to the extent this is permitted, subject to the provisions of Article 15 of the Decree on the Financial Assessment Framework for Pension Funds (*Besluit Financieel toetsingskader pensioenfondsen*).

The Policy Funding Level on 31 October directly preceding the 31st of December on which the indexation is granted is decisive here.

20.4. In addition to Article 20.3, the Board may grant additional allowances in accordance with laws and regulations. Extra indexation, as referred to in this article, affects pension entitlements and pension rights as of the date on which the extra indexation is granted.

Changing the indexation policy

20.5. The Board reserves the right to adjust all or part of the indexation policy, as established in the provisions of this article, in accordance with formal requirements for amending regulations described in the articles of association. Future changes in this article will be binding on all Members, Deferred Members and Pensioners of the Fund.

21. CATCH-UP INDEXATION

21.1. The Board may grant catch-up indexation to compensate for indexation not granted in the past, as referred to in Article 20, or for a past reduction of pension entitlements and pension rights, as referred to in Article 23.1, if:

- this has no effect on future indexation as referred to in Article 20.3; and
- the Policy Funding Level remains at least at the level of the required capital.

No more than one-fifth of the capital available for catch-up indexation is used for that purpose.

21.2. Catch-up indexation, as referred to in Article 21.1, will be granted to a Member, Deferred Member or Pensioner only insofar as that Member, Deferred Member or Pensioner has not received any or has received less indexation as referred to in Article 20, or if his/her pension entitlements and/or rights have actually been reduced, as referred to in Article 23.1.

21.3. The catch-up indexation to be granted to a Member, Deferred Member or Pensioner, as referred to in Article 21.1, is expressed as a percentage of the indexations not previously granted and any pension cuts made. The percentage as referred to in the previous sentence is calculated by dividing the capital available for catch-up indexation, as referred to in Article 21.1, by the value of the indexations not granted in the past and the value of any benefit cuts. The percentage referred to in the previous sentence never exceeds 100%.

21.4. Catch-up indexation affects pension entitlements and pension rights as of the date on which the catch-up indexation is granted. Catch-up indexation is not paid retrospectively.

21.5. The Board reserves the right to adjust all or part of the catch-up indexation policy, as established in this article, in accordance with formal requirements for amending regulations described in the articles of association. Future changes in this article will be binding on all Members, Deferred Members and Pensioners of the Fund.

CHAPTER 3 – MISCELLANEOUS PROVISIONS

22. FISCAL PROVISIONS

- 22.1. In these pension regulations, the accrued pension entitlements may not exceed those allowed within the legal framework of the Wages and Salaries Tax Act 1964.
- 22.2. If the Dutch Tax and Customs Authority finds that the pension scheme does not comply with the provisions of the Wages and Salaries Tax Act 1964, the scheme will immediately be amended retroactively to a level acceptable under this Act.

23. LIMITING PROVISIONS

Curtailment of acquired entitlements and rights

23.1. The Fund will decide to reduce the pension entitlements and rights if:

- for five consecutive years, the Fund does not fulfil the requirements established under Section 131 of the Pensions Act for the minimum required capital or is unable to meet the requirements established under Section 132 of the Pensions Act for the required capital within ten years without disproportionately harming the interests of the Members, Deferred Members, Pensioners, other beneficiaries or the Employer; and
- all other available steering instruments, with the exception of the investment policy, have been deployed in the Recovery Plan.

23.2. The reduction of the pension entitlements and rights referred to in Article 23.2 will take the form of a fixed discount percentage on all accrued pension entitlements and rights, on the understanding that if the reduction percentage exceeds 10%, the Board will investigate whether and to what extent the portion of the reduction exceeding this 10% should be distributed differently among the Fund's stakeholders.

23.3. If the Fund's Policy Funding Level remains below the level specified in Section 131 of the Pensions Act for five consecutive years, the Fund will reduce the pension entitlements and rights to comply with the minimum required capital specified in Section 131 of the Pensions Act. The required reduction will be spread over a maximum of five years, with the Fund striving for a reduction of at least 1% and at most 3% per year.

23.4. If the Fund's Policy Funding Level remains below the level as referred to in Section 132 of the Pensions Act and the Fund cannot comply with Section 132 of the Pensions Act within ten years based on the Recovery Plan, the Fund will proportionally reduce the pension entitlements and rights by the reduction required under the Recovery Plan.

23.5. If the Fund decides to reduce the pension entitlements and rights, it will inform the Members, Deferred Members, Pensioners, Union Organisations and the Employer in writing of this decision.

23.6. The reduction, as referred to in Article 23.1, cannot be implemented until three months after notice has been given to the Pensioners and one month after notice has been given to the Members, Deferred Members, Union Organisations, the Employer and the supervisory authority.

