PRIVACY NOTICE FOR THE RHODIA PENSION FUND
(the "Fund")

Syensqo Pensions Trust Limited (the "Trustee"), as the trustee of the Fund, holds and processes personal data about Fund members and beneficiaries in order to run the Fund. In doing so, we comply with relevant data protection legislation.

What we do with your data

As a data controller, the Trustee collects and processes your personal data for the purposes of complying with its legal duties to administer the Fund, and for other legitimate purposes relating to the operation of the Fund, which include:

- calculating, administering and paying your benefits under the Fund before or after your death;
- processing ill-health retirement claims;
- dealing with any queries/complaints/appeals etc. regarding decisions we have made, for example in relation to your or your dependants' entitlement to benefits under the Fund;
- carrying out actuarial valuations and investment of the Fund's assets; and/or
- compliance with legal, regulatory and good governance obligations and as otherwise lawfully permitted from time to time.

The legal basis for doing so is in order for the Trustee to comply with its legal obligations.

Whilst some of the data we hold has been provided by members themselves, we also hold and process data provided by third parties such as Syensqo Solutions UK Limited (the "Company"), as well as from other schemes from which members have transferred (including Rhone-Poulenc Pension Fund, Rhone-Poulenc Executive Benefit Plan, British Steel Pension Scheme, RTZ Pension Fund, RTZ Pension Plan, Albright & Wilson Pension Fund, Albright & Wilson Senior Executive Pension Fund Rhodia Pharma Solutions Pension Plan, and), Fisons Pension Fund, Benzole Producers Pension Scheme, HMRC, the DWP and regulatory bodies and by tracing organisations. We also receive information from members about their proposed beneficiaries, who may be eligible to receive benefits on the member's death. We assume that you have the consent of those individuals to provide us with this information and that you will share this privacy notice with them. We will not provide a copy of this notice to those individuals as to do so is likely to seriously impair our ability to properly pay the benefits due under the scheme.

What data is processed?

The data we hold about you (and your beneficiaries) is to assist the Trustee in calculating, administering and paying benefits and includes (but is not limited to):

- full name, age, gender, date of birth, national insurance number, passport or ID number, and or other governmental identification numbers;
- business and/or personal contact details, including address, telephone numbers and email addresses;
- financial information, including salary, tax information, pension or prospective pension entitlement, bank account details;
- employment details, including years of service, dates of employment, full or part time employment status, job band, salary, compensation, employee claims, bonuses and benefits;
- pension scheme status, including start date and leave date of joining the Fund;
- your preferences in relation to your pension benefits; and
- marital status and relationship data, including the details of your family members, dependants and/or beneficiaries.

We also hold and process some special categories or "sensitive" data about individuals for the purposes of administering the Fund (for example in relation to ill-health or death benefits). We will in most circumstances process this data in the performance of our legal obligations in connection with employment, social security and social protection (as allowed by legislation). We may also, typically when considering claims under the Fund's Internal Dispute Resolution Procedure, process any sensitive data for the purposes of establishing, exercising or defending legal claims. If there are any occasions where we seek your explicit consent to process sensitive data then you can withdraw it at any time.

Who else processes your data?

In addition, we make your personal data available to any other employers associated with the Company, or to companies and firms which are considering or have acquired the Company or the whole or part of the Company's business, or to the trustee(s), administrators or professional advisers of any pension scheme to or from which your rights under the Fund may be, are being or have been transferred, or to any company participating in such a pension scheme.

Your personal data will also be released to other external parties if authorised by you, or as required or permitted by law, or to comply with a judicial proceeding, court order, request from the Pensions Regulator, Pensions Ombudsman or any other regulator or any other legal process served on or involving the Trustee.

The Fund actuary and actuarial team when providing defined benefit actuarial consulting services are data controllers in common with the Trustee and so we share your personal information with the actuarial team in order for them to provide these services. The actuarial team privacy information is available at www.xpsgroup.com/legal-regulatory/your-privacy,which may change from time to time.

In some circumstances we are joint controllers with the Trustee's legal advisers (who will process your data to comply with their professional duties as advisers to the Trustee), auditors and the Company. The Company holds your data to comply with its legal obligations as the sponsoring employer of the Fund. It has a legitimate interest in the Fund being run in a cost effective way and may have an interest in offering certain options to members. The Trustee shares information with the Company and its auditors and advisers for this purpose.

You should be aware that recipients of your personal data, including the Trustee, the Company and other advisers will from time to time transfer data to other countries, including outside the European Economic Area. Where such transfers are made, the parties involved will ensure adequate safeguards are in place. Details of these safeguards can be provided on request.

We share your personal data with certain third parties involved in running the Fund, for example, the Fund administrator, the Fund actuary and actuarial team, the covenant advisers, the Trustee legal advisers, professional trustee, governance portal owner, annuity providers and group life insurers , medical advisers, master trust provider, auditors, GMP adviser, graphic producer for member communication, the Company, tracing agents, insurance companies, reinsurers and brokers, and other persons who become involved in or responsible for providing or communicating benefits.

Storage of your personal data

Pension benefits are paid over a long period and your right to benefits under the Fund is based on information which may go back many years. Our policy is therefore to retain information relating to you until your membership of the Fund ends.

Once your membership ends, we may decide whether to delete some of the data held in relation to you after 7 years. However, information will be held for longer where we consider it appropriate in order to ensure the Fund pays the correct benefits and to deal with any queries relating to your benefits which arise after that time.

The Fund administrator will hold on to your data for up to 7 years after the termination of its contract with us. This is to protect themselves against any subsequent legal claims.

Your rights

You have the right to access your personal data and require that we rectify any errors in the data that we hold, or request that we erase your personal data. In some circumstances, you can also require that we restrict the way we process your personal data, object to its processing or request a copy of your personal data for the purposes of transmitting elsewhere.

Please notify us as soon as possible if there has been a change in your details (for example if your personal circumstances such as your nominated beneficiary or home address change).

Where we have requested and obtained your consent to process particular information, you may withdraw that consent at any time. However, if we do not hold all the data we need to administer your benefits, we will not be able to pay out the benefits you are entitled to.

Contact details

If you want to know more about the information held by the Trustee, the purposes for which it is held or about the Fund's data protection arrangements, please contact the Trustee as follows:

Address: Syensqo Pensions Trust Limited, c/o Capita Pension Solutions Ltd, PO Box 555, Stead House, Darlington, DL1 9YT

Telephone: 0344 391 2403

Email: Rhodia@capita.co.uk

What if you have a complaint?

If you are not satisfied with how we have handled your personal data you can complain by contacting us as set out above.

If you are not satisfied with our response to your complaint or believe our processing of your information does not comply with data protection law, you can make a complaint to the Information Commissioner's Office. This is in addition to and separate from the Fund's internal dispute resolution policy. Its contact details are:

Address: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF

Telephone: 0303 123 1113 or 01625 524 510

Website: https://ico.org.uk/

The Trustee reserves the right to amend this privacy notice from time to time.

September 2026