

# **A guide to the Lubrizol Retirement and Death Benefits Plan (“the Plan”)**

## **Addendum – Changes to the Plan with effect from 31 December 2021**

**Please keep this guide in a safe place for future reference**

**March 2023**

## **Changes to the Plan with effect from 31 December 2021**

On 31 December 2021, the Plan closed to the future accrual of benefits. This addendum to the member booklet dated September 2016 (the “member booklet”) summarises the key changes to the Plan’s benefits with effect from that date.

This addendum applies only to the benefits of individuals who were active members of the Plan as at 31 December 2021. If you left the Plan before 31 December 2021 or if you started to receive your pension before 31 December 2021, these changes do not apply to your benefits.

If you were an active member of the Plan on 31 December 2021, the benefits to which you are now entitled are in line with the benefits on leaving the Plan set out in section 8 (“Leaving”) of the member booklet. Your date of leaving the Plan is 31 December 2021 and you are now a deferred member of the Plan, with a preserved pension. The Plan’s administrators provided details of your preserved pension as at 31 December 2021 to you in February 2022.

In summary the Plan’s key features for members leaving on 31 December 2021 are:

### **Contributions**

- no further member contributions will be paid to the Plan (either directly or via the pension salary exchange arrangement that was previously in place) and no further benefits will be built up in the Plan;
- other than via the Switch facility at retirement (see below), you are not able to make any further Additional Voluntary Contributions (AVCs) to the Plan.

### **Preserved Pension**

- a preserved pension in the Plan which is based on your Final Pensionable Pay as at 31 December 2021 and Pensionable Service to 31 December 2021 (see “Definitions” on pages 1-4 of the member booklet for more information on how Final Pensionable Pay and Pensionable Service are calculated);
- a Normal Pension Date of your 65th birthday (note that benefits accrued prior to 31 December 2008 are generally payable without reduction from age 62 and some benefits arising from Adibis/Avecia service and historic transfers-in are payable from age 60 without reduction);
- increases in your preserved pension between 31 December 2021 and your Normal Pension Date, as set out in Section 8 of the member booklet (note that the increase rate set by the Government for increases on Guaranteed Minimum Pension for those who left the Plan on 31 December 2021 is now 3.5% per annum).

- the option to transfer your benefits to another pension arrangement before you retire (see Section 8 of the member booklet).

### **Death before Retirement**

- a Spouse's/Civil Partner's pension and a refund of your contributions to the Plan in the event of your death before you retire (as set out in Section 8 of the member booklet for more details but note that the pensions provided to Civil Partners / same-sex Spouses are now equivalent to those provided to opposite-sex Spouses);
- in certain circumstances, a Dependant's pension may also be payable

### **Retirement benefits**

- the option to request early retirement with a reduced pension, reflecting the fact that the pension will be payable earlier and be expected to be paid for longer. (Note that in some circumstances this may be subject to the agreement of the Trustees and unless suffering from ill health, the earliest age at which you can currently retire is 55, although this is set to increase to age 57 on 6 April 2028 in line with the increase in Normal Minimum Pension Age. This is subject to further change in the future);
- the option of taking part of your pension as a tax-free lump sum when you retire;
- annual increases to your pension once it is in payment (see Section 7 of the member booklet for more details)
- a Spouse's/Civil Partner's pension on your death after you retire, plus a lump sum payment if you die within 5 years of your retirement date (see Section 6 of the member booklet for more details but note that the pensions provided to Civil Partners / same-sex Spouses are now equivalent to those provided to opposite-sex Spouses).

### **Switch facility**

The Trustees and Company have agreed that members who left the Plan on 31 December 2021 may, if they wish, transfer defined contribution benefits from the Lubrizol Group Personal Pension Plan, currently managed by Aviva, to the Plan at the point of retirement. Any of these defined contribution benefits transferred to the Plan must be taken as part of a member's tax-free cash at retirement and therefore the value of any benefits transferred when combined with any existing Plan AVCs cannot exceed the maximum tax-free cash lump sum available. If you are considering this option, please contact the Plan's administrators to discuss it further prior to your retirement.

The availability of this option is subject to review by the Trustees and Company in future and subject to future legislative changes, therefore the Trustees and Company cannot guarantee that it will still be in place at the time of your retirement.

### **More information**

The Plan is administered under a trust and is governed by the Trust Deed and Rules. This guide is a summary of the provisions of the Plan as they currently stand, and whilst every effort has been made to reflect accurately the provisions of the Trust Deed and Rules, if there are any differences the Trust Deed and Rules will always take precedence. In addition, this guide does not amend the provisions of the Trust Deed and Rules.

If you require any further information regarding the benefits of the Plan then please contact the Plan's administrators Premier:

Telephone: 0800 122 3200 or +44 208 663 5850 if calling from overseas

Email: [Lubrizol@premiercompanies.co.uk](mailto:Lubrizol@premiercompanies.co.uk)

Post: Premier, PO Box 108, Blyth, NE24 9DY