

DEFINED CONTRIBUTION SECTION BENEFIT STATEMENT SMALL PRINT FOR 2024

**Associated
British Foods** | Pension
Scheme

This document should be read together with your 2024 benefit statement.

General

The Scheme is governed by relevant legislation and the Trust Deed and Rules, which override any information given in this statement in the event of any differences. The Trust Deed and Rules provide for benefits before deduction of any tax. The Trust Deed and Rules and relevant legislation (including tax law) may be changed at any time.

Your details

Your personal data and the personal data of your relatives, dependants and nominated beneficiaries is processed by the following parties as data controllers:

- Associated British Foods Pension Trustees Limited (in relation to the Associated British Foods Pension Scheme); and
- in some cases, the Trustees of the Weston Provident Fund, a charitable fund that operates and administers charitable grants which some members may be eligible to receive.

Information about how these data controllers process your personal data, and your rights in respect of your personal data (including the right to object in certain circumstances), is provided in the following privacy notice: www.abfpensions.com/dataprotection. You must provide this notice to your relatives, dependants and nominated beneficiaries if you are providing their personal data.

How much you already have in your Pension Account

- The benefits shown throughout this statement are based on data provided by your employer and on the unit prices at the date of the statement and therefore cannot be guaranteed.
- Your account value is also the value that would have been paid if you decided to transfer the value of your Pension Account to another pension arrangement at the statement date. The actual transfer value payable would be the value of your investment units on the actual date of transfer so could be higher or lower than the value shown. If you do transfer the benefits from the Scheme, there are no charges applied.
- You may also have pension benefits within a previous pension arrangement and, depending on the rules of your previous scheme, you might be able to transfer the pension benefits into your Pension Account – find out more on our website at www.abfpensions.com/dc/transferin.

How much money you could have at your Normal Retirement Date

To calculate the benefits you might receive on retirement we have made the following assumptions and estimates:

- Contributions will continue at the rates shown on your statement until your NRD.
- The investment return assumed for the statutory illustration has been based on the expected return from your fund between now and NRD, broadly taking into account your current investment choices and (where applicable, e.g. if you are in a target date fund) your targeted retirement date. This investment return assumption will not be the same as the actual returns earned on your funds. Performance of those investments could be better or worse which will result in a higher or lower pension than indicated. You can find out more about investments on our website at www.abfpensions.com/dc/investments, or if you would like any additional information in respect of the investment returns assumed in your illustration, please contact Group Pensions.

- Under current law we are required to provide you with an estimate using a set of prescribed assumptions. This estimate is in today's prices and therefore has been adjusted to allow for the effect of inflation in the future.
- Your salary will increase at 2.5% a year until your NRD.
- Future inflation will be 2.5% a year.
- An underlying interest rate of 3.8% per year is used in calculating the cost of converting your Pension Account to a pension.
- Your fund will be used to buy a pension that:
 - ▶ is a single life pension (i.e. with no provision for a spouse's pension),
 - ▶ is non-increasing, and
 - ▶ is guaranteed to make payments for 5 years after retirement.

Any AVCs are included in the pension quoted and based on the same assumptions.

Your estimated benefits take account of any additional benefits that you may be entitled to including any additional benefits awarded to you if you have transferred benefits from another pension arrangement into the Associated British Foods Pension Scheme before the statement date.

The statutory estimate has been worked out, using various assumptions, in accordance with the Occupational and Personal Pension Schemes (Disclosure of Information) Regulations 1996 (SI 1996/1655) (as amended) and with Technical Memorandum 1 (version 5.0) published by the Financial Reporting Council. The expense deduction of the passive funds in each asset type has been used for all funds in that asset type. We have assumed that, if members opt for an active fund, with a higher expense loading, it is in anticipation of a higher return such that the expected net return will be the same. It is based on the information currently held by Group Pensions and is produced for information only. It is not proof of entitlement and confers no rights to benefits.

If you take your benefits as a one off cash sum, the estimated tax deduction has been based on the current size of your fund. The actual tax deduction will be based on your personal circumstances and tax bands in place at the time you take the benefits and may be more or less than the amount shown.

If your benefits are projected to exceed the Lifetime Allowance of £1.0731 million, the tax free lump sum will be restricted to 25% of £1.0731 million, i.e. £268,275.

Your investments

The value of your investments may have been rounded up or down to the nearest whole penny. There may therefore be rounding differences when adding up the value of each individual investment fund separately and when comparing this to the total value of your Pension Account shown.

The Statement of Investment Principles (SIP) sets out the Trustee's policies in relation to the default investment fund offered by the Scheme and also their objectives in providing the full range of funds available. You can read or download the SIP on our website at www.abfpensions.com/dc/sip.

Know your limits

- The Annual Allowance (AA) amount shown in the Know your limits section does not include details relating to other pensions you may contribute to outside of the Scheme. You will need to include details of other pension arrangements, assessed against the AA, if you are required to complete a self-assessment tax return.
- The Lifetime Allowance (LTA) amount shown in the Know your limits section does not include details relating to other pensions you may hold outside the Scheme.
- The Lifetime Allowance (LTA) was a limit on the amount of pension benefits (excluding the State Pension) that you could save tax efficiently in your lifetime. The Government has since abolished the LTA entirely from 6 April 2024 and introduced two new allowances instead, which limit the amounts that can be paid as a tax free lump sums. These are the Lump Sum Allowance (LSA) and the Lump Sum and Death Benefit Allowance (LSDBA).
- You can read more about the AA, the LTA and the two new allowances (the LSA and LSDBA) on our website at www.abfpensions.com/dc/taxation.