



Dear

Each year you receive a pension statement from the pension fund. Since 2008, all pension funds and insurance companies in the Netherlands use the same pension statement, so pension statements can be compared more easily and results of various statements can be combined effortlessly.

Your Uniform Pension Statement consists of:

- the Defined Benefits agreement
This statement shows the pension results from the career average scheme.

Your Uniform Pension Statement consists of:

- the Defined Benefits agreement
This statement shows the pension results from the career average scheme.
- the Defined Contributions agreement
This statement shows your pension results from the Defined Contributions scheme.

The estimated projected pension as of 65 years on basis of your statement amounts to EUR

Until 31 December 2007, your pension scheme also offered the option of voluntary Pension Savings. Since we cannot provide you with any information about this on the Uniform pension Statement, we have listed voluntary savings on the reverse side of this letter. Any voluntary pension savings have not been included in the above mentioned indication.

To employees entitled to the “**2006 Early retirement substitute scheme (up to ± 80% final pay scheme)**” and/or the “**Continuation of pension accrual for participants born prior to 1966**” transitional schemes, we would like to point out that these employer supplements have not been processed in the “**Projected pension from 62 to 65 years**” and the “**Projected pension as of 65 years**”.

Please note!

It is the intention of the Dutch Government to increase the state retirement age. At this moment it is not yet clear how this will effect your pension scheme. The increased state retirement age has not been taken into account in this statement yet.



Capital Accrued in the Voluntary Pensions Savings Scheme and Projected Pension		Capital	Projected Pension
Module I	Temporary retirement pension (60 - 62 years)	EUR	EUR
Module II	Partner pension	EUR	EUR
Module III	Retirement pension as of 65 years	EUR	EUR
Module IV	Temporary retirement pension (62 - 65 years)	EUR	EUR

Original Saving Targets (situation as of 1 January, 2008)

With the Voluntary Savings scheme (VS scheme) you can accrue additional partner pension under favourable tax terms. Contribution to the VS scheme is no longer possible as of 1 January, 2008.

The savings modules *Temporary retirement pension 60 - 62 years (module I)*, *Lifelong retirement pension as of 65 years (module III)* and *Temporary retirement pension 62 - 65 years (module IV)* were in force from 2001 until 2006. As of 1 January, 2006 contribution to these savings targets was no longer possible. From 2001 to 2008, the *Lifelong partner pension* savings module was in force. As of 1 January, 2008, contribution to this module is no longer possible either. The fund bears full responsibility for the investment results of your VS balance. Your savings balance has been placed in the investment portfolio "fund lifecycle". This portfolio has been composed in such a way that the investment risk automatically decreases when the age of the participant increases. As of 1 January, 2008 your investment portfolio can no longer change. If you contributed to these saving targets, returns will be credited to your VS capital until your retirement.

Retirement

The accrued VP capital is used only for retirement pension and is subject to the tax rules applicable at the pension commencement date.

Death prior to the Retirement Date

If you participate in the VP scheme and you die before the retirement date, the VP capital will be used to purchase a partner pension.

Uniform Pension Statement 2011

Balance as at 31.12.<year>
Pension administrator Stichting Pensioenfonds AkzoNobel
Employer
Pension registration number

Defined Benefits Agreement

Since you are participating in a pension plan of your employer, you receive a pension statement from your pension fund each year. This overview helps you gain a better understanding of your retirement and disability benefits, as well as the benefits that your partner and/or children receive in the event of your death. All pension funds and insurance companies in the Netherlands use the same overview. Hopefully, this will help make your pension situation much clearer and simplify your financial planning.

PLEASE RETAIN THIS PENSION STATEMENT CAREFULLY, INCLUDING THE EXPLANATORY NOTES. THESE ARE PART OF THE UNIFORM PENSION STATEMENT.

For whom is this pension statement intended?

For you

date of birth

For your partner

On which data is your pension statement based?

Start of participation	
Pensionable salary	EUR
Offset	EUR
Pension base	EUR
Part-time percentage	%
Accrual percentage	2.25%
Years of service	

In this statement the Anw dependant's benefit shortfall pension and any value transfer have been taken into account.

If you are divorced and you received a confirmation about the pension equalization from the pension fund, this has been processed in the amounts.