Curtailment of pension accrual

23.7. In the last calendar quarter of each year, the Fund assesses how the contribution under Article 3.3 relates to the Cost-Effective Contribution in the coming calendar year. Following this assessment, the Foundation may proceed as follows:

- If the contribution payable under Article 3.3 is lower than the Cost-Effective Contribution, the Foundation must reduce the pension accrual if this is necessary to meet the requirements of Section 128 of the Pensions Act. The Foundation will consult the Employer and Union Organisations before deciding to reduce the accrual.
- If the contribution payable under Article 3.3 is higher than or equal to the Cost-Effective Contribution and the Fund's funding level for the period between 1 January 2021 and the end of the coming calendar year is expected to fall by more than one percentage point because of the pension accrual, the Employer and the Union Organisations will consult on possibly adjusting the pension accrual for the subsequent calendar year. If the Employer and Union Organisations do not amend the pension accrual in good time before the subsequent calendar year, the Board may decide independently to implement the necessary amendments to the Pension Regulations to limit the impact of the pension accrual on the funding level for the period in question to a decrease of one percentage point.

23.8. If, in the subsequent calendar year, the Fund must proceed to reduce the pension entitlements and rights, as referred to in Article 23.1, the Employer and Union Organisations will consult on possibly adjusting the pension accrual so that the expected reduction in the funding level resulting from the pension accrual is at most equal to the expected reduction in the funding level resulting from the pension benefit payments in the subsequent calendar year. If the Employer and Union Organisations do not amend the pension accrual in due time before the subsequent calendar year, the Board may decide independently to implement the above necessary amendments to the Pension Regulations.

23.9. The Fund will inform the Members, Union Organisations and the Employer in writing of the decision to reduce as referred to in Articles 23.7 and 23.8.

24. GENERAL PROVISIONS

- 24.1. Pensions are granted on written application. The documents deemed necessary by the Board must be submitted with this application. The Board is authorised to grant a pension voluntarily if it has not received an application. The person to whom a pension is granted will receive a statement of that pension.
- 24.2. A Pensioner residing abroad must send the Fund a 'life certificate' every year. Failure to do so will result in suspension of the benefit. Where the Board has satisfied itself by other means that the person concerned is still living, there is no need to send a 'life certificate' to the Fund.
- 24.3. The pension rights are paid in euros by funds transfer. Any transfer costs connected with the payment may be deducted from the benefit.
- 24.4. The pension rights are paid in equal, monthly instalments at the end of each month.
- 24.5. Pension rights and residual or other benefits are paid to the Pensioner or his/her legal representative, or to his/her authorised representative on presentation of a power of attorney.

The orphan's pension for Children who are minors is paid to the father or mother or to the person who, in the judgement of the Board, has taken on responsibility for the Child's upbringing.
- 24.6. Benefits received in error must be repaid.
- 24.7. If pension acquired under these regulations for the years after termination of the employment contract under the provisions of Article 15, together with the pension received by the person concerned for these years based on employment elsewhere, exceeds the pension that would have accrued under these regulations if Membership had continued, the excess will be deducted from the pension granted under the provisions of Article 15.1.
- 24.8. If third parties are to blame for Disability or death, the Member, Deferred Member or his/her legal successor must assign the rights that he/she could enforce against those third parties to the Fund. The Board may decide not to grant the envisaged benefits only if the person concerned refuses to assign the rights.

The assignment will be capped at the cash value of the benefits to be paid by the Fund.
- 24.9. The right to a partner's pension, special partner's pension, temporary partner's pension, special temporary partner's pension, supplementary partner's pension and/or orphan's pension will be lost by an interested party if the Member, Deferred Member or other person entitled to a special partner's pension or special temporary partner's pension dies as a result of an intentional action of that party.
- 24.10. If applying the provisions of these regulations leads to unforeseen or unintended consequences in an individual case, the interested party may submit a written request asking the Board to make a special arrangement.
- 24.11. At the Employer's request, the Fund is also authorised to administer pension agreements for Members other than those provided for in these regulations, or to pay pensions to Members, Deferred Members and their surviving relatives, provided that the Employer provides the resources for this purpose, as determined by the Fund. The granting and details of such pension entitlements or pension rights will be communicated to the eligible party in writing.

25. INFORMATION OBLIGATIONS

Information obligations of the Member

25.1. Members, Deferred Members or Pensioners are obliged to provide the Fund with the information the Board deems necessary for the proper administration of the pension scheme and are also obliged to cooperate with a further investigation conducted by, or on behalf of, the Fund to verify the information provided by them. If they refuse to do so, or the information they provide is incorrect, the Board will establish the pension entitlements in accordance with the requirements of reasonableness and fairness.

