

Summary of key provisions of Management Services Agreement of the Members of the Managing Board April 2020

	Geraldine Matchett	Dimitri de Vreeze
Date first appointment as Managing Board member	August 1, 2014	September 1, 2013
Type of arrangement	Management Services Agreement within the meaning of article 7:400 of the Dutch Civil Code.	
Contracting company	Koninklijke DSM N.V.	
Contract term	Predefined term of 4 year aligned with the term of appointment as Managing Board member	
Effective date of current service agreement	February 15, 2020; interim renewal due to appointment as co-CEO	
Notice period	Six months for both parties	
Post-termination restrictions	Non-compete: 12 months Non-soliciting: 24 months	
Severance	Maximum 12 months base salary, in case the company gives notice or in case the incumbent is not re-appointed, unless this would be due to urgent cause or retirement	
Claw back	Included	
Holiday	Accrued but unused leave will not be converted to cash	
Loans	Company does not provide any loans	
Disability	In accordance with regulations in place for Executives employed in The Netherlands	