

TSR vesting scheme	GHGE vesting scheme		
Rank	% of shares that vest	DSM GHGE efficiency gain in % points (3 year improvement)	% of shares that vest
1	100	≥ 8.25	100
2	97	7.75 - < 8.25	83
3	93	7.25 - < 7.75	67
4	87	6.75 - < 7.25	50
5	80	6.25 - < 6.75	33
6	67	5.75 - < 6.25	17
7	50	< 5.75	0
8	33		
9-13	0		