Information obligations of the Fund

25.2. The Fund provides information to Members, Deferred Members, Partners, Former Partners, Pensioners and other interested parties in accordance with the requirements set under the Pensions Act in this regard.

25.3. The Board may revise statements at any time, except the statement to which a Member is entitled under the Fund regulations. Members will be informed of such revisions. The latter statement may also be revised.

26. COMPLAINTS AND DISPUTES

26.1. The Fund has a disputes procedure for disputes and a complaints procedure for complaints that are laid down in the Complaints and Disputes Regulations.

27. EFFECTIVE DATE

27.1. These regulations came into effect on 1 January 2006 and, with due regard for the transitional provisions set out below, supersede the previous pension regulations. These regulations were last amended on 19 November 2025. The amended regulations entered into effect on 1 January 2026. These regulations replace the regulations dated 8 October 2025 (reference: 2025-000117).

CHAPTER 4 - TRANSITIONAL PROVISIONS

28. TRANSITIONAL PROVISION FOR COLLECTIVE VALUE TRANSFER ON 1 JANUARY 2017

28.1. On 31 December 2016, the pension regulations for the Employers' pension scheme, as summarised in Attachment 6, ceased to apply. The pension entitlements and rights were transferred in full to these pension regulations of Stichting Pensioenfonds DSM Nederland. As from 1 January 2017, these pension regulations, with the exception of the provisions of this article, therefore, apply to the pension entitlements and rights. Future amendments to these pension regulations also apply.

End date of temporary partner's pension or special temporary partner's pension that started before 1 January 2017

28.2. Notwithstanding Article 28.1, the provisions of this paragraph apply to the Partners and Former Partners who were entitled to temporary partner's pension or special temporary partner's pension on 31 December 2016. The temporary partner's pension and special temporary partner's pension were transferred in full to these pension regulations of Stichting Pensioenfonds DSM Nederland. As from 1 January 2017, the pension regulations of Stichting Pensioenfonds DSM Nederland apply, on the understanding that the original end date remains the same as applied when the right to temporary partner's pension or special temporary partner's pension arose.

End date of special temporary partner's pension that has not started and was established before 1 January 2017

28.3. Notwithstanding Article 28.1, the provisions of this paragraph apply to the Partners or Former Partners who were entitled to temporary partner's pension or special temporary partner's pension on 31 December 2016. The pension entitlements to temporary partner's pension or special temporary partner's pension were transferred in full to these pension regulations of Stichting Pensioenfonds DSM Nederland. As from 1 January 2017, the Stichting Pensioenfonds DSM Nederland pension regulations apply, on the understanding that the original end date remains the same as applied when the entitlement to temporary partner's pension or special temporary partner's pension arose. From 1 January 2024, any not yet started temporary partner's pension or special temporary partner's pension will end no later than the Partner's State Pension Age (AOW age) in accordance with Article 7.3.

End date of supplementary partner's pension that started before 1 January 2017

28.4. Notwithstanding Article 28.1, the provisions of this paragraph apply to Partners who were entitled to supplementary partner's pension on 31 December 2016. The supplementary partner's pension was transferred in full to these pension regulations of Stichting Pensioenfonds DSM Nederland. As from 1 January 2017, the pension regulations of Stichting Pensioenfonds DSM Nederland apply, on the understanding that the original end date remains the same as applied when the right to supplementary partner's pension arose.

End date of supplementary partner's pension that has not started and was established before 1 January 2017

28.5. For the Pensioner who is entitled to a PPS benefit, as referred to in Article 11 of the Pre-Pension Savings Regulations, or has retired immediately following his/her employment with the Employer and is entitled on 31 December 2016 to a supplementary partner's pension that has not yet started, the supplementary partner's pension ends no later than the Partner's State Pension Age (AOW age) in accordance with Article 7.3 instead of the age of 65. To this end, the entitlement to supplementary partner's pension is actuarially recalculated from the age of 65 to the State Pension entitlement age.

Anticumulation of supplementary partner's pension that started before 1 January 2006

28.6. Notwithstanding Article 7.2 of these pension regulations, the supplementary partner's pension that started before 1 January 2006 is determined such that the supplementary partner's pension together with the ANW benefit to be received does not exceed the statutory ANW benefit to be received. The test, as set out in the previous sentence, is performed annually by the pension fund on the basis of the Social Insurance Bank's annual tax statement that must be submitted by the pensioner.

