

# BASF UK Group Pension Scheme



## Supplementary guide for employees who joined the defined contribution (DC) section prior to 1 June 2009

This supplementary guide should be read in conjunction with the DC section 'Your member guide' booklets dated April 2012. It applies to you if you:

- joined the DC section of the Scheme before 1 June 2009, and
- have continuously been an active member of the DC section since 31 March 2012.

If this applies to you, some of your benefits for service after 31 March 2012 differ from those set out in the DC section 'Your member guide' booklets dated April 2012. The differences are as follows:

'Your member guide' reference	Benefit that applies																					
Booklet 1, Pages 8 and 9	'Contributions to my account'																					
	<p>In addition to the contribution bands shown in Booklet 1, pages 8 and 9, you are also eligible for the 7:12 transition band which means that you can choose a pension salary sacrifice* of 7% of <i>pensionable salary</i> and your <i>employer</i> will pay this and a standard <i>employer</i> contribution of 12% of <i>pensionable salary</i> to your <i>account</i>.</p> <p>In your case, the table below applies instead of the one shown on page 9 of Booklet 1:</p> <table border="1"> <thead> <tr> <th>Your pension salary sacrifice*</th> <th>Standard <i>employer</i> contribution</th> <th>Total <i>employer</i> contribution paid into your <i>account</i></th> </tr> <tr> <th colspan="3">% of pensionable salary</th> </tr> </thead> <tbody> <tr> <td>3%</td> <td>4%</td> <td>7%</td> </tr> <tr> <td>4%</td> <td>6%</td> <td>10%</td> </tr> <tr> <td>5%</td> <td>8%</td> <td>13%</td> </tr> <tr> <td>6%</td> <td>10%</td> <td>16%</td> </tr> <tr> <td>7%**</td> <td>12%**</td> <td>19%**</td> </tr> </tbody> </table> <p>*If you do not participate in pension salary sacrifice this table also applies to the regular member pension contributions you make instead.</p> <p>**The Company intends that the 7:12 transition band should run for 10 years from 1 April 2012 but eligible employees must start a pension salary sacrifice* of 7% of <i>pensionable salary</i> by 1 April 2015 in order to qualify for the highest standard <i>employer</i> contribution of 12%.</p>	Your pension salary sacrifice*	Standard <i>employer</i> contribution	Total <i>employer</i> contribution paid into your <i>account</i>	% of pensionable salary			3%	4%	7%	4%	6%	10%	5%	8%	13%	6%	10%	16%	7%**	12%**	19%**
Your pension salary sacrifice*	Standard <i>employer</i> contribution	Total <i>employer</i> contribution paid into your <i>account</i>																				
% of pensionable salary																						
3%	4%	7%																				
4%	6%	10%																				
5%	8%	13%																				
6%	10%	16%																				
7%**	12%**	19%**																				

Booklet 2, Page 4	<b>'Benefits when you retire' - the following additional information applies</b>
	<p><b>What is a GMP?</b> GMP means guaranteed minimum pension. If you were contracted-out of the State additional pension through the Scheme before 6 April 1997, this is the minimum amount of pension that the Scheme was required to provide you with as a condition of you being contracted-out.</p> <p><b>Will I have a GMP?</b> If you have a GMP, that part of your <i>account</i> which is attributable to employment before 6 April 1997 must be used to secure the GMP (including the attaching survivor's GMP). Should the relevant part of your <i>account</i> be insufficient to provide your GMP, the balance of the cost will be met by the <i>Scheme</i>.</p> <p><b>How will my GMP be provided?</b> If you have a GMP, that part of your <i>account</i> which is attributable to employment before 6 April 1997 must be used to secure the GMP (including the attaching survivor's GMP). Should the relevant part of your <i>account</i> be insufficient to provide your GMP, the balance of the cost will be met by the <i>Scheme</i>.</p>
Booklet 2, Page 8	<b>'If you die in service - what benefits are payable if I die in service?'</b>
	<p>The benefits payable on death in service on page 8, Booklet 2 are replaced by the following:</p> <p>If you die while working for your <i>employer</i> as an active member of the <i>Scheme</i>, as cash lump sum of four times your <i>pensionable salary</i> will be payable.</p> <p>The value of your <i>account</i> based on any pension salary sacrifice (or regular member pension contributions) which <u>did not</u> attract a matching standard <i>employer</i> contribution will also be payable as a cash lump sum not exceeding the Lifetime Allowance (see Booklet 1, page 10).</p> <p>In addition, the following pensions may be payable:</p> <ul style="list-style-type: none"> <li>■ to your <i>partner</i> (see term defined below) - a pension equal to 30% of your <i>pensionable salary</i> (inclusive of any GMP); and</li> <li>■ to each of your <i>children</i> (see term defined below) a <i>child's</i> pension of 10% of <i>pensionable salary</i> for each <i>child</i> (up to a total of 30% of <i>pensionable salary</i>). If you have more than three <i>children</i>, the maximum benefit of 30% of <i>pensionable salary</i> will be divided equally between the <i>children</i>.</li> </ul> <p><b>Some additional terms you should know:</b></p> <p><b>Partner</b> Your widow, widower or surviving civil partner, or any person with whom at the time of your death you are living in a similar relationship, is eligible to be treated as your <i>partner</i>. Other dependants may also qualify with BASF Plc's agreement. The <i>Trustee</i> has discretion whether a person is to be regarded as a <i>partner</i> for the purposes of receiving a survivor's pension. To guide the <i>Trustee</i> you are invited to complete a Nomination Form to indicate whom you would like to be treated as your <i>partner</i> for those purposes. (Any valid nomination of an eligible recipient which was received by the <i>Trustee</i> before 1 April 2012 and which is not subsequently withdrawn will be honoured.)</p> <p><b>Child/children</b> Any <i>child</i> as defined in the <i>Scheme rules</i>, under age 18 (or 23, if in full-time education), or any <i>child</i> who suffers a physical or mental impairment regardless of age, for whom you have a financial responsibility.</p> <p>Once in payment, the <i>partner's</i> and <i>children's</i> pension will increase each year in line with inflation, up to a maximum of 2.5%</p>

A number of words and phrases used in this guide have a special meaning. These are defined in the **DC section 'Your member guide' booklets updated April 2012** and appear in *italics* in this guide.

Details of how *Scheme* benefits are calculated and paid are set out in the Trust Deed and Rules, which take precedence over this guide.