

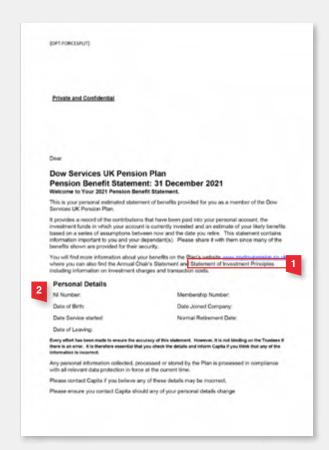
# Your Pension Statement explained

## Former employees with Money Purchase benefits

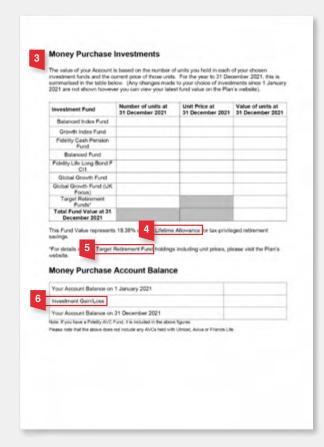
The Statement of Investment Principles (SIP) details the policies which control how a pension scheme invests. Our SIP sets out the policy of the Dow Trustees on various matters governing decisions about the Plan's investments.

This section summarises your basic **personal details**. Let us know if you think any of the details we hold for you are wrong via the website www.hartlinkonline.co.uk/mydowpension

This page gives you a breakdown of the funds your pension pot is invested in and the number, price, and value of the units of these funds as at the date shown. For the latest details on your investments go to <a href="https://www.mydowpension.co.uk">www.mydowpension.co.uk</a>



The **Lifetime Allowance** is the limit on how much you can build up in pension benefits over your lifetime without incurring a tax charge. As of April 2023, this tax charge was removed and the Lifetime Allowance will be fully abolished by April 2024.



A **Target Retirement Fund** is an age-based retirement investment that automatically moves your savings across different funds as you approach retirement.

This shows how the funds you're invested in have affected your pension pot. This figure will change each year. If you'd like to make changes to your investment choices, you can find out how to do this in the 'Additional information' section of your benefit statement.



This shows how much pension you could buy using your Money Purchase account at your Normal Retirement Age (NRA). Make sure you read the notes about the type of pension we've assumed you'll buy.

For the pension you have built up before 1 April 2014 there's a protected NRA of 65 (except for a small number of people with an earlier protected age of 60). For the pension you build up from 1 April 2014, your NRA is the same as your State Pension Age.

A **Pension Commencement Lump Sum** is a tax-free lump sum that you can receive when you start your retirement. It's normally 25% of the value of your pension.

When you come to retire there is a maximum amount that can be taken as a tax-free lump sum which is set by HMRC, it's currently 25% of the capital value of your pension.

#### At Retirement

Pension Commencement Lump Sum Option: at retirement you will have the option of taking some of your Pan benefit as a Pension Commencement Lump Sum. You will be given more information about the amount of Lump Sum you can take before you retire but as a guide, the Maximum Lump Sum will be broadly 25% of the value of your benefits.

Note: if you take a Pension Commencement Lump Sum, your pension will be lower but it cannot be reduced below any Quaranteed Minimum Pension (GMP) if applicable – see notes page.

#### Death Benefits

If you were to die before your benefits started to be paid, the Plan would provide benefits for your spouse and eligible dependants, paid as the Trustees decide. Please contact the Dow Pleasion learn at Capitals for further instormation.

#### Transfer option

You have the option to transfer your benefits out of the Plan to another approved pension arrangement before referement. You can request a current transfer value fee of charge, once a year. Please contact the One Pension team at Capita for further information.

#### Accessing your Details On-line

As a member of the Plan you are able to access your personal record via a secure website. The website address is www.hartinkonline.co.uk/mydowpension

You will have to register for access on-line, where you will be asked to choose a Username and password as well as answer watcus questions to verify your identity. Following the registration process, you will be issued with a password and pin.

### Making your Wishes Known

It is extremely important that you complete an Expression of Wish form and keep this form up to date if your conventances change. This will exerce that the Trusteles know whom you wish to receive the Death Benefits described within your statement. The Trusteles must decide who receives the Lump Sum payment so that it can be paid tax free under current legislation. However, they will be guided by your wisters. If you have not completed an Expression of Wish form, our would like to amend an existing form, please update via the Plan's website serve that the contract of t

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This section reminds you to fill out an Expression of Wish form, as well as keeping it up to date. It's important to do this as it will ensure that the Trustees know who should receive your death benefits if you were to die.

This page provides additional details about how the figures in your statement are calculated.

This is a measure of the average change in prices for consumers across the country over the last 12 months.