End date of orphan's pension that started before 1 January 2017

28.7. Notwithstanding Article 28.1, the provisions of this paragraph apply to Children who were entitled to orphan's pension on 31 December 2016. The orphan's pension benefits were transferred in full to these pension regulations of Stichting Pensioenfonds DSM Nederland. As from 1 January 2017, the Stichting Pensioenfonds DSM Nederland pension regulations apply, on the understanding that the original end date remains the same as applied when the right to orphan's pension arose.

End date of disability pension or supplementary disability pension that started before 1 January 2017

28.8. Notwithstanding Article 28.1, the provisions of this paragraph apply to persons unfit for work who were entitled to disability pension and supplementary disability pension on 31 December 2016. The disability pension and supplementary disability pension benefits were transferred in full to these pension regulations of Stichting Pensioenfonds DSM Nederland. As from 1 January 2017, the Stichting Pensioenfonds DSM Nederland pension regulations apply, on the understanding that the original end date remains the same as applied when the right to disability pension and supplementary disability pension arose.

28.9. Notwithstanding Article 28.8, the disability pension or supplementary disability pension of a Pensioner who became entitled to a disability pension or supplementary disability pension between 31 December 2006 and 1 January 2017, and who was still entitled to a disability pension or supplementary disability pension on 1 January 2018, ends on the Pensioner's State Pension Age (AOW age).

Full or partial non-contributory pension accrual on Disability that started before 1 January 2017

- 28.10. Notwithstanding Article 15, the provisions of Articles 28.11 to 28.14 apply to Deferred Members who were fully or partially disabled on 31 December 2016 and are entitled to full or partial non-contributory pension accrual.
- 28.11. The accrued pension entitlements of Deferred Members who became entitled to full or partial non-contributory pension accrual before 1 January 2017 were converted on an actuarially neutral basis on 1 January 2017 into entitlements under the Stichting Pensioenfonds DSM Nederland Pension Regulations that applied on 1 January 2017.
- 28.12. The non-contributory pension accrual of Deferred Members who became entitled to full or partial non-contributory pension accrual before 1 January 2017 occurs in accordance with these Stichting Pensioenfonds DSM Nederland Pension Regulations as from 1 January 2017.
- 28.13. Notwithstanding Article 28.12, the non-contributory pension accrual of Deferred Members who became entitled before 1 January 2007 to full or partial non-contributory pension accrual occurs subject to the proviso that the value of the achievable pension entitlements at Pension Age is equal to the value of the achievable pension entitlements under the applicable Employers' regulations as referred to in Attachment 5. The amount of the non-contributory pension accrual is derived based on the actuarial principles applied to the conversion in Article 28.11. 1 January 2017 is used as the calculation date for the comparison between the achievable pension before and after the internal collective value transfer. The right to non-contributory pension accrual for these persons unfit for work ends on the original end date that applied when the right to non-contributory pension accrual arose. If there is a change to the degree of disability after 1 January 2017, the achievable pension entitlements, as referred to in this paragraph, will be revised under the provisions of the applicable Employers' regulations as referred to in Attachment 5.
- 28.14. Notwithstanding Article 28.12, Members or Deferred Members who became entitled to non-contributory pension accrual between 31 December 2006 and 1 January 2017 accrue pension as from 1 January 2018 based on the last Pensionable Salary determined before the date of termination of the employment contract as if there were no illness, less the Deductible. The Pensionable Salary as referred to in this paragraph is indexed annually on 1 January by the increase in the consumer price index (CPI - All Expenditure - derived) as determined by Statistics Netherlands. This indexation is based on the percentage by which the consumer price index increased in the last completed month of October compared to the percentage in October of the previous year. As from 1 January 2018, annual indexation on the Pensionable Salary, as referred to in this paragraph, may not exceed the general pay increases granted at DSM NL Services B.V. in the period from 2 January of the previous calendar year up to and including 1 January of the calendar year in question. The pensionable salary, as referred to in this paragraph, may not exceed the limit specified in Section 18ga of the Wages and Salaries Tax Act 1964 (€137,800 – as of 1 January 2026).

Increase in contribution compensation for partner's pension – Gist-Brocades

28.15. Notwithstanding the provisions of Article 20, the supplement to the partner's pension equal to the contribution payable on the pension for the General Old-Age Pension Act and the General Dependents' Act, in accordance with the provisions of Article 2, paragraph 6 of the General Provisions of the Pension Regulations of Stichting Pensioenfonds Gist-Brocades, is increased annually by the percentage by which the consumer price index (CPI - All Expenditure - derived) as determined by Statistics Netherlands (CBS) increased in the last completed month of October compared to the percentage in October of the previous year.

ATTACHMENTS

BIJLAGE 1 List of companies affiliated to DSM Nederland B.V.

