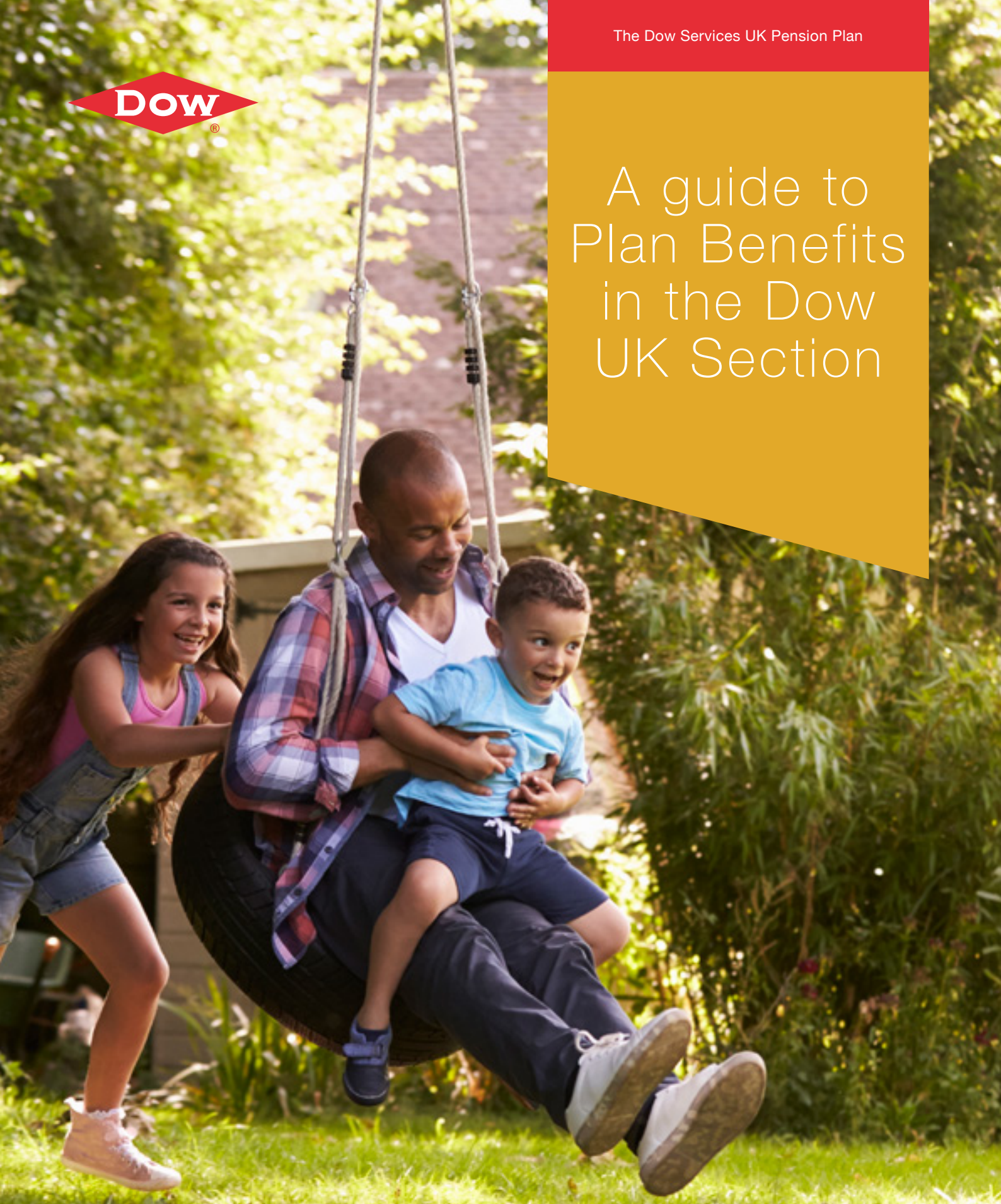





A guide to Plan Benefits in the Dow UK Section



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Section 1

Introduction

This booklet contains a summary of the main features of the benefits provided under the Dow UK section of the Dow Services UK Pension Plan (the “**Plan**”).

The Dow UK section combines two types of pension benefits, and together they provide your Dow UK section benefits:

- ‘Defined Benefits’ which provide pension and death benefits linked to your salary during your membership of the Plan; and
- ‘Money Purchase’ benefits based on the contributions paid into the Plan and the investment returns earned on those contributions.

To protect your benefits, the Plan is set up as a Trust, and is administered and managed by Trustees. The assets of the Plan are completely separate from those of Dow Chemical Services UK Limited (referred to in this booklet as ‘the Company’).

The Section is administered on a day-to-day basis by Capita (the “**Plan Administrators**”).

This booklet is only intended to provide a summary of the key benefits provided by the Dow UK section of the Plan. The Plan is governed by formal legal documents (known as a Trust Deed and Rules, which can be amended from time to time). Full details of the benefits provided by the Plan are set out in the Trust Deed and Rules which is available to all members upon request. Whilst care has been taken to ensure the accuracy of this booklet, it does not cover every aspect of the Plan’s benefit design, and in the event of an error in the booklet, the Plan’s Trust Deed and Rules override this booklet. If you would like to request a copy of the Plan’s Trust Deed and Rules please contact Capita using the contact details below.

