

## Overview variable components per employer

<p><b>DSM NL Services B.V.</b></p> <p><b>DSM Executive Services B.V.</b></p> <ul style="list-style-type: none"> <li>• Transition allowance</li> <li>• STI</li> <li>• Performance Bonus</li> <li>• MyChoice (budget 6.11%)</li> <li>• Paid out DI days + non-statutory leave</li> </ul>	<p><b>DSM Sinochem Pharmaceuticals Netherlands B.V.</b></p> <ul style="list-style-type: none"> <li>• Variable reward (cl. paragraph)</li> <li>• Short Term Cash Incentive</li> </ul>
<p><b>Aliancys Nederland B.V.</b></p> <ul style="list-style-type: none"> <li>• STI</li> <li>• Bonus</li> <li>• My Choice</li> <li>• Transition allowance</li> </ul>	<p><b>AnQore B.V.</b></p> <ul style="list-style-type: none"> <li>• STI</li> <li>• My Choice</li> <li>• Personal allowance</li> <li>• Performance payment</li> </ul>
<p><b>Bioprocess Pilot Facility B.V.</b></p> <ul style="list-style-type: none"> <li>• Not applicable</li> </ul>	<p><b>Chemelot Campus B.V.</b></p> <ul style="list-style-type: none"> <li>• Bonus</li> <li>• TTN</li> <li>• TTI</li> </ul>
<p><b>Chemelot Ventures Management B.V.</b></p> <ul style="list-style-type: none"> <li>• Bonus (max 10% gross salary)</li> </ul>	<p><b>Stichting Chemelot InSciTe</b></p> <ul style="list-style-type: none"> <li>• Not applicable</li> </ul>
<p><b>Euroresins Benelux B.V.</b></p> <ul style="list-style-type: none"> <li>• My Choice (budget 6,11%)</li> </ul>	<p><b>Fibrant B.V.</b></p> <ul style="list-style-type: none"> <li>• Target reward</li> <li>• Target reward 2</li> <li>• My Choice</li> <li>• Personal allowance</li> <li>• Performance payment</li> </ul>
<p><b>InnoSyn B.V.</b></p> <ul style="list-style-type: none"> <li>• Company target (max 8% gross salary)</li> <li>• Transitie allowance (former DSM)</li> </ul>	<p><b>Patheon N.V.</b></p> <ul style="list-style-type: none"> <li>• Not yet known</li> </ul>

<b>Patheon Biologics B.V.</b> <ul style="list-style-type: none"><li>• Not yet known</li></ul>	<b>Sitech Services B.V.</b> <ul style="list-style-type: none"><li>• Result bonus</li><li>• Result reward (RAU)</li><li>• STI</li></ul>
<b>Synres B.V.</b> <ul style="list-style-type: none"><li>• My Choice</li></ul>	<b>Vynova Beek B.V.</b> <ul style="list-style-type: none"><li>• Result reward</li></ul>