



TM Pension Plan

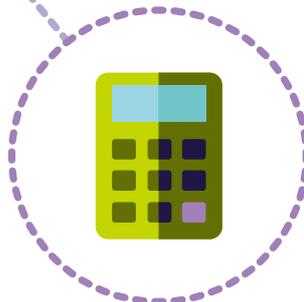
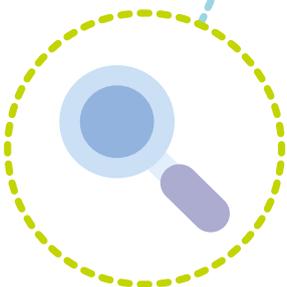
YOUR SUMMARY FUNDING STATEMENT 2018



The Trustee sends you a Summary Funding Statement to give you an idea of the Plan's financial status.

Please take time to read this statement so that you know how your pension scheme is doing.

A copy of the full valuation is available on request from the Plan Administrator.

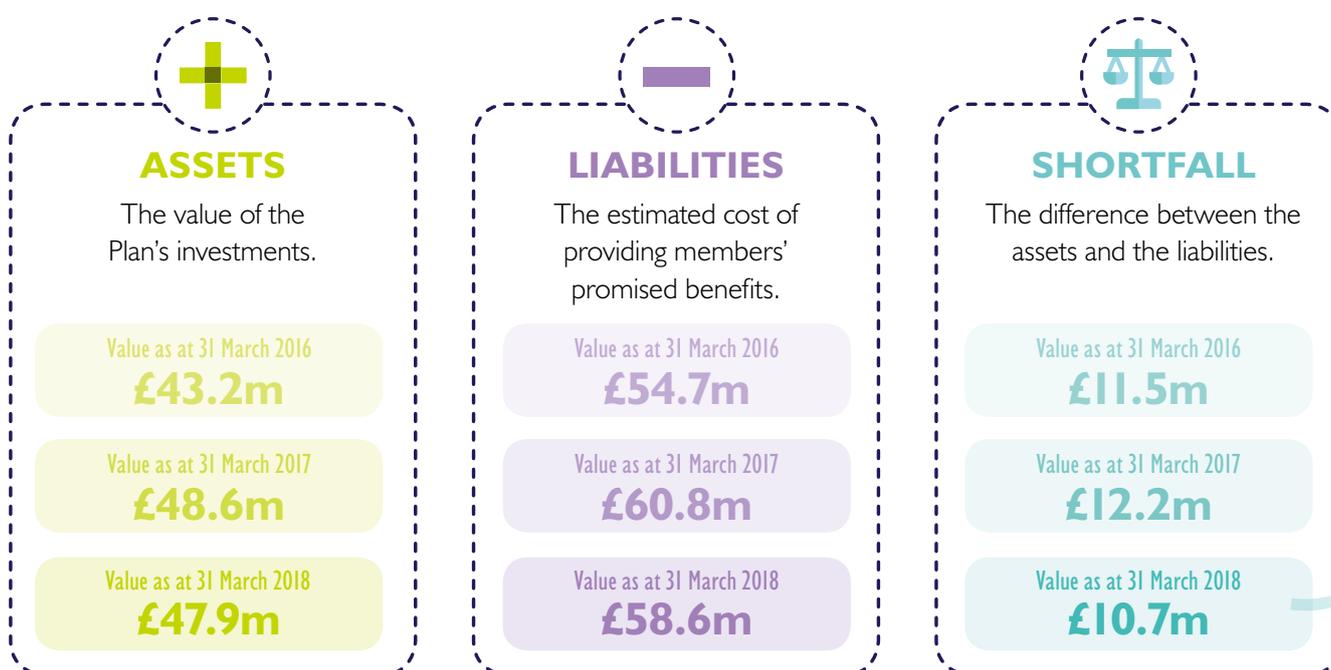


KNOW THE FINANCES

This section is not relevant to you if you're a member of the Defined Contribution section of the Plan.

HOW IS THE PLAN DOING?

A full actuarial valuation is undertaken every three years, with annual checks in between. Here is a summary of the position at the last update and how this compares with the previous annual update and the last full valuation.



DID YOU KNOW?
Neither the Trustees nor our advisers can give financial advice but a financial adviser can. If you are thinking of leaving the Plan or making any changes to your pension arrangement, we recommend you get advice first. For a list of advisers go to www.unbiased.co.uk.

The funding level of the Plan depends on whether its liabilities (the money it expects to have to pay out now, and, in the future) are less than its assets (the amount it has invested, which builds up over time through Company contributions and investment income). If the assets are worth less than the liabilities, then it has a 'shortfall', but if the assets are worth more than the liabilities, then the Plan has a 'surplus'.

As you can see as at the last annual update the Plan had a shortfall with 82% of the money it needed to pay all benefits due now and in the future.

The Plan's financial position



WHAT DOES THIS MEAN FOR MY BENEFITS?

These valuations are only a snapshot in time, and as market conditions change, it is perfectly normal for the funding level to fluctuate over time.