If you have any questions about the Dow UK section or the Plan generally please contact Capita using the details set out in Section 9 (Help with pension questions).

1.1 How does this booklet apply to me?

The Dow UK section benefits available to you may differ from those set out in this booklet if you are a former member of the Dow (Wilton) Pension Plan or Haltermann Limited Pension Plan.

In addition, if you transferred-in to the Plan from the Dow Chemical Pension Plan, there may also be differences in relation to your transferred-in benefits.

This booklet only applies to the Dow UK section and therefore does not apply to members of the Plan who joined as a result of the merger of the Plan with the Rohm and Haas Retirement Plan – UK, the Hyperlast Limited Retirement Benefits Plan, or the Dow Corning Ltd Pension Plan (or any pension scheme that previously merged into any of those schemes).

1.2 Overview of Dow UK section benefits under the Plan

Your pension is made up of two parts: Defined Benefits and the Money Purchase benefits.

Defined Benefits

You build up a unit of annual pension equal to 1.2% of your **pensionable salary** for each year you’re a member of the Plan. The pension units you build up each year are increased up to retirement to provide some protection against inflation. When you **retire**, all the units of pension you’ve built up are added together to form your total Defined Benefits pension.

The Company pays the entire cost of Defined Benefits. Company contributions are paid into the Plan and invested by the Trustees to provide the promised benefits.

Money Purchase benefits

You have your own Money Purchase pension account, which is credited with the contributions paid in by you and the Company before 1 May 2019 (when the Money Purchase section closed to new contributions).

You choose how your pension account is invested from a number of funds selected by the Trustees. Investment returns are also credited to your pension account. When you **retire**, the money built up in your account is used to provide your retirement benefits.

Other benefits and options

- A lump sum of 4 times your **regular salary** plus the value of any **AVCs** you have made to the Plan, if you die whilst an active member in the Plan;
- A pension for your spouse or civil partner (or if you have no spouse or civil partner, an eligible partner, or other eligible dependants) on your death;
- Potential options for retiring early (including on grounds of ill-health) or postponing the start of your pension; and
- The option to take part of your pension as a cash sum at retirement, currently tax-free.

1.3 Definitions

Note: Key definitions will appear in bold font throughout the booklet.

Normal retirement age:

Your 65th birthday.

Pensionable salary:

Your base salary plus any flexibility premium you receive, the amount of any performance award paid whilst you are an active member of the Plan under Dow Chemical Services' performance award program, and the amount of your salary sacrificed under any salary sacrifice arrangement you entered into with your employer. Any voluntary waiver of performance award (bonus sacrifice) is also included when calculating the Defined Benefits pension.

Regular salary:

Your annual rate of base salary as at date of incapacity or death, any flexibility premium paid during the 12 months prior to the earliest of the date of death, the date of retirement, the date of leaving service, the date you ceased to be an active member or normal retirement age, and the amount of your salary sacrificed under any salary sacrifice arrangement you entered into with your employer.

Retire:

When you actually begin to draw your benefits from the Plan, whether or not you are still in employment or have reached normal retirement age.

Partial incapacity:

Ill health or incapacity which, in the opinion of the Company permanently prevents you from continuing in your normal employment or any other employment for which you are in the opinion of the Company suitably qualified.

Total incapacity:

Ill health or incapacity which prevents you, in the opinion of the Company, from undertaking any paid employment.

AVCs:

Additional Voluntary Contributions, see section 3.1 (Additional Voluntary Contributions) for more details.

Section 2

Plan Membership

2.1 Introduction

The Dow UK section of the Plan was closed to new joiners on 1 July 2013. In addition, new contributions to build up Money Purchase benefits stopped on 1 May 2019.

Employees who were active members of the Dow UK section of the Plan before 1 July 2013 may continue to accrue Defined Benefits until they cease being employees or otherwise leave the Plan.

2.2 Can benefits be transferred in from a previous scheme?

The Plan does not currently accept individual transfers from members' previous pension arrangements.

2.3 Will absence affect my membership?

Illness

If you are temporarily absent from work due to illness or an accident, you will remain a member of the Plan as long as you are still being paid a salary under the sickness or salary continuance policies.

In the event of prolonged illness or disability, you may be entitled to receive an ill-health pension (see page 12).

Parental leave

You will remain a member of the Plan while you are on paid parental leave and your Defined Benefits will be based on the salary you would have received if you had not been on parental leave. Any period of unpaid parental leave will normally not count towards your Defined Benefits.

Section 3

Contributions and investment of Money Purchase benefits

In brief:

Certain employees are active members and continue to build up Defined Benefits in the Dow UK section. The Company pays the whole cost of providing these benefits and members do not pay contributions. The Company's contribution to fund Defined Benefits is agreed with the Trustees, based on advice from the Plan Actuary.

Contributions for Money Purchase benefits ceased on 1 May 2019. You choose how to invest the Money Purchase account you built up before 1 May 2019.