What pension can you expect?

At retirement

Projected pension

Assuming continued affiliation to the current pension scheme until <> years, you are entitled to the following retirement pension

as of 62 - 65 years	EUR
lifelong as of 65 years	EUR AOW excl.

Accrued pension

Assuming termination of your current employment as per 31.12.<year>, you are entitled to the following retirement pension

As of 62 - 65 years	EUR
lifelong as of 65 years	EUR AOW excl.

Single person's pension

If you do not have a partner at 65 years, you will receive a supplement in addition to the above mentioned pensions

lifelong as of 65 years	EUR AOW excl.
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Collective defined contributions scheme on the basis of career average pay

Flexible options

Your pension scheme contains various flexible options. If you want to know more about these, please refer to the explanatory notes on page < >.

How does your pension keep its value?

Each year the board of the pension fund decides whether or not a supplement is granted to the accrued pension, equal to the general wage index of AkzoNobel. As of 01-01-2011 your accrued pension was increased by 0.00%.

Over the past three years your pension fund has increased the accrued pensions as follows:

- Over 01-01-2010 by 0.75%. Prices dropped by 0.85% in the period from 01-04-2009 until 31-12-2009.
- Over 01-04-2009 by 0.50%. Prices rose by 1.96% in the period from 01-04-2008 until 31-03-2009.
- Over 01-04-2008 by 3.00%. Prices rose by 1.60% in the period from 01-06-2007 until 31-03-2008.

Future increases from your accrued pension are paid from a limited reserve and the investment returns of the pension fund. This increase and expectations for future years do not automatically entitle you to increases in the future.



Please refer to the explanatory notes on page < > for additional information.

What is your pension accrual?

A Factor

Pension accrual in EUR

Please refer to the explanatory notes on page < > for more information.

Special circumstances

In 2008 the funding ratio was very low because of the financial crisis and the pension fund had to draft a short-term and long-term recovery plan. In 2010 the development of the funding ratio showed a mixed picture. At the end of 2010 the funding ratio was approximately 105%, which is over 2% higher than what was expected in line with the recovery plan. The recovery is therefore successful. Please visit the website for more information.

Do you have any questions?

On www.mijnpensioenoverzicht.nl you find a complete overview of your state old age benefit and the pension that you accrued through participation in pension schemes so far. This is very convenient, if you participated in other pension scheme(s) with your previous employer(s). You can find further contact details on the inside cover.

THIS PENSION STATEMENT HAS BEEN PREPARED WITH THE UTMOST CARE AND IS BASED ON THE DATA AVAILABLE TO US AND ON YOUR PENSION SCHEME RULES. THE PENSION SCHEME RULES ARE PREVAILING. YOU CAN DOWNLOAD THE PENSION SCHEME REGULATIOND FROM WWW.PENSIOENFONDS-AKZONOBEL.NL.

PLEASE NOTE: ALL AMOUNTS MENTIONED ARE GROSS AMOUNTS PER YEAR WHICH ARE PAID IN MONTHLY INSTALMENTS. YOU STILL NEED TO PAY SOCIAL SECURITY CONTRIBUTIONS AND TAXES OVER THESE AMOUNTS.



EXPLANATORY NOTES Uniform Pension Statement

(Defined Benefits Agreement)

How can the Uniform Pension Statement help you?

The Uniform Pension Statement offers you clarity about what you receive if you retire or if you become disabled. This statement also contains the benefits of your partner and/or children, if any, in the event of your death. This pension statement is sent to you each year. It will help you quickly gain a clear understanding of your current and projected pension situation.

Pension statements should be easy to add up and compare. For that reason, Dutch insurance companies and pension funds came up with the Uniform Pension Statement. All Dutch pension funds and insurance companies use this pension statement. Did you participate in pension schemes with different pension funds or insurance companies? Simply add up the amounts on the various pension statements. And those of your partner as well.

The benefits on your pension statements are gross amounts per year which means that you still have to pay social security contributions and taxes, depending on your personal circumstances.

Please retain all pension statements carefully, including those of other pension schemes. This will help you keep a clear overview of your pension.

On www.mijnpensioenoverzicht.nl you find a total of your pension benefits and AOW entitlements, which is convenient if you have participated in another schemes with your previous employer(s).