The Company remains committed to providing your pension benefits and in 2017 paid additional contributions of £944,000. It is committed to pay an additional £1,150,000 in 2018 and £1,400,000 a year between 2019 and 2025, increasing annually in line with RPI. In addition, the Company has agreed to pay £200,000 a year to cover the Plan's expenses and it will also meet the Pension Protection Fund's levies. It is anticipated that the shortfall will be completely removed by 2025.

IS MY PENSION SECURE?

The Trustee aims to have enough money in the Plan to pay pensions and other benefits to members as they are due. So long as the Company continues to support the Plan, your benefits will be paid in full when they become due.

The Scheme Actuary also works out how much money the Plan would need if the Company could no longer support it, the Plan was wound up and the Trustee secured members' benefits by buying an insurance policy.

Securing benefits in this way is expensive because the insurance company pays members' benefits in full in exchange for a one-off payment. For example, when the last full valuation was carried out as at 31 March 2016, it would have cost £75 million to secure members' benefits if the Plan had wound up on that date compared to the assets of £43.2 million at the same date.

If there was not enough money in the Plan to buy out all the benefits with an insurance policy, the Company would have to make up the shortfall. For cases where the Company goes out of business and doesn't have the money to pay the benefits promised the Government has set up a compensation scheme – the Pension Protection Fund (PPF) – which can provide compensation to members. You can find out more about the PPF on its website: www.pensionprotectionfund.org.uk

Including this information doesn't mean that there are plans to wind up the Plan, it's simply required to form part of our report.

And finally,

The Plan currently has a shortfall, and so there is no surplus in the Plan. We can therefore confirm (as legally required) that the Company has not taken any surplus payments out of the Plan in the last 12 months. We can also confirm that The Pensions Regulator has not intervened to change the way that benefits build up, how valuations are calculated, or the way the funding shortfall is met.

OUR INVESTMENT STRATEGY

The Plan's investment strategy is set by the Trustees after taking appropriate independent advice as part of our strategy. Details of the Trustee's investment strategy are outlined in the Plan's Statement of Investment Principles – copies are available on request from the Plan Administrator.

Plan Administrator

The Plan Administrator is:

✉ Hymans Robertson LLP, One London Wall, London EC2Y 5EA

☎ 020 7082 6270

@ adminteam1@hymans.co.uk

YOUR DATA

If you would like to find out more about how we use your personal data please follow the link to the Hymans Robertson Trust Centre: www.hymans.co.uk/information/trust-centre/

KNOW THE LATEST NEWS

YOUR OPTIONS AT RETIREMENT

If you're a member of the defined contribution (DC) section, you already have flexibility around how you can take your benefits at retirement. You can find out more at www.moneyadvice.service.org.uk or www.pensionwise.gov.uk.

If you're a DB member, you have the following options:

Option a) Receiving your benefits from the Plan

You can choose either a pension for life or a tax-free lump sum plus a smaller pension. Pensions typically increase in payment and a pension will be paid if you die leaving a spouse.

Option b) Transferring your benefits to another approved pension scheme

You can transfer the value of your benefits to a pension scheme that allows you to take your benefits in a more flexible way. For example, you may be able to:

- a) Buy a higher pension that doesn't increase in payment, or with no spouse's pension
- b) Take a higher tax-free cash sum than the Plan's rules allow
- c) Subject to tax-free allowances, draw regular lump sums and keep the rest of your money invested until you need it

It's important to take financial advice before making a final decision. Financial advice is required by law before you transfer defined benefits out of the Plan if they're valued at more than £30,000.

FIND OUT MORE ABOUT YOUR PENSION

You can register on the Plan website by visiting www.tmpensions.co.uk and clicking on 'register'. You'll need your NI number, telephone number, postcode and/or email address. Once you have completed the registration process you will be sent a unique PIN which you'll need to enter the first time you log in to your account.

DON'T LET A SCAMMER ENJOY YOUR RETIREMENT

Since the government relaxed the rules on how you can take your pension benefits, there's been an increase in people being scammed out of their retirement savings.

In 2017, 253 victims contacted Action Fraud losing an average of £91,000 each. The total loss is thought to be much higher since many cases go unreported.

Citizens Advice's research found that while 78% of people they contacted thought themselves wise to potential scams, 88% fell for common techniques. So, what should you be looking out for?

1. Most scams can be tracked back to an unexpected phone call, text, email or social media post. If someone calls you offering a free pensions review, hang up. It will be a scam. Ignore similar unsolicited texts, emails and social media posts.
2. Make sure that any financial adviser you consult is registered with the FCA. You can check the Financial Services Register online at www.fca.org.uk or you can call them for free on 0800 111 6768.
3. Don't be rushed into a decision. Take your time to consider all options and make independent checks.
4. Trust your instincts: if it sounds too good to be true, it probably is.

You can also find a list of registered financial advisers at www.unbiased.co.uk. This useful site has lots of information and support, including a pensions area with tips on staying safe from pensions fraud.

MAKE SURE YOU NOTIFY THE TRUSTEES OF YOUR BENEFICIARIES

Please take the time to make sure your Expression of Wish information is up to date. You can view and update this by registering on www.tmpensions.co.uk or by contacting the Plan Administrator.