3.1 Additional Voluntary Contributions

In limited circumstances it may be possible to pay **AVCs** (Additional Voluntary Contributions) into the Plan. Please contact Capita in relation to any enquires about paying **AVCs**, using the contact details set out in Section 9 (Help with pension questions).

3.2 Tax and building up benefits – the Annual Allowance

The Annual Allowance is a limit to the total amount of contributions that can be paid to defined contribution pension schemes and the total amount of benefits that you can build up in defined benefit pension scheme each year, for tax relief purposes.

Above the Annual Allowance, you will not get tax relief on your contributions or benefits you build up. The Annual Allowance applies across all registered pension schemes that you are a member of, but you will not ordinarily use up any of your Annual Allowance whilst you are a deferred member.

You can find out more about the Annual Allowance here: <https://www.gov.uk/tax-on-your-private-pension/annual-allowance>

3.3 Choosing investments for your Money Purchase benefits

The contributions paid by you and your employer for Money Purchase benefits, before this stopped on 1 May 2019, are credited to your pension account and invested. You can choose where to invest your pension account from a selection of investment funds.

There are a number of funds to choose from, and they are managed by the Investment Manager(s) selected by the Trustees. More information about the range of funds available can be found at <https://www.mydowpension.co.uk/useful-documents> where you can find the:

- Investment Booklet;
- Change of Investment Instruction Form; and
- Fund Factsheets.

The value of your account is linked to the investment performance of the fund(s) in which your account is invested. If this has been favourable, the value of your account will increase. However, the value of most funds can go down as well as up. Favourable investment returns cannot be guaranteed.

It is important that you consider your investment choices carefully and keep them under review. Financial markets, as well as your personal situation, change and you need to make sure your investment choices reflect your individual circumstances.

You should note that neither the Trustees nor the Company are authorised or able to give you advice about which fund or funds would be best for you. You can look for a financial adviser on the FCA website <https://www.fca.org.uk/consumers/finding-adviser> or at <http://www.unbiased.co.uk>

The Trustees review the performance of the selected Investment Manager(s) and funds on a regular basis. The Trustees may change the Manager or range of funds if they consider it is appropriate to do so.

You will receive a personal statement each year showing the current value of your Money Purchase pension account and other important information relevant to you.

Section 4

Your benefits at retirement

In brief:

- Your **normal retirement age** is 65.
- Your pension is made up of two parts: Defined Benefits and Money Purchase benefits.
- You may be able to **retire** early, with the Company's consent, from age 55.
- An ill-health pension may be paid if you **retire** due to incapacity.
- You can take part of your retirement benefit as a cash sum, currently tax-free.

4.1 Normal retirement

How much will my pension be?

Your Dow UK section pension will consist of two parts: a pension from Defined Benefits and a pension from Money Purchase benefits.

At your **normal retirement age**, your pension is worked out as follows:

Defined Benefits

You build up a unit of annual pension for each year that you're a member of the Dow UK section of the Plan. Each unit is equal to 1.2% of your **pensionable salary** in that year.

Each year's pension unit is then increased every following January up to retirement by the percentage annual rise in the price inflation (as at each 30 September), up to a limit, which is currently 5% a year. Price inflation is currently measured by reference to the Retail Prices index.

At retirement, your annual pension is equal to the value of the total units you have built up.

Example

The table below shows how your pension would build up over a 5-year period, assuming your **pensionable salary** increased annually, and your units increased annually by inflation at 2%.

	Year 1	Year 2	Year 3	Year 4	Year 5
Pensionable salary	£35,000	£35,700	£36,414	£37,142	£37,880
Unit of pension built up during year	£420.00	£428.40	£436.97	£445.70	£454.56
Increase on previous units	-	£8.40	£17.14	£26.22	£35.66
Total value of units at end of year	£420.00	£856.80	£1,310.91	£1,782.83	£2,273.05

Therefore, in this example, after five years:

- the part of your Defined Benefits pension built up in Year 1 would have increased from £420 a year to a pension of £454.56 a year.
- the total pension built up in Years 1 – 5 would be £2,273.05 a year.

Money Purchase benefits

The amount of your pension will depend on several factors, including:

- the performance of your investments and the value of your pension account when you **retire**;
- the rate for converting your account to pension at that time, which is dependent on the financial markets; and
- the options you choose at retirement (see section 4.7 (Options at retirement)).

Your account will be converted to pension under the Plan, using market-related annuity rates as determined from time to time by the Trustees on the advice of the Actuary (unless the Trustees decide to buy an annuity from an insurance company instead). You may be able to buy a pension of your choice outside the Plan as described in section 4.8 (Payment of your pension).

4.2 The Lifetime Allowance

The Lifetime Allowance (LTA) is the total amount of pension benefits that you can build up tax efficiently during your lifetime.

At retirement, the value of your total pension savings will be checked against the LTA. This will take into account not only your pension from the Plan but also the benefits you have built up in all other registered pension schemes.

Few people will be affected by the LTA but it is your responsibility to keep track of all the pension benefits that you build up over your working life. This information must then be provided to the Plan Administrators prior to your retirement to confirm that your pension does not exceed the LTA.