On www.pensioenkijsker.nl you find general pension information.

Which events effect your pension?

Some events in your life affect your pension, e.g. occupational disability and death. The consequences thereof are reflected on the pension statement. But marriage, cohabitation, divorce and change of employer also influence your retirement pension or partner pension. You will find more information on this in the pension scheme regulations, which you can download via www.pensioenfonds-akzonobel.nl. If you have any questions, please contact Stichting Pensioenfonds AkzoNobel.

The character of your pension scheme

What type of pension scheme are you participating in?

Your pension scheme is referred to as a defined benefits scheme in the form of a career average scheme. In a career average scheme you annually accrue pension over your gross annual pension. Hence, your pension is based on the average salary that you have earned throughout your career, i.e. the average salary during the years that you participate in the pension scheme. The career average scheme is applicable up to a pensionable salary of EUR 58,710, the maximum salary limit for pension accrual. To the part of the salary that exceeds this limit, a Defined Benefits scheme is applicable.

On which data is your pension statement based?

The calculation of the amounts on the pension statement is based on the following data:

Start of participation

This is the date on which you started participating in this pension scheme.

Pensionable salary

This is the part of your gross annual salary that is used as the basis for your pension accrual. The pension scheme rules determine which parts of the salary are pensionable, i.e. included in the calculation of the pension accrual

Offset

This is the part of your pensionable salary over which you do not accrue any pension. The reason for this is that as of 65 years you accrue a state old age benefit from the Dutch government.

Pension base

This is your pensionable salary minus the offset. Your pension accrual is based on this amount.

Part-time percentage

This is the percentage that you work in proportion to a fulltime employment. For part-time employees the offset and the maximum salary limit for pension accrual are stated on the basis of the current part-time percentage. In the pension amounts the history of your part-time percentage is taken into account. For the entitlements still to be accrued the current part-time percentage is used.

Accrual percentage

This is the percentage of your pension base that you annually accrue for your pension.

Years of service

Each year that you have accrued pension by participating in a pension scheme from an employer, is referred to as a year of service.

The pension statement shows the number of years of service that we have registered for you. Any value transfer realised prior to 1 January, 2001 has not been taken into account in the number of years of service. These value transfers **have been** processed in your pension entitlements.

What pension can you expect?

Projected pension

This is the annual pension benefit that you receive as from the retirement age mentioned on your pension statement. You receive this amount if you continue working until that date and continue accruing pension in your current pension scheme. Our information is based on the data listed under 'On which data is your pension statement based?' and that the annual employer contribution until your retirement age is sufficient for the pension accrual. Your pension starts on the first day of the month following the month in which you reach the retirement age.

Accrued pension

This is the amount of annual pension that you have accrued until 01-01-2011. If your employment had terminated on 31-12-2010, this is the benefit that you can expect when you retire. If you continue working in your current employment, you will continue accruing pension in this pension plan. Your pension starts on the first day of the month following the month in which you reach the retirement age.

Single person's pension

This is the amount that you receive as a supplement to your projected or accrued pension. You receive this amount if you are single at the age of 65 years.

Collective defined contributions scheme on the basis of career average pay

For each employee the employer pays a fixed contribution of 29.1% of the pension base to the pension fund. This contribution has been agreed upon between employer and pension fund as appropriate, for a period until 1 July 2015. The employer contribution will never exceed the amount of the agreed contribution.

Secondment

If your employer has sent you abroad for temporary duty to another service, any pension entitlements accrued abroad will be taken into account. In the event of your death any partner pension accrued abroad will also be taken into account.

Divorce

In the event of a divorce or termination of a registered partnership, you and your ex partner may have made arrangements with regard to the distribution of your pension (referred to as 'equalization'). If the desired equalization has been reported and confirmed by us, it will have been included in the statement. Please visit www.pensioenkijsker.nl for more information on pension and divorce.

AOW (state old age benefit)

As of 65 years, you receive an AOW benefit from the government. This benefit can be considered as basic income. The level of this benefit depends on your personal circumstances. If you lived abroad between the age of 15 and 65, your AOW may be less, the reason being that the level of this benefit also depends on the number of years that you lived or worked in the Netherlands. The Dutch Social Insurance Bank (SVB) pays the AOW benefit on behalf of the government. For more information, please visit www.svb.nl/aow.

