



Dear Sir, Madam,

In March 2020, we'll be holding elections for two new members of PDN's Board. Would you like to be considered? If so, put yourself forward as a candidate. Information on the application procedure is given below.

Two Board members representing pensioners are stepping down in July 2020. That is why elections are being held for new members representing pensioners. The current representatives can stand for re-election.

Board members need to know a great deal about pensions. It takes a good deal of time to acquire that knowledge: time that we are happy to provide. This means that if elected you will have the option to first of all be a prospective member of the Board. Once you have been elected, you will start with a specific training course for the position in question. If you meet the minimum requirements for membership of the Board, we'll put your name forward to De Nederlandsche Bank for an assessment. With DNB's approval your four-year term of office on the Board will start on July 1, 2020 at the earliest.

Who is eligible for election?

All pensioners receiving a pension from PDN on July 1, 2020 can put themselves forward as candidates.

If you would like to put yourself forward for the Board, please fill out the enclosed nomination form and send it by **Friday January 17, 2020** to: Verkiezingscommissie PDN, Antwoordnummer 110, 6400 VB Heerlen. Please attach your résumé and a cover letter of no more than 500 words explaining why you're putting yourself forward as a candidate.

What are the membership criteria?

Not only are pensions a hot topic: they are also complex. Strict requirements are set for PDN's Board members. Not only do candidates need to have the right level of expertise, they also need to be armed with the necessary skills to carry out their tasks properly. Professional conduct is an essential quality. As well as being suitable, candidates must be able to devote sufficient time and attention to their assigned duties.

The Board has laid down the PDN Board membership requirements in profiles. You will find the profile for Board members representing pensioners [here](#) or by following the link on our website www.pdnpensioen.nl under 'About us' in the menu on the right.

The Board aims to be as diverse as possible. This means that it aims to include male and female members, whether young or old, with different educational backgrounds and skills, drawn from various locations.

The election procedure

The elections are organized by an election committee. This committee is made up of two members of PDN's Board. The election committee compiles a list of candidates if there are more eligible candidates than seats. The candidates' positions on this list, which is also used as the ballot, are determined by drawing lots. The election committee will inform you in good time of your position on the list. If you have any questions about putting yourself forward as a candidate, please contact Gerrie Mulders of PDN Administrative Support. You can contact her by e-mail: gerrie.mulders-melssen@dsm.com.

If there are more candidates than available seats, you will receive information about the candidates placed on the electoral list mid-February. You will also receive a ballot to vote and/or login codes to vote digitally for your preferred candidate.

A summary of the results will be published on the PDN website.

Who is eligible to vote?

All pensioners receiving a pension from Stichting Pensioenfonds DSM Nederland on July 1, 2020.

Assessment

The selection committee assesses the suitability of the potential candidates. This committee is made up of two members of the Board. If you put yourself forward, you will be invited to an interview. If the selection committee decides that you do not meet the profile requirements, you will be informed of this in writing before the list of candidates is published. The selection committee's decision is final. It is not open to appeal. De Nederlandsche Bank's approval is also required to appoint a member of the Board.

Once a member of the Board has been nominated, we meet with him or her to formulate a development plan and make agreements on his or her training. During a term of office, we organize regular appraisals of a Board member's performance.

Remuneration

As well as travel and accommodation expenses, members of the Board representing pensioners receive a fixed gross annual payment of €25,000.



Nomination form for PDN's Board

(Please fill out in block capitals)

Name:	
Street name and house number:	
Postcode:	
Town/City:	
Telephone number:	
Date of birth:	
E-mail address:	

I am putting myself forward as pensioners' representative of PDN

Date:

Signature:

- I have attached a résumé that includes the following information:**
- Information about my work experience, management experience, knowledge of pensions, and experience with pensions
 - Any pension training courses or other training/education
 - My specific skills, and at least two references.
 - An explanation (maximum 500 words) of why I want to become a member of the Board.

(To put yourself forward as a candidate, please send this form and the other documents by January 17, 2020, to: Verkiezingscommissie PDN, Antwoordnummer 110, 6400 VB Heerlen, or by e-mail to gerrie.mulders-melssen@dsm.com.)