The companies referred to in Article 1 of these pension regulations are:

- AnQore B.V., based in Sittard
- AOC Nederland B.V., based in Zandpol
- Avient Protective Materials Services B.V., based in Geleen
- Brightlands Venture Partners B.V., based in Geleen
- Centrient Pharmaceuticals Netherlands B.V., based in Delft
- Chemelot Campus B.V., based in Geleen
- Circle Infra Partners B.V., based in Geleen
- Covestro Netherlands B.V., based in Geleen
- DPS B.V., based in Sittard
- DSM Nederland B.V., based in Maastricht
- DSM Executive Services B.V., based in Maastricht
- DSM NL Services B.V., based in Maastricht
- DSM Twilmij B.V., based in Kootwijkerbroek
- Ebert HERA B.V., based in Geleen
- Envalior B.V., based in Geleen
- Envalior Netherlands B.V., based in Geleen
- Fibrant B.V., based in Sittard
- InnoSyn B.V., based in Geleen
- Lake Employees B.V., based in Delft
- Synres B.V., based in Hoek van Holland
- Vynova Beek B.V., based in Geleen

BIJLAGE 2 *Implementing provision on Pensionable Salary in Article 1 of the pension regulations*

DSM NL Services B.V.	AnQore B.V.
DSM Executive Services B.V.	
<p>Pensionable Salary elements that are considered to be part of the fixed annual income:</p> <ul style="list-style-type: none"> • Annual income • Shift work allowance • Public holiday allowance insofar as it is actually received • On-call payment insofar as it forms part of the fixed annual income as a result of a fixed, scheduled on-call service • The supplementary scheme • WAO benefit or WIA benefit (including holiday allowance) • The income supplement under the compensation scheme for long-term disability, taking into account the reduction of income if the income exceeds 100% of the income that applied the day before the Disability started. <p>During the period in which there is continued payment of salary, the pension contribution is payable (and entitlements accrue) on those pay elements (see above) that would have been received during the performance of normal work.</p>	<p>Pensionable Salary elements that are considered to be part of the fixed annual income:</p> <ul style="list-style-type: none"> • Annual salary (including the 13th and 14th month's salary) • Shift work allowance • Public holiday allowance insofar as it is actually received • On-call payment insofar as it forms part of the fixed annual income as a result of a fixed, scheduled on-call service • The allowances under schemes for permanent placement in lower paid work for commercial reasons • WAO benefit or the WIA benefit (including holiday allowance) • The income supplement under the compensation scheme for long-term Disability, taking into account the reduction of income if the income exceeds 100% of the income that applied the day before the Disability started. <p>During the period in which there is continued payment of salary, the pension contribution is payable (and entitlements accrue) on those pay elements (see above) that would have been received during the performance of normal work.</p>

AOC Nederland B.V.	Brightlands Venture Partners B.V.
<p>Pensionable Salary elements that are considered to be part of the fixed annual income:</p> <ul style="list-style-type: none"> • Annual income • Shift work allowance • Public holiday allowance insofar as it is actually received • On-call payment insofar as it forms part of the fixed annual income as a result of a fixed, scheduled on-call service • The supplementary scheme • WAO benefit or WIA benefit (including holiday allowance) • The income supplement under the compensation scheme for long-term disability, taking into account the reduction of income if the income exceeds 100% of the income that applied the day before the Disability started. <p>During the period in which there is continued payment of salary, the pension contribution is payable (and entitlements accrue) on those pay elements (see above) that would have been received during the performance of normal work.</p>	<p>Pensionable Salary elements that are considered to be part of the fixed annual income:</p> <ul style="list-style-type: none"> • Salary • Holiday allowance • WAO benefit or the WIA benefit (including holiday allowance) • WGA benefit (including holiday allowance)

Centrient Pharmaceuticals Netherlands B.V.	Chemelot Campus B.V.
<p>Pensionable Salary elements that are considered to be part of the fixed annual income:</p> <ul style="list-style-type: none"> • Salary • Frozen personal allowance • Length of service benefit • Standby duty allowance • Personal allowance • Shift work allowance (both 2 and 5) • Holiday allowance 13 month 	<p>Pensionable Salary elements that are considered to be part of the fixed annual income:</p> <ul style="list-style-type: none"> • Salary • Holiday allowance • Shift work allowance • Public holiday allowance • On-call payment (only if part of fixed annual income)