In the event of death in service

In the event of your death, your partner and/or children are entitled to a benefit. Your partner is the person to whom you are married or with whom you have entered into a registered partnership, or the person with whom you

have cohabitated for a period of at least six months as evidenced by an agreement executed before a civil-law notary of which the pension fund has received a copy. Your children receive orphan's pension until their 18th birthday or until their 27th birthday if they are studying fulltime. Only in the event of your death during participation in this pension scheme will the partner and orphan pension benefit be linked to the retirement pension that you could have accrued had you continued participating in the pension scheme until your retirement. Are you leaving service? Then it is possible to convert a part of your retirement pension into a partner pension for your partner.

In the event of your death prior to your retirement date

If you are still participating in the pension scheme at the moment of your death, your dependants will receive the pension listed here. The amount mentioned under *'as from your death until he/she becomes 65 years'* includes the Anw substitute benefit (Surviving Dependants Benefits Act). The Anw benefit is deducted from this.

In the event of your death after your retirement date

The amount mentioned under *'lifelong as from your death'* is the pension that you have accrued prior to 1 January, 2001. On the retirement date you can convert a part of your retirement pension in a benefit for your partner in the event of your death. See also the explanatory notes under *'Flexible options' 'Exchange of retirement pension into partner pension'*.

In the event of your death after termination of your current employment

The amount mentioned under *'your partner receives'* is the pension benefit that is paid if your participation in the pension scheme has been terminated (after dismissal). When leaving service, you can convert a part of your retirement pension in a pension for your partner in the event of your death.

Anw (Surviving Dependants Benefits Act)

In the event of your death your partner and/or children may be entitled to a state benefit from the government, by virtue of the Surviving Dependants Benefits Act (Anw). Your surviving partner may be entitled to an Anw benefit if he / she:

- is younger than 65 years, and,
- is born before 1950, or,
- looks after a child younger than 18 years or,
- has been declared incapacitated for work at least 45%.

The level of the dependants benefit for your partner depends on your partner's income. The dependant's benefit for your children is not linked to your partner's income.

Your partner has to apply for this benefit with the Social Insurance Bank. This agency looks after the state dependants benefit on behalf of the government. Please refer to www.svb.nl/anw for additional information.

In the event of occupational disability

Have you been ill for more than two years (legally 104 weeks) and been declared incapacitated for work for more than 35%? Then you are eligible for an occupational disability benefit. This benefit is paid to you by the Dutch employee insurance administration (UWV) on behalf of the government by virtue of the Fitness for Work Act (WIA). The level of this benefit depends on your disability percentage and the salary you earned prior to becoming disabled.

In addition to this benefit, you receive a supplementary occupational disability benefit from the pension fund if you are fully incapacitated for work (IVA or WGA 80-100%). If you are fully incapacitated for work, the occupational disability pension is a supplement to your WGA benefit up to a maximum of 75% of your last earned fixed income. The occupational disability pension is a supplement to your IVA benefit up to a maximum of 80% of your last earned fixed income. The coverage of the disability pension is terminated when your stop working for your employer. If your employment is terminated while you already receive a benefit (so if you are incapacitated for work), your benefit will be continued.

You have no supplementary occupational disability risk insurance with the fund.

Your pension accrual is fully or partially continued if you are incapacitated for work.

Flexible options

- **Exchange retirement pension into partner pension:**

You can exchange retirement pension into partner pension. If you are married or have a registered partnership with someone on the retirement date, pension will be exchanged automatically. However, you and your partner can also decide not to exchange. This choice has to be made on the retirement date. By purchasing partner pension your retirement pension is reduced, e.g. the purchase of a 70% partner pension will cost approximately 13% of the retirement pension.

- **Advance retirement:**

You can retire prior to the standard retirement age of the pension scheme. The earliest possible age at which you can retire, is 60 years. Earlier retirement means that your retirement pension is reduced. The advance retirement factors are listed in the pension regulations.

- **Defer retirement:**

If you have temporarily accrued retirement pension, you can also defer the retirement date to after 62 years until ultimately at 65 years. If you defer your retirement, you will need to meet various tax authority requirements. Please contact Stichting Pensioenfonds AkzoNobel for additional information.