When you come to **retire**, if your pension benefits from all registered pension plans have a total value which exceeds the LTA, the excess value will be subject to tax. It is important that you tell the Plan Administrators about pension benefits built up in other pension arrangements.

You may have applied to HMRC for a form of LTA protection, which means your LTA is different from the standard LTA. If you have done so, you should contact the Plan Administrators to inform them.

You can find out more about the LTA here: <https://www.gov.uk/tax-on-your-private-pension/lifetime-allowance>.

4.3 Early retirement

You may **retire** early, with the Company's consent, at any time from 'normal minimum pension age'. This minimum retirement age is set by the government and is currently age 55 but may be a later age depending on when you were born.

If you **retire** early, your Dow UK section pension under the Plan will be worked out as follows:

Defined Benefits

Your annual pension will be equal to the value of the units you've built up to the date of early retirement and will be reduced to allow for early payment before age 65. The rates of reduction are set by the Trustees following advice received by the Trustees from the Plan Actuary and are subject to change.

Money Purchase benefits

Your benefits on early retirement will be calculated in the same way as for normal retirement. However, your pension will generally be smaller as the value of your pension account is likely to be less and your pension paid is expected to be paid for a longer period.

4.4 Ill-health pension

If, in the opinion of the Company, you are leaving employment and active membership of the Plan because of **partial incapacity** or **total incapacity** at any age, you may receive an ill-health pension. Provided suitable medical evidence is obtained and provided that the Company agrees to you receiving an ill-health pension.

In the event of **partial incapacity**, the pension would be equal to the early retirement pension described in section 4.3 above, but without any reduction to your Defined Benefits for early payment.

In the event of **total incapacity**, the pension would be equal to 50% of your **regular salary** (or the pension payable on **partial incapacity**, if that is greater).

The Trustees may vary or suspend an ill-health pension if, after receiving suitable medical evidence, they consider that you are no longer suffering from **total incapacity** or **partial incapacity**.

4.5 Continuing to work for the Company after age 65

If you continue working for the Company after your **normal retirement age**, you have the option of continuing to build up Defined Benefits while you still work for the Company. In this case, your Defined Benefits pension will be calculated as described in section 4.1 above but based on the units you have built up to your actual retirement date.

Alternatively, you can choose to stop building up Defined Benefits and become a 'postponed pensioner' – you can postpone the start of your pension to the time when you stop working for the Company. In this case, your pension will be calculated as for normal retirement at age 65, and then increased for late payment to the date when you actually start to receive your Defined Benefits pension. The rate of increase for late payment is determined following advice from the Plan Actuary and may change from time to time.

Your Money Purchase benefits in your pension account will remain invested until you **retire**. At your actual retirement date, your account will then be converted to a pension under the Plan using market-related annuity rates applicable to your age at retirement, as determined from time to time by the Trustees on the advice of the Actuary (unless the Trustees decide to buy an annuity from an insurance company instead).

4.6 Ceasing work for the Company and postponing your pension after age 65

You can request to delay the start of your Dow UK section benefits so that they start after **normal retirement age**. This requires the agreement of the Trustees and the Company. You should contact the Plan Administrators to make this request in advance of age 65. You will need to choose a new start date for your benefits, which must be no later than age 70.

In this case, your Defined Benefits pension will be calculated as for normal retirement at age 65, and then increased for late payment to the date when you actually start to receive your pension. The rate of increase is determined following advice from the Plan Actuary and may change from time to time.

Your Money Purchase pension account will remain invested until you start to receive your benefits.

4.7 Options at retirement

Cash sum

When you **retire**, you can choose to take part of your Dow UK section benefits as a cash sum. This means that you will receive a smaller pension. However, the cash sum is paid free of tax (under current legislation) and can be used in any way you wish. Under HMRC requirements, the maximum amount of tax-free cash that you can take is normally limited to 25% of the value of your total Plan benefits.

Any cash sum will be taken from your Money Purchase pension account first, before exchanging any Defined Benefits pension for cash.

Further information about the amount of cash you can take will be provided to you before you **retire**.

Additional benefits for dependants

Under the Money Purchase section, you can choose at retirement whether you want to provide a pension for a spouse or civil partner or, if you have no spouse or civil partner, an eligible partner or other eligible dependant on your death. Alternatively, you can choose a pension that does not provide a benefit for survivors on your death. Whichever you choose, the pension package will include a lump sum should you die within 5 years of starting to receive your pension. The lump sum will be equal to the remaining instalments of pension which would have been payable had you survived until the fifth anniversary of your pension starting.

4.8 Payment of your pension

Your Dow UK section pension from the Plan is paid by monthly instalments directly into your bank or building society account. Tax is deducted before payment under the PAYE system.

Will my pension increase?

Your Defined Benefits pension will currently increase each January in line with the statutory rate of pension increases. This is equal to the percentage annual rise in the Consumer Prices Index up to a limit. The limit or maximum percentage increase is 5% for pensions earned for service before 6 April 2005 and 2.5% for pensions earned for service from 6 April 2005 onwards.

In addition, when you come to choose how to use your Money Purchase pension account, you can normally choose a pension with, or without, annual pension increases.