Covestro Netherlands B.V.	Envalior B.V./Envalior Netherlands B.V.
<p>Pensionable Salary elements that are considered to be part of the fixed annual income:</p> <ul style="list-style-type: none"> • Annual income • Shift work allowance • Public holiday allowance insofar as it is actually received • On-call payment insofar as it forms part of the fixed annual income as a result of a fixed, scheduled on-call service • Allowances in connection with lower paid work for commercial reasons • WAO benefit or WIA benefit (including holiday allowance) • The income supplement under the compensation scheme for long-term disability, taking into account the reduction of income if the income exceeds 100% of the income that applied the day before the Disability started. <p>During the period in which there is continued payment of salary, the pension contribution is payable (and entitlements accrue) on those pay elements (see above) that would have been received during the performance of normal work.</p>	<p>Pensionable Salary elements that are considered to be part of the fixed annual income:</p> <ul style="list-style-type: none"> • Annual income • Public holiday allowance insofar as it is actually received • WAO benefit or WIA benefit (including holiday allowance)

Fibrant B.V.	
<ul style="list-style-type: none"> • The income supplement under the compensation scheme for long-term disability, taking into account the reduction of income if the income exceeds 100% of the income that applied the day before the Disability started. <p>During the period in which there is continued payment of salary, the pension contribution is payable (and entitlements accrue) on those pay elements (see above) that would have been received during the performance of normal work.</p>	<p>Pensionable pay elements that are considered to be part of the fixed annual income:</p> <ul style="list-style-type: none"> • Annual income • Shift work allowance • Public holiday allowance insofar as it is actually received • On-call payment insofar as it forms part of the fixed annual income as a result of a fixed, scheduled on-call service • The supplementary scheme • WAO benefit or WIA benefit (including holiday allowance) • The income supplement under the compensation scheme for long-term disability, taking into account the reduction of income if the income exceeds 100% of the income that applied the day before the Disability started.

	<ul style="list-style-type: none"> • Measuring room allowance (gross amount) from 1 June 2024 • Service allowance (gross amount) from 1 June 2024 <p>During the period in which there is continued payment of salary, the pension contribution is payable (and entitlements accrue) on those pay elements (see above) that would have been received during the performance of normal work.</p>
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Circle Infra Partners B.V.	InnoSyn B.V.
<p>Pensionable salary elements that are considered to be part of the fixed annual income for employees to whom Sitech Services BV's CLA applies:</p> <ul style="list-style-type: none"> • The monthly income: the sum of the following income elements: <ul style="list-style-type: none"> ◦ Salary ◦ Shift work allowance ◦ Allowance for permanent assignment to standby duties ◦ The allowances under the additional payment scheme and compensatory benefit, taking into account the reduction as referred to in Sitech Services BV's CLA • Annual bonus • Public holiday allowance insofar as it is actually received • WAO benefit or the WIA benefit <p>During the period in which there is continued payment of salary, the pension contribution is payable (and entitlements accrue) on those pay elements (see above) that would have been received during the performance of normal work.</p> <p>For Sitech Services BV's executive employees and management contracts, the definition of salary for the Pension Base is based on the monthly income as agreed in the individual employment contract.</p> <p>The salary including holiday pay and thirteenth month are the pensionable pay elements considered to be part of the fixed annual income of trainees.</p>	<p>Pensionable pay elements that are considered to be part of the fixed annual income:</p> <ul style="list-style-type: none"> • Annual income • Shift work allowance • On-call payment insofar as it forms part of the fixed annual income as a result of a fixed, scheduled on-call service • WAO benefit or WIA benefit (including holiday allowance) <p>During the period in which there is continued payment of salary, the pension contribution is payable (and entitlements accrue) on those pay elements (see above) that would have been received during the performance of normal work.</p>

Ebert HERA B.V.	Synres B.V.
<p>Pensionable salary elements that are considered to be part of the fixed annual income for employees to whom Sitech Services BV's CLA applies:</p> <ul style="list-style-type: none"> • The monthly income: the sum of the following income elements: <ul style="list-style-type: none"> ◦ Salary ◦ Shift work allowance ◦ Allowance for permanent assignment to standby duties ◦ The allowances under the additional payment scheme and compensatory benefit, taking into account the reduction as referred to in Sitech Services BV's CLA • Annual bonus • Public holiday allowance insofar as it is actually received • WAO benefit or the WIA benefit <p>During the period in which there is continued payment of salary, the pension contribution is payable (and entitlements accrue) on those pay elements (see above) that would have been received during the performance of normal work.</p> <p>For Sitech Services BV's executive employees and management contracts, the definition of salary for the Pension Base is based on the monthly income as agreed in the individual employment contract.</p> <p>The salary including holiday pay and thirteenth month are the pensionable pay elements considered to be part of the fixed annual income of trainees.</p>	<p>Pensionable pay elements that are considered to be part of the fixed annual income:</p> <ul style="list-style-type: none"> • Annual income • Shift work allowance • Public holiday allowance insofar as it is actually received • On-call payment insofar as it forms part of the fixed annual income as a result of a fixed, scheduled on-call service • The supplementary scheme • WAO benefit or WIA benefit (including holiday allowance) • The income supplement under the compensation scheme for long-term disability, taking into account the reduction of income if the income exceeds 100% of the income that applied the day before the Disability started. <p>During the period in which there is continued payment of salary, the pension contribution is payable (and entitlements accrue) on those pay elements (see above) that would have been received during the performance of normal work.</p>