- **High/Low construction:**

You can vary the level of your pension. It is possible to receive a higher pension benefit during the first five years directly after your retirement, followed by a lifelong lower pension benefit. The maximum ratio between the highest and the lowest benefit must be 100:75. The final benefit should start ultimately as of 70 years.

- **part-time retirement:**

You can also opt for partial retirement and continue working part-time. You need to discuss this with your employer.

How does your pension keep its value?

If your participation in this pension scheme has terminated or if you have retired already, your pension will be adjusted to the price inflation in a different way. In that case your accrued pension is unconditionally adjusted to the development of the "Consumer price index figure All Households Total" over the period September-September of the previous year. The maximum increase is 4%. This is not reflected in the illustration. Please contact the fund if you want to have a copy of the illustration that is applicable if you no longer participate in the pension scheme or if you already receive a pension benefit.

What is your pension accrual?

A Factor

If you want to know to what extent you can fully utilise the tax allowance to supplement your pension with annual annuities, you need the amount of the annual pension accrual, referred to as the A factor. You need this amount on the pension statement for your tax return over 2011. Did you receive more than one pension statement? In that case, you can add up the A factor amounts on all pension statements. If you want to calculate your maximum tax allowance, use the annuity calculation tool of the Dutch tax authorities, available on www.belastingdienst.nl. Your financial consultant can also help you with this.

Do you have any questions?

You can find further contact details on the inside cover.

Uniform Pension Statement 2011

Balance as at 31.12.<year>
Pension administrator Stichting Pensioenfonds AkzoNobel
Employer
Pension registration number

Defined Contributions Agreement

Since you are participating in a pension plan of your employer, you receive a pension statement from your pension fund each year. This overview helps you gain a better understanding of your retirement and disability benefits, as well as the benefits that your partner and/or children receive in the event of your death. All pension funds and insurance companies in the Netherlands use the same overview. Hopefully, this will help make your pension situation much clearer and simplify your financial planning.

PLEASE RETAIN THIS PENSION STATEMENT CAREFULLY, INCLUDING THE EXPLANATORY NOTES. THESE ARE PART OF THE UNIFORM PENSION STATEMENT.

For whom is this pension statement intended?

For you

date of birth

For your partner

On which data is your pension statement based?

Start of participation	
Pensionable salary	EUR
Maximum salary limit	EUR
Defined contribution	see explanatory notes
Contribution percentage	%
Part-time percentage	%

If you are divorced and you received a confirmation about the pension equalization from the pension fund, this has been processed in the amounts.

What capital can you accrue?

In this pension scheme you can accrue a capital with which a lifelong periodical pension benefit is purchased on the retirement date. Please take into account that the capital mentioned here is based on a model return of 4%. Het kapitaal op uw pensioendatum kan dus hoger of lager zijn.

Capital illustration at .. years

If your current employment is continued until .. years EUR

Accrued value

Investment value on 31.12.<year> EUR

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What pension can you expect?

At retirement

Projected pension with continued employment

Assuming continuation of employment, the following annual pension can be purchased with the projected capital illustration of EUR .

lifelong as of 65 years

EUR AOW excl.

Projected pension on the basis of the “accrued value”

With the accrued value of EUR .. the following annual pension can be purchased.

lifelong as of 65 years

EUR AOW excl.

The amount mentioned under “*Projected pension with continued employment*” is based on a model return of 4% and is a capital illustration. The actual level of the pension to be paid depends on the tariffs applicable on the retirement date and the actual return.

AOW (state old age benefit)

As of 65 years you receive a state old age benefit. Did you live abroad between the age of 15 and 65 years? Then your benefit may be less. You receive the pension of your employer in addition to the state old age benefit, which comes from the government.

In the event of death in service

The amounts in the event of death are listed on the Uniform Pension Statement on page < > relating to the defined benefits agreement.

In the event of death after termination of your current employment

The amounts in the event of death are listed on the Uniform Pension Statement on page < > relating to the defined benefits agreement.

Anw (dependants benefit)

In the event of your death, your partner and/or children may be entitled to a benefit by virtue of the Anw (Surviving dependants benefits Act).