Can I buy my own pension outside the Plan?

You can transfer the cash value of your Defined Benefits pension and your Money Purchase pension account to another arrangement immediately before you **retire**, or when you become a deferred member (see section 6 (Benefits for deferred members) below).

In this way, you will be able to make your own annuity arrangements with an insurance company of your choice or decide to use your benefits in a different way. The option to transfer may be subject to certain HMRC restrictions and depending on the value of your benefits, you may be required to take independent financial advice before any transfer.

Section 5

Benefits payable on death

In brief:

If you die whilst a member of the Plan, lump sum and pension death benefits may be payable. The benefits differ depending on your membership status when you die:

- **On death in service** – Please see section 5.1 for more details.
- **On death after you leave service but before retirement** – Please see section 5.2 for more details.
- **On death after retirement** – Please see section 5.3 for more details.

Don't forget...

to complete an Expression of Wish form for the death benefits and keep it up-to-date.

5.1 Death while an active member of the Dow UK section

If you die while you are still working for the Company and an active member of the Dow UK section of the Plan, the benefits shown below are payable on your death.

Lump sum

- 4 times your **regular salary** at the date of death plus
- the value of any **AVCs** you have paid.

To take advantage of current tax laws, the Trustees decide who will receive the lump sum. This means that any lump sum is currently paid free of inheritance tax.

It is important that you complete an Expression of Wish form to let the Trustees know who you would like to receive the lump sum. Whilst not legally binding, the Trustees will give due consideration to your wishes.

You should periodically review your Expression of Wish form and complete a new form if your personal circumstances change. A form can be downloaded from the pension website: <https://www.mydowpension.co.uk/useful-documents>.

Dependant's pension

A dependant's pension will be paid on your death to your spouse or civil partner. If you do not leave a legal spouse or civil partner, the Trustees may pay the dependant's pension to an eligible partner, or to one or more of your children or another eligible dependant.

That pension will be equal to the greater of:

- 25% of your **regular salary** at the date of your death,
- or
- the sum of:
 - the pension which could be bought with your Money Purchase pension account (excluding any funds in respect of **AVCs** you have paid), and
 - a pension equal to one-half of the value of your pension units under the Defined Benefit section as at the date of your death.

Any pension payable to your spouse, civil partner or other dependant will be paid for life. The dependant's pension may be reduced if your spouse or civil partner is more than 10 years younger than you. This reduction may be up to 2.5% per annum for each year of age difference above 10. Any pension payable to your children will be paid until age 18 – or up to age 23 if the child is in full-time education or vocational training. The pension will currently increase each January as described in section 4.8 (Payment of your pension) above.

5.2 Death after leaving service with the Company but before retirement

If you die after leaving but before you start to receive your pension, the following benefits would be payable.

Defined Benefits

A pension equal to 50% of your deferred pension at the date of death will be paid to your spouse or civil partner – or, if you do not leave a legal spouse or civil partner, to an eligible partner or to one or more of your children or another eligible dependant, at the Trustees' discretion.

Any pension payable to your spouse, civil partner or other eligible dependant will be paid for life. The dependant's pension may be reduced if your spouse or civil partner is more than 10 years younger than you. This reduction may be up to 2.5% per annum for each year of age difference above 10. Any pension payable to your children will be paid until age 18 – or up to age 23 if the child is in full-time education or vocational training.

The pension will currently increase each January as described in section 4.8 (Payment of your pension) above.

Money Purchase benefits

The value of your pension account at the date of death, will be used to provide a lump sum or additional pension for your eligible dependants, as the Trustees decide. Any **AVCs** you have paid will also be payable as a lump sum.

To take advantage of current tax laws, the Trustees decide who will receive the lump sum. This means that any lump sum is currently paid free of inheritance tax.

It is important that you complete an Expression of Wish form to let the Trustees know to whom you would like the lump sum paid. Whilst not legally binding, the Trustees will give due consideration to your wishes.

You should periodically review your Expression of Wish form and complete a new form if your personal circumstances change. A form can be downloaded from the pension website: <https://www.mydowpension.co.uk/useful-documents>

5.3 Death after retirement

If you die after starting to receive your pension, the following benefits are payable:

Lump sum

If you die within 5 years of starting to receive your pension, a lump sum would be paid equal to the unpaid balance of

5 years' pension payments, at the rate payable at the date of death.

To take advantage of current tax laws, the Trustees decide who will receive the lump sum. This means that any lump sum is currently paid free of inheritance tax.

It is important that you complete an Expression of Wish form to let the Trustees know to whom you would like the lump sum paid. Whilst not legally binding, the Trustees will give due consideration to your wishes.

You should periodically review your Expression of Wish form and complete a new form if your personal circumstances change. A form can be downloaded from the pension website: <https://www.mydowpension.co.uk/useful-documents>

Dependant's pension – Defined Benefits

A pension equal to 50% of your Defined Benefits pension will be paid to your spouse or civil partner – or, if you do not leave a legal spouse or civil partner, to one or more of your children or another eligible dependant, at the Trustees' discretion. If you married your spouse or registered a civil partnership within six months of your death, the Trustees may withhold the dependant's pension.