DSM Twilmij B.V.	
<p>Pensionable Salary elements that are considered to be part of the fixed annual income:</p> <ul style="list-style-type: none"> • Annual income • Shift work allowance • Public holiday allowance insofar as it is actually received 	

- On-call payment insofar as it forms part of the fixed annual income as a result of a fixed, scheduled on-call service
- The supplementary scheme
- WAO benefit or WIA benefit (including holiday allowance)
- The income supplement under the compensation scheme for long-term disability, taking into account the reduction of income if the income exceeds 100% of the income that applied the day before the Disability started.

During the period in which there is continued payment of salary, the pension contribution is payable (and entitlements accrue) on those pay elements (see above) that would have been received during the performance of normal work.

Vynova Beek B.V.	Avient Protective Materials Services B.V.
<p>Pensionable Salary elements that are considered to be part of the fixed annual income:</p> <ul style="list-style-type: none"> • Annual income • Shift work allowance • Public holiday allowance insofar as it is actually received • On-call payment insofar as it forms part of the fixed annual income as a result of a fixed, scheduled on-call service • The supplementary scheme • WAO benefit or WIA benefit (including holiday allowance) • The income supplement under the compensation scheme for long-term disability, taking into account the reduction of income if the income exceeds 100% of the income that applied the day before the Disability started. <p>During the period in which there is continued payment of salary, the pension contribution is payable (and entitlements accrue) on those pay elements (see above) that would have been received during the performance of normal work.</p>	<p>Pensionable pay elements that are considered to be part of the fixed annual income:</p> <ul style="list-style-type: none"> • Annual income • Shift work allowance • Public holiday allowance insofar as it is actually received • On-call payment insofar as it forms part of the fixed annual income as a result of a fixed, scheduled on-call service • The supplementary scheme • WAO benefit or WIA benefit (including holiday allowance) • The income supplement under the compensation scheme for long-term disability, taking into account the reduction of income if the income exceeds 100% of the income that applied the day before the Disability started. <p>During the period in which there is continued payment of salary, the pension contribution is payable (and entitlements accrue) on those pay elements (see above) that would have been received during the performance of normal work.</p>

DPS B.V.	Lake Employees B.V.
<p>Pensionable Salary elements that are considered to be part of the fixed annual income:</p> <ul style="list-style-type: none"> • Annual income • Shift work allowance • Public holiday allowance insofar as it is actually received • On-call payment insofar as it forms part of the fixed annual income as a result of a fixed, scheduled on-call service • The supplementary scheme • WAO benefit or WIA benefit (including holiday allowance) • The income supplement under the compensation scheme for long-term disability, taking into account the reduction of income if the income exceeds 100% of the income that applied the day before the Disability started. <p>During the period in which there is continued payment of salary, the pension contribution is payable (and entitlements accrue) on those pay elements (see above) that would have been received during the performance of normal work.</p>	<p>Pensionable pay elements that are considered to be part of the fixed annual income:</p> <ul style="list-style-type: none"> • Annual income • Shift work allowance • Public holiday allowance insofar as it is actually received • On-call payment insofar as it forms part of the fixed annual income as a result of a fixed, scheduled on-call service • The supplementary scheme • WAO benefit or WIA benefit (including holiday allowance) • The income supplement under the compensation scheme for long-term disability, taking into account the reduction of income if the income exceeds 100% of the income that applied the day before the Disability started. <p>During the period in which there is continued payment of salary, the pension contribution is payable (and entitlements accrue) on those pay elements (see above) that would have been received during the performance of normal work.</p>

BIJLAGE 3 *Factors relating to individual options*

In relation to a number of individual options, the regulations set out how the Board determines the factors/percentages for those options. Where necessary, the Fund limits the options of a Member or Deferred Member to the maximum permitted for tax purposes.

The Board determines the factors in this attachment based on collective actuarial equivalence and the fund principles below:

Type of principle	Description
Death	Forecast table Actuarial Association 2024 with mortality experience PDN 2024
Marriage	PDN Partner Frequency in 2024; 100% partnership at pension age; after retirement date based on the specific partner system
Age difference	The female partner/insured person is assumed to be two years younger than the male insured person/partner
Unisex rule	Based on the ratio of the male/female provision for non-pensioners in the basic pension scheme.
Interest	Dutch central bank (DNB) interest-rate term structure as at 30 September of the previous year.

