

**Recent communications regarding the rectification of Guaranteed Minimum Pensions and anti-franking adjustments issued in October 2024**

Like other UK pension schemes in recent years, the Trustees of the Plan have conducted an exercise to reconcile Plan pension payments with certain Government records, as well as an exercise to ensure pensions are being paid in accordance with certain legislative requirements.

By way of background, a number of pension schemes have undertaken an exercise to check the Guaranteed Minimum Pension (GMP) records held by His Majesty's Revenue and Customs (HMRC) against their records. GMP forms part of your pension entitlement under the Plan if you were in pensionable service between 6 April 1978 and 5 April 1997. The Trustees of the Plan have compared the GMP records held by HMRC against the Plan's GMP records to ensure that members' pension benefits have been calculated, and are being paid, correctly. Where adjustments are required, those impacted were written to in October 2024 to inform them of any relevant changes to their pensions in payment which will take effect from 6 December 2024.

In addition to the reconciliation of GMP against HMRC's records, an exercise was also carried out to ensure the payment of any GMP continues to meet certain minimum requirements. One such requirement in relation to GMP is that an 'anti-franking' test must be applied. This test prescribes the minimum benefits that must be payable from GMP Payment Age (60 for females, 65 for males) for members retiring at the Plan's normal pension age. Where adjustments are required for this exercise, those impacted were also written to in October 2024 to inform them of any relevant changes to their pensions in payment which will also take effect from 6 December 2024.

**If you have not received a letter regarding either of the above exercises, then the Trustees can confirm that your pension in payment was calculated correctly and no changes to your pension were required as a result of the above exercises.**

**GMP equalisation**

The Trustees along with their advisers are continuing to progress work on the implications of the High Court Ruling on the sex equalisation of GMPs and the impact of these developments on the Plan and its members. It is important to note that the High Court Ruling only applies to GMPs accrued between 17 May 1990 and 5 April 1997.

The equalisation of individual GMP benefits is a complex matter and this project will be ongoing for some time. In due course, the Trustees will be contacting members whose pensions will need to change. However, it is important to note that, if impacted, your benefits will not go down as a result of GMP equalisation and the Trustees expect any amendments to pensions in payment to be relatively small. Any adjustment to your pension will be applied by the Trustees in due course – you do not need to do anything in relation to this exercise.