In the event of occupational disability

The amounts in the event of occupational disability are listed on the Uniform Pension Statement on page < > relating to the benefits agreement. See also page < > of the explanatory notes.

Flexible options

Do you want to know more about the flexible options offered by your pension scheme? Please go to page < > of the explanatory notes.

How does your pension keep its value?

You salary is higher than EUR 57,983, the maximum salary limit for pension accrual in the defined benefits agreement. Over the part exceeding the limit of EUR 57,983 you participate in the defined contributions scheme.

Will you be able to buy the same with your pension in the future? We cannot answer that question. We do not know the level of your future pension. The amount of pension that you get, will mainly receive on:

- the amount of pension contribution that you paid,
- the amount of capital available after investment of the pension contributions,
- the amount of pension that you can purchase with that capital.

Please note! See also the explanatory notes on page < > for more information.

PLEASE NOTE: ALL AMOUNTS MENTIONED ARE GROSS AMOUNTS PER YEAR WHICH ARE PAID IN MONTHLY INSTALMENTS. YOU STILL NEED TO PAY SOCIAL SECURITY CONTRIBUTIONS AND TAXES OVER THESE AMOUNTS.

What is your pension accrual?

Factor A

The A factor amount is listed on page < > of the Uniform Pension Statement relating to defined benefits agreement.

Please refer to page < > of the explanatory notes for more information on the A Factor.

Special circumstances

In 2008 the funding ratio was very low because of the financial crisis and the pension fund had to draft a short-term and long-term recovery plan. In 2010 the development of the funding ratio showed a mixed picture. At the end of 2010 the funding ratio was approximately 105%, which is over 2% higher than what was expected in line with the recovery plan. The recovery is therefore successful. Please visit www.pensioenfonds-akzonobel.nl for more information.

Do you have any questions?

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EXPLANATORY NOTES to the Uniform Pension Statement

(Defined Contributions Agreement)

How can the Uniform Pension Statement help you?

The Uniform Pension Statement offers you clarity about the pension benefit that you receive if you retire or if you become disabled. This statement also contains the benefits of your partner and/or children, if any, in the event of your death. This pension statement is sent to you each year. It will help you quickly gain a clear understanding of your current and projected pension situation.

Pension statements should be easy to add up and compare. For that reason, Dutch insurance companies and pension funds came up with the Uniform Pension Statement. All Dutch pension funds and insurance companies use this pension statement. Did you participate in pension schemes with different pension funds or insurance companies? Simply add up the amounts on the various pension statements. And those of your partner as well.

The benefits on your pension statements are gross amounts per year which means that you still have to pay social security contributions and taxes, depending on your personal circumstances.

Please retain all pension statements carefully, including those of other pension schemes. This will help you keep a clear overview of your pension.

On www.pensioenkiijker.nl you find general pension information.

Which events effect your pension?

Some events in your life affect your pension, e.g. occupational disability and death. The consequences thereof are reflected on the pension statement. But marriage, cohabitation, divorce and change of employer also influence your retirement pension or partner pension. You will find more information on this in the pension scheme regulations, which you can download via www.pensioenfonds-akzonobel.nl. If you have any questions, please contact Stichting Pensioenfonds AkzoNobel.

The character of your pension scheme

What type of pension plan are you participating in?

Your pension scheme is a defined contributions agreement. You participate in a career average scheme up to a fixed annual income of EUR 58,710 (as of 1 January, 2011), the maximum salary limit. If your fixed annual income on fulltime basis is higher than the maximum salary limit, you will be eligible for the Defined Contributions scheme (DC scheme) for the part of your income that exceeds the limit of EUR 58,710. You receive a monthly contribution that you have to pay to the pension fund. As of 2008, the duty to care applies to this scheme, which means that the fund has to limit the freedom of investment in the interest of the participants. As a consequence thereof, the fund will in principle entirely take over the freedom of investment, unless you indicate that you wish to continue making the investment choices yourself on the basis of the offered investment portfolios. You can select between various investment portfolios composed by the pension fund, each with its own risk profile. You accrue the DC capital by investing the contributions and the returns on the selected risk profile. With the accrued DC capital you buy a periodical pension benefit on the retirement date.

