



Brochure

**New to the
company**



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When you have recently joined the company, it will be wise to make some important pension arrangements.

These pension arrangements are not only of importance to you (retirement pension and disability pension), but also to your partner (partner's pension) and your children (orphan's pension). If you don't make these arrangements now, your partner and children could get into financial difficulties following your death, because they will not be insured for a partner's pension or an orphan's pension. This brochure contains more detailed information.

Have you already completed the pension journey '[Employed](#)'? This explains a number of important issues. This information is available on the PDN website (pdnpensioen.nl), under 'downloads'.

PDN Pension Fund



You have not only joined a great company, but have also become a member of a pension fund's pension scheme. PDN, short for Pensioenfonds DSM Nederland, has a mandatory basic pension scheme in the form of a conditional average salary scheme. This basic pension scheme calculates your pension (retirement pension, partner's pension, orphan's pension and disability pension) on the basis of your fixed pensionable salary.

Your pensionable salary is the portion of your gross salary that counts towards your pension accrual. The fixed pensionable salary is set at a maximum of €112,189 (tax threshold for 2021).

Does your fixed pensionable salary exceed this threshold? If so, then if you so wish you can also accrue pension capital under the net pension scheme.



BASIC PENSION SCHEME

The basic pension scheme insures the following pensions:

- on retirement: your retirement pension (retirement age of 67);
- on death: partner's pension for your partner and orphan's pension for your children;
- on disability: your disability pension.



Retirement Pension

You, as a member of the basic pension scheme, accrue pension each year. The annual accrual rate of your retirement pension is equal to 1.4% of your pension base. This pension base is your gross annual salary (fixed salary + fixed bonuses/allowances, to a maximum of the threshold) less what is referred to as the 'deductible'. As you will also receive a state pension as from your state pension age you do not need to accrue pension over a specific amount of your fixed pensionable salary – the deductible.

When you work part-time your annual accrual rate is multiplied by your part-time percentage.

Your retirement pension is the pension you receive from your chosen retirement date. More information about the deferred payability of a pension is available on the PDN website under '[Retiring on a pension](#)'.



Partner's and Orphan's Pension

As a member of the basic pension scheme, you also accrue a partner's pension (temporary or

otherwise) and an orphan's pension. The accrual rate of the partner's pension is 1.1% of the pension base. The accrual rate of the temporary partner's pension is 0.22% and for orphan's pension is 0.2625% of the pension base. When you work part-time your annual accrual rate is multiplied by your part-time percentage.

A supplementary partner pension is insured to a gross annual amount of €15,986 (for 2021).

When you work part-time this amount is multiplied by your part-time percentage.

As the supplementary partner's pension is only insured on a risk basis, this pension is terminated on leaving the company.

The partner's pension (temporary or otherwise), supplementary partner's pension and orphan's pension are the pensions that your partner and/or children receive in the event of your death.

More information is available in the '[Partner's and orphan's pension](#)' brochure on the PDN website.



Disability pension

Should you fall sick during your employment and subsequently become entitled to a benefit pursuant to the *Wet werk en inkomen naar arbeidsvermogen* (WIA, Work and Income (Capacity for Work) Act) during or after your employment then it is possible that you will receive a disability pension. This disability pension amounts to 70% of the fixed pensionable salary above €58,311 (derived from the WIA maximum daily wage – amount 2021).

This disability pension compensates part of the loss of income following occupational disability.

In this case, you will also continue to accrue pension on a non-contributory basis. Both the amount of the disability pension and the non-contributory pension accrual depend on the degree of the occupational disability and the part-time percentage.

More information about this is available on the PDN website under '[Disability](#)'.



Pension contribution

Your employer pays PDN a pension contribution of 24% of the pensionable salary. The employee also pays part of this contribution. The amount of the employee's pension contribution is laid down in the Collective Labor Agreement (CLA). Your contribution is withheld, to the threshold, from your monthly pensionable salary and is exempt from payroll tax. Tax is levied only once the pension (retirement pension, partner's pension, orphan's pension and disability pension) is paid. Taxation is deferred: the pension contribution untaxed, the pension is taxed.



Indexation

PDN strives to allow the pension accrued in previous years to grow in line with the general wage increase at the employer. This is subject to the condition that the pension fund's financial position allows indexation. The accrued pension may be reduced when this is dictated by the fund's financial position.



Value Transfer

Have you accrued pension with a previous employer? If so, you can give consideration to value transfer. The value of the pension you have accrued elsewhere can be transferred to PDN. Value transfer enables you to bring your entire pension pot under one pension fund. Your pension will then be paid by one fund rather than by several funds.

Information about the value transfer procedure is available in the '[Value transfer](#)' brochure on PDN's website.



Marriage and/or Cohabitation

When you are married or cohabit under a registered partnership then your partner and any children are automatically insured in the basic pension scheme for a partner's pension and orphan's pension on your death. However, you will need to take action if you cohabit without being married or having a registered partnership, or live outside the Netherlands. You must register your partner with PDN.

Your partner is entitled to a partner's pension on your death only when he/she is registered with PDN. More information is available in the [‘Marriage and cohabitation’](#) brochure on PDN's website.



Report Events

If you live in the Netherlands and something changes in your life situation then PDN will in certain cases automatically receive notification from the Dutch government's Personal Records Database, for example if you are getting a divorce. In that case, you do not need to notify PDN. The employer notifies PDN of some changes in the work situation, for example a change in the part-time percentage. You do not need to notify PDN of these changes.

PDN is not notified of some other changes in your living or work situation. You will need to inform PDN of these changes.

More information is available in the [‘Reporting events to PDN’](#) brochure on the PDN website.

NET PENSION SCHEME



Net Pension Scheme

The Net Pension Scheme (NPS) is a voluntary scheme in which you accrue net pension capital over the fixed pensionable salary above the tax threshold. This threshold is adjusted each year.

Tax is not deductible on the pension contribution relating to the fixed pensionable salary in excess of this threshold. The government immediately withholds the full tax on that part of the pensionable salary and the taxation is not deferred until the time of the payment of the pension.

The NPS enables you to nevertheless accrue pension on your pensionable salary in excess of the threshold by accruing net pension capital that you can later use to purchase a net pension benefit. The net pension benefit you purchase with this pension capital will not be taxed at the time of payment in the Netherlands (pension contribution taxed, pension untaxed). Nor is the pension capital taxed in Box 3.

More information (including about the contribution for fixed and variable pensionable salary) is available on the PDN website under [‘Net Pension Scheme’](#).

Contact



Do you have any questions about your pension? If so, you are welcome to visit our website, pdnpensioen.nl or contact our Pension Desk, phone: +31 (0)45 - 5788100 email: info.PDN@dsm.com

Pension Regulations



Click on the icon for more information about the new to the company basic pension scheme in the pension regulations.

Net Pension Regulations



Click on the icon for more information about the Net Pension Scheme in the net pension regulations.

Disclaimer

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