The dependant's pension is based on your original Defined Benefits pension (before you exchanged any pension for cash at retirement), and includes annual pension increases to the date of death.

Any pension payable to your spouse, civil partner or other eligible dependant will be paid for life. Any pension payable to your children will be paid until age 18 – or up to age 23 if the child is in full-time education or vocational training. The pension will currently increase each January as described in section 4.8 (Payment of your pension) above.

Dependant's pension – Money Purchase benefits

As described in section 4.7 (Options at retirement) above, you can choose at retirement whether you want to use your Money Purchase benefits to provide a pension for a spouse or civil partner on your death (or, if you have no spouse or civil partner, an eligible partner or other eligible dependant).

If you chose to provide these survivor benefits, these may be payable on your death. If you married your spouse or registered a civil partnership within six months of your death, the Trustees may withhold the dependant's pension.

5.4 Nominating your dependants

The pension paid on your death in service or after retirement will be payable to your legal spouse or civil partner. However, if you are not married or in a civil partnership, the Trustees may, at their discretion, pay the dependant's pension to one of your dependants. You may wish to nominate a dependant or your children to receive the pension. If you do not nominate someone to receive benefits on your death, the Trustees may still pay the dependant's pension, but they will not be aware of your wishes.

With regard to nominating a partner for a dependant's pension, you can nominate someone who is financially dependent on you or with whom you share some financial dependency. This is so that they qualify to receive

a dependant's pension under the HMRC tax rules. They do not need to be wholly financially dependent on you but some evidence that you are financially interdependent would be required. For example, sharing living costs on a long-term basis, joint ownership of your home, etc.

The Trustees' determine whether these criteria are met but they must take account of the tax rules regarding financial dependency.

If you are unmarried and wish to nominate someone, complete Section B of the Expression of Wish form (available from the pension website). Whilst not legally binding, the Trustees will give due consideration to your wishes.

Section 6

If you have left the Dow UK section of the Plan – benefits for deferred members

In brief:

- Deferred benefits will be held for you in the Plan until you start to take your pension at **normal retirement age**.
- You may be able to **retire** early, including on grounds of ill-health.
- Instead of taking your benefits at **normal retirement age**, you can request to postpone the start of your benefits provided they start before age 70.
- Or, you can transfer your benefits to another registered pension arrangement.

6.1 Your deferred Dow UK section benefits

Defined Benefits

A deferred Defined Benefits pension will be held for you in the Plan until age 65, based on the units you've built up at the time you left and ceased to be an active member. Your pension units will increase in line with the Consumer Prices Index, up to a maximum of 2.5% a year, over the period from leaving to when you start to receive your benefits.

Money Purchase benefits

Your pension account will be held in the Plan. No more contributions will be paid in, but your pension account will continue to be invested in your choice of fund(s) until you start to receive your benefits. You will continue to have the option to switch funds.

Your benefits and options at retirement will be similar to those set out in Section 4 (Your benefits at retirement). Your current options at retirement are as follows.

Cash sum

When you **retire**, you can choose to take part of your Dow UK section benefits as a cash sum. This means that you

will receive a smaller pension. However, the cash sum is paid free of tax (under current legislation) and can be used in any way you wish. Under HMRC requirements, the maximum amount of tax-free cash that you can take is normally limited to 25% of the value of your total Plan benefits.

Any cash sum will be taken from your Money Purchase pension account first, before exchanging any Defined Benefits pension for cash.

Further information about the amount of cash you can take will be provided to you before you **retire**.

Benefits for dependants

Under the Money Purchase section, you can choose at retirement whether you want to provide a pension for a spouse or civil partner or, if you have no spouse or civil partner, an eligible partner or other eligible dependant on your death. Alternatively, you can choose a pension that does not provide a benefit for survivors on your death. Whichever you choose, the pension package will include a lump sum should you die within 5 years of starting to receive your pension. The lump sum will be equal to the remaining instalments of pension which would have been payable had you survived until the fifth anniversary of your pension starting.

6.2 Can I take my benefits early?

Subject to the consent of the Company and HMRC requirements, you can receive your Plan benefits early - at any age from 'normal minimum pension age'. This minimum retirement age is set by the government and is currently age 55 but may be a later age depending on when you were born. Your Defined Benefits pension will be reduced for early payment. The rate of reduction will be determined by the Trustees on the advice of the Actuary.

You may also be able to take your pension before **normal retirement age** on the grounds of ill health or incapacity. Your Defined Benefits pension will be reduced for early payment. The rate of reduction will be determined by the Trustees on the advice of the Actuary.

6.3 Can I postpone the start of my benefits until after age 65?

You can request to delay the start of your Dow UK section benefits so that they start after **normal retirement age**. This requires the agreement of the Trustees and the Company. You should contact the Plan Administrators to make this request in advance of age 65. You will need to choose a new start date for your benefits, which must be no later than age 70.

In this case, your Defined Benefits pension will be calculated as for normal retirement at age 65, and then increased for late payment when you actually start to receive your pension. The rate of increase is determined following advice from the Plan Actuary and may change from time to time.