The Board may adopt a resolution to adjust the principles at any time. Future changes of the fund principles and the factors based on them will be binding on all Members, Deferred Members and Pensioners of the Fund.

BIJLAGE 4 *Commutation factors*

With regard to commutation, the regulations set out how the Board determines the factors for this. Determination takes place in the form of a Commuted value per €100 of retirement pension with a standard retirement age of 67 (RP67), €100 of Partner's Pension (PP) and €100 of Temporary Partner's Pension (TPP). These factors are determined quarterly and can be found in the 'Factor Book'.

The Board determines the factors in this attachment based on collective actuarial equivalence and the fund principles below:

Type of principle	Description
Death	Forecast table Actuarial Association 2024 with mortality experience PDN 2024
Marriage	PDN Partner Frequency in 2024; 100% partnership at pension age; after retirement date based on the specific partner system
Age difference	The female partner/insured person is assumed to be two years younger than the male insured person/partner with additional loading of 0.85% on the net provision
Unisex rule	Based on the ratio of the male/female provision for non-pensioners in the basic pension scheme.
Duration of the benefit	Loading of 0.25% on the net provision for regulatory benefit conditions
Interest	Dutch central bank (DNB) interest-rate term structure at the end of the previous quarter

On commutation of the partner's pension the orphan's pension will also be commuted. The value of the orphan's pension is 2.0% of the value of the partner's pension.

BIJLAGE 5 List of PDN employers (and legal predecessors)

Amsterdam Fertilizers B.V.	Goois Computer Centrum B.V.
AnQore B.V.	High Tech Plastics B.V.
AOC Nederland B.V.	Holland Carbon Fuels B.V.
Arena Recycling Vof	InnoSyn B.V.
Asb	Keuringsinstituut Soba B.V.
Bendien Smits B.V.	Koninklijke DSM N.V.
Betonson B.V.	Kupron Prototypes B.V.
Special Scheme of DSM Gist Services B.V.	Lanxess Elastomers B.V.
	Lake Employees B.V.
Bioprocess Pilot Facility B.V.	Licom
Borealis Plastomers V.O.F.	Lsk/Van Driel
Brightlands Venture Partners B.V.	Lydall Solutech B.V.
Calmont B.V.	Macintosh Falcon/International B.V.
Chemelot Campus B.V.	Macintosh N.V.
Chem-Y, Fabriek Van Chemische Producten B.V.	Mep Europe B.V.
Circle Infra Partners B.V.	
Centrient Pharmaceuticals Netherlands B.V.	Nederlandse Benzol Maatschappij B.V.
Coban B.V.	Neom
Covestro Netherlands B.V.	Nmi
Curtec Nederland B.V.	Nvcp Chemicals B.V.
Curver B.V.	Oci Nitrogen B.V.
Avient Protective Materials Services B.V.	
DSM Advanced Polyesters Emmen B.V.	Patheon B.V.
DSM Agro B.V.	Patheon Biologics B.V.
DSM Coating Resins B.V.	Rigips Benelux B.V.
DSM Engineering Plastic Products B.V.	Ebert HERA B.V.
DSM Twilmij B.V.	
DSM Engineering Plastics Emmen B.V.	Stamicarbon B.V.
DSM Executive Services B.V.	Stichting Chemelot InSciTe
DSM Gist Services B.V.	Superconfex B.V.
DSM Limburg B.V.	Superfos Verpakkingen B.V.
DSM NL Services B.V.	Synres B.V.
DPS B.V.	
DSM Pharma Chemicals Venlo B.V.	Taqa Energy B.V.
DSM Resins B.V.	Teknor Apex B.V.
DSM Rim Nylon V.O.F.	Terca Baksteen B.V.
DSM Special Products B.V.	Van Luyk Moerdijk B.V.
Emerald Kalama Chemicals B.V.	Vulcaan B.V.
Euroresins Benelux B.V.	Vulcaan B.V. (V/H Spk)
Endurance Solar Solutions B.V.	Vulcaan Meststoffenhandel B.V.
Envalior B.V.	
Envalior Netherlands B.V.	

Fardem B.V. (Ahlt)	Vynova Beek B.V.
Fardem B.V. (CLA)	Walki Sacks B.V. (CLA)
Fardem Packaging B.V.	Xplore
Fibrant B.V.	Yparex B.V.
Fonds Sociale Instellingen	

Contact



If you have questions regarding your pension visit our website: <http://www.pdnspensioen.nl> or contact our Pension Desk: tel. +31 (0)88 - 3601555 email: PDN@dpnspensioen.nl