

BASF UK Group Pension Scheme - Group & BPP DC Sections ("the Scheme")

Salary Sacrifice Form

for Redundancy or other one-off payment

I irrevocably give up receipt of £..... or% of any Long Service Award / Redundancy / Other payment* which might otherwise be awarded to me.

(*form not to be used for the Annual Bonus Sacrifice paid in April (or March for a small number of BASF Metals employees))

If other payment please state type:

Please complete in **BLOCK CAPITALS**

Surname:	Forename:
Date of birth:	National Insurance Number:
Company:	Employee no:

Investment instruction

You can choose **one** of the two investment paths available, LifePlan or FreePlan, by completing either the LifePlan or FreePlan section below:

LifePlan

1 I want to invest the above amount in **LifePlan**. Please tick **one** of the Growth Fund options:

Adventurous Fund

Moderate Fund

Cautious Fund

2 Please tick **one** of the retirement benefit goals to target:

Guaranteed income (annuity)

Flexible income (flexi-access drawdown)

Cash lump sum

3 I want a Target Pension Date of:

(Insert date between age 55 – 75)
Please note your chosen Target Pension Date will apply to **all of your LifePlan investments in your DC Account**, not just the payment on this form.

OR

FreePlan

1 I want to invest the above amount in **FreePlan** as shown below.

Please insert a percentage next to your chosen funds (minimum 10%).

Fund	%
Adventurous Fund	
Moderate Fund	
Cautious Fund	
Ethical Fund	
Islamic Fund	
Pre-Retirement Annuity Fund	
Sterling Liquidity Fund	
Total	100%

Note: if you choose to invest in LifePlan, elsewhere you will see it labelled according to the Growth Fund and target benefit goal you have chosen. For example, if you chose the Adventurous Fund and a Flexible Income, this is the "Adventurous Flexible income LifePlan". Further information on investing your DC account is in the Investment Guide (Jan 2016). Booklets and guides are available on the pension website at: <http://ukpensions.basf.co.uk>

Declaration

1. I understand that if my total contributions made by me and my employer to the Scheme, plus additional contributions I may make to any other pension arrangement, are more than the Annual Allowance, I may be subject to an additional tax charge. If I am a former member of the BPP or Group defined benefit (DB) section of the Scheme, increases in my DB section accrued pension may also count towards the Annual Allowance.

If the Annual Allowance could affect to you, you should take independent financial advice.

Further information about the Annual Allowance can be found at:

<http://www.gov.uk/tax-on-your-private-pension/annual-allowance>

2. I understand that as a DC Account is currently held in respect of me under the Group or BPP DC Sections of the BASF UK Group Pension Scheme, the Company will arrange for the amount given up by me to be credited as an employer pension contribution to my DC Account.
3. I understand that the one-off employer pension contribution, equal to the amount I have sacrificed, will be invested in my DC Account as indicated by me on this form. Any investment choices shown on this form will also apply to any other one-off sacrifice contributions of this type made previously. If I later wish to change my investment choices, I can do so by logging on to epa at: <https://epa.towerswatson.com/accounts/basf>
4. If I do not indicate an investment choice, the additional contribution will, if applicable, be invested in line with any previous one-off sacrifice contributions already invested, or otherwise, in line with my regular contributions.

Signed:

Signed:

Employee

On behalf of the Company

Date:

Date:

This form should be returned to site HR team. Please keep a copy for your records.

Please note by law, specific investment advice cannot be given by any companies within the BASF Group, the Trustee, the Scheme administrator or its employees. If you need further guidance it is recommended that you contact an independent financial adviser. The adviser may charge you a fee.

Using the information you provide on this form

Providing your mobile phone number and email address is optional. If you do choose to provide these details, they will be held by the BASF Group, the Trustee and their advisers and only used to provide you with information relating to the BASF UK Group Pension Scheme. Your details will not be passed to any third parties to be used for any other purpose. If, at any time, you wish to stop being sent BASF UK Group Pension Scheme updates via your mobile phone or email, you can request to opt out and we will remove these details from our system. Any information you provide will be held and processed in accordance with the General Data Protection Act Regulation. For further information about how the Trustee will process and use your personal information, please see our Privacy Notice, which can be found at, <http://ukpensions.basf.co.uk>.