Your Money Purchase pension account will remain invested until you start to receive your benefits.

If you die during this period before your pension starts, death benefits will be payable as set out in section 5.2 above.

6.4 Can I transfer my benefits?

As an alternative to leaving your benefits in the Dow UK section of the Plan, you can transfer them to another registered pension arrangement. This could be a new employer's pension scheme, a personal pension or an insurance policy. Depending on the value of your benefits, you may need to take independent financial advice before any transfer.

If you choose this option, the total amount in your Money Purchase pension account under will be transferred plus the 'cash equivalent value' of your Defined Benefits deferred pension at the date of transfer.

You have the right to ask for details of the current transfer value your Dow UK section benefits, free of charge, once a year.

6.5 Leaving the Plan but not the Company

You can opt out of the Plan, and cease being an active member, at any time by giving one month's notice to your employer.

However, you should first think very carefully about the benefits you would be giving up. You will be entitled to the same benefits on opting out as if you had left the Company's employment (i.e. benefits for deferred members). If you opt out of the Plan, you will not be able to re-join later.

6.6 What if I die before retirement?

If you die before you start to receive your pension, lump sum and pension death benefits may be payable. Please see section 5.2 (Death after leaving service with the Company but before retirement) above for more details.

Section 7

State pensions and GMPs

In brief:

The State currently provides a State Pension. The amount of the State Pension is based on your National Insurance record. For men born from 6 April 1951 onwards, and women born from 6 April 1953 onwards, the New State Pension is provided. The amount depends on your record of National Insurance contributions.

In the past, the State Pension was split into a flat rate pension plus a State Second Pension. This is now known as the Additional State Pension. The Plan was contracted out of the State Second Pension meaning you paid a lower rate of National Insurance contributions and received benefits from the Defined Benefits section instead. Depending on your National Insurance record, earnings and other pension history, you may still be entitled to some level of State Second Pension. .

7.1 What is State Pension Age?

Currently the State Pension Age is 66. This is the same for men and women. The State Pension Age is currently scheduled to rise to 67 by 2028 and to 68 by 2046.

7.2 Will I receive a State pension?

Membership of the Plan does not affect your entitlement to the State Pension. This pension is paid on top of your Plan pension.

While you were a member of the Plan prior to 6 April 2016, you were contracted-out of the State Second Pension. This was done through the Defined Benefit section.

7.3 What does contracting-out mean for me?

It means that you paid a lower rate of National Insurance contributions and received benefits from the Defined Benefit section of the Plan instead of the State Second Pension.

In order to contract-out of the State Second Pension, the Plan Actuary had to certify that the Defined Benefit section met minimum benefit standards laid down by the State – this is known as the 'Reference Scheme' test.

Contracting out was abolished from 6 April 2016 so you no longer pay a lower rate of National Insurance contributions. This does not affect the level of Defined Benefits you are building up or have built up.

7.4 GMP Equalisation

Pension schemes which were contracted out between 6 April 1978 and 5 April 1997 had to provide members with a guaranteed minimum pension (GMP). GMPs had to meet certain standards as they were an alternative to the State Second Pension. GMPs were payable to men at age 65 and to women at age 60.

Due to the different ages at which GMPs were payable, GMPs built up at a faster rate for women as they did for men. In 2018, a court ruling decided that this was not lawful and schemes, including the Plan, had to equalise members' benefits to account for this inequality between men and women. This applies in respect of benefits built up between 17 May 1990 and 5 April 1997 and means some members may be due a small increase to their benefits.

The Trustees are considering, with their professional advisers, how to properly equalise benefits in the Plan, including the Dow UK section, as a result of this ruling. This is a complex process and may take some time. The Trustees will be in touch with affected members in due course to inform of any benefit adjustments that are due.

Section 8

Additional information

8.1 Keeping you informed

Information about the Dow UK section and the Plan generally is available on the website at www.mydowpension.co.uk

While you are an active member, you will receive an annual benefit statement. When you have left the Plan and become a deferred member, you will receive an annual benefit statement in relation to your Money Purchase benefits. As a pensioner, you will receive a letter each year letting you know about the increase to your pension.

The Trustees will also write to you every year to provide an update on the Plan's funding position and a summary of the accounts.

The Trustees also present an annual report on the progress of the Plan, together with formal accounts. A copy of the Report and Accounts is available on request. You can also ask to see a copy of the Trust Deed and Rules and the Trustees' Statement of Investment Principles.

If you would like more information about the Plan or have any questions, please contact the Scheme's administrators, Capita, who can be contacted at:

Post

Capita Employee Solutions,
PO Box 555,
Stead House,
Darlington, DL1 9YT

Telephone

0114 289 3377

Email

dowpensions@capita.co.uk

8.2 HM Revenue & Customs (HMRC) approval

The Plan is a Registered Pension Scheme for the purposes of the Finance Act 2004. This means that the Plan will receive valuable tax concessions. For example, your contributions to the Plan usually receive tax relief and the investment returns under the Plan will also be largely free of tax.

8.3 Other restrictions

You cannot assign your Plan benefits to anyone else or use them as security for a loan or mortgage.