**Dow Services UK Pension Plan** 

#### Your Money Purchase Annual Benefit Statement

#### Notes regarding your Money Purchase Blustrations

The statement overleaf covers details of your Plan contributions and investments for the year, along with details of your benefits built up in the Plan. Your projected benefits on the accompanying Statement are for illustrative purposes only. They are NOT a promise or quarantee of the pension that you will receive when you retire. The actual benefits you receive may be higher or lower than

Amongst other things, your final pension will depend on the following:

- . Performance of the funds you invest in
- Your age when you refee
   Cost of buying a pension when you refee
   Your choice of benefits when you refee

Your Statement, which these Notes accompany, has been calculated in accordance with The Occupational and Personal Pension Schemes (Disclosure of Information) Amendment Regulations 2002 (SI 2002/1383) and Statutory Money Purchase Bustrations (SMPI) Technical Memorandum 1 and was calculated using the following key long-term financial assumptions:

Investment Fund	Pre retirement investment growth rate	Charges	_
	(%pa)	(Npa)	
Balanced Index Fund	4.00	0.21	
Global Growth Fund	5.10	0.72	
Global Growth Fund (UK Focus)	5.10	0.56	
Balanced Fund	4.10	0.51	
Growth Index Fund	5.10	0.17	
Fidelity Cash Pensions	-0.80	0.25	
Fidelity Life Long Bond Class 1	0.10	0.25	
Target Retirement Funds	Varying from 1.10 to 5.05 depending on term to retirement	0.306	

2.5% pa

- Your pension will increase in payment each year by 2.5%
- . A pension will be payable to your spouse upon your death in retirement at the rate of 50% of that payable to you. For the purposes of this illustration it is assumed that females are three years younger than their male partner.
- . Your choice of investment funds remains the same until Normal Retirement Date (NRD):

The projections give an indication of the size of your account and the pension that this may provide based on a standard set of assumptions using Statutory Money Purchase Illustration prescribed by Government which we are legally required to use in order to provide an illustration to you. The

This section outlines the assumptions we've made to produce your statement. It's important that you bear these in mind when looking at the illustration of what your Money Purchase account could get you at retirement. If you choose a different type of pension, you'll get a different monthly amount.

illustrated pension figures are with a spouse's pension. For those members who joined the Plan. before January 2003, a proportion of your fund will have to be used to buy spouse's benefits under contracting-out regulations.

In line with Government requirements, the SMPI illustration assumes that 4% of your Account at retirement is first used to meet the expenses of buying a pension

The cost of buying of a pension is dependent on your age and assumes that the pension bought will include Limited Price Indexation (LPI) increases, which means that, once in payment, the pension (in excess of any Guaranteed Minimum Pension (GMP)) will be increased each year in line with the Retail Prices Index (RPI) up to a maximum, which is currently 5%.

#### Notes regarding your Defined Benefit Pension

- Your deferred pension accrued before 6 April 2009 will increase in line with the Consumer Prices Index (CPI), subject to a maximum of 5% per annum. Your deterred persion accrued after 5 April 2009 will increase in line with CPI, subject to a maximum of 2.5% per annum.
- . Once in payment, any Defined Benefit pension accrued will increase in line with the relevant rates as stipulated in the applicable Scheme Rules.
- . Any Court Order imposed upon these benefits will be enforced where applicable, but may not be reflected in the benefits shown overleaf.

- Remember to review your investment choices from time to time to ensure they reflect your
  circumstances. For guidance on your choices, see the pension website. If you wish to make
  a change to your investment choices, you can do this online through
  see hardinkorine or UKmydospension. Alternatively you can telephone the Dow Pension
  Team on 0714 289 3377.
- Her Majesty's Revenue and Customs (HMRC) imposes a first on the value of the tax-privileged pension benefits you can sective. Your statement provides a valuation of your current fund value as a penetralize of the Literime Allowance. These will be an additional tax charge on retirement if the member's benefits exceed the value of the Literime Allowance. The Literime allowance is currently \$1.0731m.
- You should immediately notify the Dow Pension Team of any change in your marital status or your address, or if any of the details recorded on this statement are incorrect. You may change your address details online through your hartinkonine co.uk/mydowpens
- You may be able to take Pension Commencement Lump Sum at netirement, which will
  reduce your pension. Details of this option will be given to you shortly before you retire.
  You will not, however, be able to reduce you pension below the fever of any OSEP. The
  GMP is the minimum pension the Plan must provide for you (and your spouse on your
  death) for membership up to 5 April 1967 a sport of the Sattler Pension contracting out.
- Your benefits from the Plan will be paid in addition to any State Pension to which you may be entitled. For further information about your State pension please visit the Pension
- https://secure.thepensionservice.gov.sik/statepensionforecast/default.aspx
- This statement does not include any Additional Voluntary Contributions (AVCs) invested with Equitable Life, AVIVA or Prudential.

This page provides additional information, including the importance of updating your details, how to find out more about your State Pension, and a reminder to review your investment choices.