On which data is your pension statement based?

The following data have been used to calculate the amounts on your pension statement.

Start of participation

This is the date on which you started participating in this pension scheme.

Pensionable salary

This is the part of your gross annual salary that is used as the basis for your pension accrual. The pension scheme rules determine which parts of the salary are pensionable, i.e. included in the calculation of the pension accrual.

Pension base

This is your pensionable salary minus the offset. Your pension accrual is based on this amount.

Maximum salary limit

The level of the *maximum salary limit* is determined by the CLA parties and is adjusted each year. The maximum salary limit applicable to the following calendar year is determined at the 100% level of salary Group 57 (CLA High Level Personnel, as per 1 October of the current calendar year. Therefore, the maximum salary limit as of 1 January, 2011 is EUR 58,710.

Defined Contribution

The Defined Contribution (DC) depends on your age and income. The calculation of the defined contribution is based on the pension scheme regulations.

Contribution Investment

If you participate in the DC scheme, you should use at least 60% of the defined contribution for your pension. It is possible to let the remaining 40%, or a lower percentage, be paid out as 'salary', but this will decrease your pension entitlement.

Part-time percentage

This is the percentage that you work in proportion to a fulltime employment. For part-time employees the offset and the maximum salary limit for pension accrual are stated on the basis of the current part-time percentage. In the pension amounts the history of your part-time percentage is taken into account. For the entitlements still to be accrued the current part-time percentage is used.

What capital can you accrue?

Sample capital on the retirement date if employment is continued

This is a calculation of your pension capital on the basis of the return on the pension statement. It is an illustrative return. The actual return depends on the price developments of the investments and can be higher or lower. For this calculation we have assumed that you continue working with this employer and that your contributions are paid until the retirement date.

Accrued value

The value of your investment-linked Insurance is your pension capital. When you retire, you use the accrued capital to purchase a pension benefit from the pension fund.

What pension can you expect?

Projected pension

This is a model calculation of the annual pension that you may receive with the model capital. The rules for equal pension benefits for men and women, applicable to contribution agreements as of 1 January 2005, have been taken into account and current rates have been used. The rates can change in the course of time. At the actual purchase of your pension the tariffs applicable at that time will be used. Your pension starts on the first day of the month following the month in which you reach the retirement age.

The pension that you can purchase with the accrued value may not exceed the fiscally permitted limits. The pension fund checks if the pension that you can purchase with the accrued value, is within the fiscal limits. If the results are higher, the excess capital profits back to the pension fund.

Divorce

In the event of a divorce or termination of a registered partnership, you and your ex partner may have made arrangements with regard to the distribution of your pension (referred to as 'equalization'). If the desired equalization has been reported and confirmed by us, it will have been included in the statement. Please visit www.pensioenkijsker.nl for more information on pension and divorce.

AOW (state old age benefit)

Please refer to the explanatory notes on the AOW on page < > of the Defined Benefits agreement.

In the event of death**In the event of death in service**

While in service, a partner pension up to a maximum 50% of the total fixed income exceeding the offset plus 70% of this offset has been insured for participants in the pension scheme of AkzoNobel. This insurance also includes the DC part. Hence, if the participant dies, it will not be necessary to purchase a partner pension with the DC capital. In the event of premature death the DC capital profits back to the pension fund.

Anw (Surviving dependants benefits Act)

Please refer to the explanatory notes on the Anw on page < > of the Defined Benefits agreement.

In the event of occupational disability

The results and explanatory notes on occupational disability are listed on the Uniform Pension Statement related to the Defined Benefits agreement.

If you become occupationally disabled, the pension accrual for the part that you are disabled will be continued on the basis of the career average scheme.

Flexible options

Please refer to the explanatory notes on 'flexible options' on page < > of the Defined Benefits agreement.

How does your pension keep its value?

If you no longer participate in the Defined COntributions scheme or if you already receive a pension benefit, the pension fund tries to annually increase the pension purchased with the capital in line with the 'Consumer price index figure all households total' over the period September – September of the previous year. The maximum increase is 4%.

What is your pension accrual?**A Factor**

Please refer to the explanatory notes on the A factor on page < > of the Defined Benefits agreement.

Do you have any questions?

You can find further contact details on the inside cover.