8.4 Data protection

The Trustee and some of its service providers are Data Controller and hold and process personal data about you in order to administer the Plan, to calculate and pay benefits, and for statistical and reference purposes. This may include passing on data about you to the Plan's professional advisers, the Plan Administrators and other third parties involved in the running of the Plan. Some of the Plan's

You can view the Data Controllers' Privacy Notices, which explain how data is processed and how the Data Controller's obligations are met, at:

<https://www.mydowpension.co.uk/useful-documents>

www.willistowerswatson.com/personal-data

www.aon.com/unitedkingdom/products-and-services/human-capital-consulting/aon-hewitt-actuarial-services-privacy-statement.jsp

8.5 Pension Protection Fund

The PPF is a safety net, which aims to provide a measure of protection to members of inadequately funded pension plans in the event of sponsoring employers becoming insolvent. It does not pay full benefits to members.

For more information on the PPF, visit:

www.pensionprotectionfund.org.uk

8.6 Pensions and Divorce

Your pension rights under the Plan would be taken into account in a divorce settlement, along with the rest of your assets. This could mean that your pension rights may be split, in one of two ways:

- by 'earmarking' part of your pension rights for your ex-spouse when you **retire** or die;

or

- by 'sharing' your pension rights at the time of your divorce.

If you are getting divorced, you should contact Capita using the details set out in Section 9 (Help with pension questions) below.

8.7 Changing or closing the Plan

Although the Company hopes to continue the Plan in its present form, it is legally entitled to amend, modify or terminate the Plan at any time in the future. Certain changes may also be required from time to time in order to comply with new legislation. You will be kept informed of any changes made to the Plan which affect you.

If the Plan were wound up, the Trustees would use the Plan's assets for the benefit of members and other beneficiaries, as set out in the Trust Deed and Rules and in applicable legislation. If there were insufficient assets to provide the minimum benefits laid down by law, the Company would be liable to meet any shortfall.

Section 9

Help with pension questions

If you have any queries or problems about your Plan membership, you should first contact the Scheme's administrators, Capita, who can be contacted at:

Post

Capita Employee Solutions,
PO Box 555,
Stead House,
Darlington, DL1 9YT

Telephone

0114 289 3377

Email

dowpensions@capita.co.uk

If you are unable to resolve your query or problem in this way, or for additional guidance, there are other channels you can use:

9.1 Internal Dispute Resolution Procedure

The Plan has an internal procedure to resolve any disputes between the Trustees and members, prospective members and beneficiaries. You would need to put your complaint in writing, in the first instance to the UK Pensions Manager and send to feuhrtr@dow.com. You would then receive a response, where possible, within two months. If you were still dissatisfied, you would have the right of appeal to the Trustees.

You can obtain a copy of the procedure from the Kathryn Connell, Secretary to the Trustee at:

Post

Aon,
40 Spring Gardens,
Manchester, M2 1EN

Email

kathryn.connell@aon.com

9.2 The Money and Pensions Service (MaPS)

MaPS is available at any time to assist members and beneficiaries of the Plan with pensions questions and issues they have been unable to resolve with the Trustees or Plan Administrators and to answer general queries.

MaPS can be contacted at:

Post
12 Holborn,
London, EC1N 2TD

Telephone

01159 659 570

Email

contact@maps.org.uk

Website

www.maps.org.uk

9.3 Pensions Ombudsman

The Pensions Ombudsman may investigate and determine certain complaints or disputes about pensions that are referred to it in accordance with the Pension Schemes Act 1993.

The Pensions Ombudsman can be contacted at:

Post

10 South Colonnade,
Canary Wharf,
London, E14 4PU

Telephone

020 7630 2200

Email

enquiries@pensions-ombudsman.org.uk

Website

www.pensions-ombudsman.org.uk

If your dispute is with the Trustees rather than the Company, the complaint must have been through the Internal Dispute Resolution Procedure before the Ombudsman will consider it. You may also be able to use the Ombudsman's Early Resolution Service to resolve your complaint at an early stage.



9.4 The Pensions Regulator

The Pensions Regulator is a supervisory body for occupational pension schemes. It has power to intervene in the running of a pension scheme where trustees, employers or professional advisers have failed in their duties.

The Pensions Regulator can be contacted at:

Post

Napier House,
Trafalgar Place,
Brighton,
East Sussex, BN1 4DW

Telephone

0870 606 3636

Email

customersupport@thepensionsregulator.gov.uk

Website

www.thepensionsregulator.gov.uk

9.5 The Pension Tracing Service

This tracing service, provided through the Department for Work and Pensions, is useful if you need to contact the trustees of a previous employer's pension scheme and cannot trace them yourself. Their contact details are as follows:

Post

The Pension Tracing Service
Tyneview Park,
Whitley Road,
Newcastle Upon Tyne, NE98 1BA

Telephone

0800 731 0193

Website

www.gov.uk/find-pension-contact-details

9.6 The Dow Services UK Pension Plan website

More information about your pension benefits can be found on the Plan website at www.mydowpension.co.uk. There you can find various important documents relating to the Plan. You can also download and complete a new Expression of Wish form if you wish.