

Your pension in the Safeway Pension Scheme

FEB
2026

Your pension in the Safeway Pension Scheme (the Scheme) provides you with an income for your retirement.

Our priority as the Trustee, is to make sure your pension is protected for when you're ready to take it, and that it's paid when it's due.



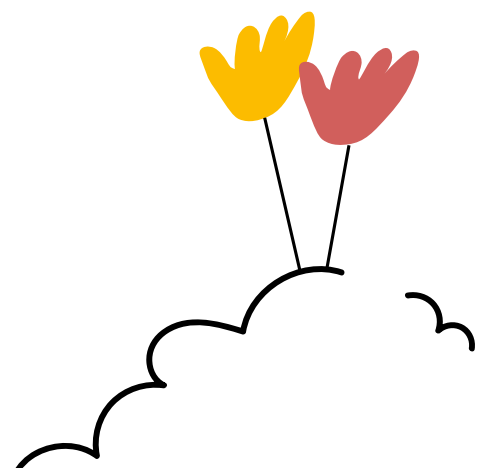
LOOKING TO THE FUTURE

This newsletter explains how we're taking steps to make your pension more secure for the future. Learn how we're protecting members' benefits for the long-term on **pages 6 and 7**.

PLANNING FOR YOUR RETIREMENT

It's always good to be prepared for retirement.

Head to **pages 8 and 9** for help on planning for this phase of life.



Welcome to your latest newsletter

We have lots to **share with you.**

Please take the time to read this newsletter carefully.



Protecting your benefits

As Trustee, our main focus is to protect benefits for all members of the Scheme. We let you know in last year's newsletter that we were working towards securing all members' benefits for the long term by purchasing insurance policies known as 'buy-ins'. We're pleased to confirm that all members' benefits are now secured in this way. You can find an update on the next steps for the Scheme and what this means for you on **pages 6 and 7.**

Our funding position remains strong

We've started our three-yearly valuation for the year ending 31 March 2025 and we expect to provide an update on the results later in the year. For now, the main thing to know is that the Scheme's funding position continues to remain strong. You can see an overview of our report and accounts on the **next page.**

Preparing for the future

Planning for retirement is important. By understanding what you have and taking a step back to look at the bigger picture, you can feel more confident and prepared when the time comes to take your benefits. You'll find plenty of helpful resources on our website, and you can also log in to our secure online portal, PRISM, to view your retirement calculations and estimated transfer values. Learn more on **pages 8 and 9.**

Keeping in touch

Finally, as always, it's important for you to make sure you keep all your personal details up to date, so you don't miss out on important information from us or experience any delays in receiving your pension when the time comes. If your details change, you can update them on PRISM or by contacting the Scheme administrator, Hymans Robertson. You can also contact them if you have any questions about the contents of this newsletter. Their contact details are on the **back page.**

Wishing you a healthy and safe 2026.

Steve Southern

Chair of the Trustees

What you need to know

A snapshot of our updates from the latest annual report and accounts for the year to **31 March 2025**.



Value of assets at the start of the year

1 April 2024: £2.6bn

Money in

Investments produced returns of: (£339m)

Group transfer in and 'other': £90m

Transfer of assets from the TM Pension Plan and the TM Group Pension Scheme, plus any 'other' incoming payments

Money out

Pensions, benefits and expenses paid: £122m

Value of assets at the end of the year

31 March 2025: £2.2bn

The Scheme change in value: (£371m)

Our members:

We look after the pensions for all our members, and every single member is important to us.

Here is a breakdown of our membership as at 31 March 2025:



Deferred
members

13,120

Pensioner
members

17,465

Although the Scheme has seen a decrease in value, there still remains sufficient assets to pay benefits.

Being a member of the Scheme

Your Safeway pension is an important part of your retirement.



It's what's known as a defined benefit pension, which means you'll receive a guaranteed income for life when you're ready to take it.

Unlike other types of pensions that depend on investment performance or how much you and your employer have paid in, your Safeway pension is based on a percentage of your final salary and how long you were an active member of the Scheme.

Like all defined benefit pension schemes, the Scheme has evolved over the years to keep pace with changes in the world around us, ensuring we can continue to pay all members' benefits, now and in the future.

Let's take a look at some of the key milestones in the Scheme's history, and the steps we're taking to protect your pension for the years ahead.

1966: The Argyll Pension Scheme is established

The Scheme is set up as the Argyll Superannuation Fund, providing retirement benefits for employees of Argyll Foods.

→ **1987: Argyll Food plc acquired Safeway UK**

Argyll Foods plc acquires Safeway UK and starts using the Safeway name, which was more widely recognised at the time.

→ **1991: The Scheme closes to new members**

To focus on managing existing benefits, the Scheme stops accepting new members.

1996: The Scheme is formally renamed

The Scheme officially becomes the Safeway Pension Scheme.

→ **2009: Benefit accrual changes**

The Scheme adjusts how benefits are earned, changing from Final Salary to Career Average Revalued Earnings (CARE) arrangement.

→ **2015: The Scheme closes to future accrual**

Active members start building benefits in a new pension arrangement, while the Scheme continues to manage existing benefits.

2017: Securing members' benefits

We begin protecting members' benefits through insurance policies known as buy-ins, helping ensure pensions are paid as promised.

→ **2024: We welcome former TM members**

The TM Pension Plan and TM Group Pension Scheme merged into the Scheme and we welcome our new members.

→ **2025: All members' benefits are secured**

All members' pensions are secured through buy-ins, giving added confidence in the Scheme's long-term stability.

2026: Looking ahead →

We continue to focus on the future to fully secure members' benefits. Find out what's next for the Scheme on **pages 6 and 7**.

Looking after the Scheme

The Scheme is set up as a Trust under a Trust Deed and Rules.

Safeway Pension Trustees Limited is the registered Trustee Company. The Trustee Company is made up of a board of directors who we refer to as trustees. We are a group of people with a shared goal - to act in the best interests of all members of the Scheme and apply the rules of the Scheme.

Although the trustees change over the years, our aim is always to ensure the Scheme remains well funded and can pay members' benefits in full when they are due – both now and in the future. We work with a number of professional advisers who help us run the Scheme, and we have additional support from the pensions team at Morrisons.

Our responsibility is to make sure the Scheme is:

- Well run and properly managed
- Focused on securing members' benefits
- Investing its assets to protect and grow the Scheme over the long term
- Meeting all legal and regulatory requirements

Our ultimate goal is to reach a position of lasting security for our members, and we're fortunate that the Scheme's strong funding has allowed us to make decisions that mean we are now closer to achieving our goal.



The trustees

David Beaty
Matthew Hart
Simon Galvin
Steve Phelps
Steve Southern (Chair)

Secretary to the Trustee:

Steven Robson, Head of People - Pensions

Where are we now?

What we've achieved so far

Last year, we let you know that the Scheme's strong funding position allowed us to secure most members' benefits by purchasing insurance policies, known as 'buy-ins.'

We're pleased to share that we've now secured all members' benefits through buy-ins, offering extra security for all of our members.

What is a buy-in?

A buy-in is an insurance policy that provides long-term security for pension schemes like ours. It transfers the financial risks over to the insurer while we, the Trustee, remain responsible for running the Scheme.

Why have we decided to do this?

As trustees, one of our key responsibilities is considering risks and if they might impact the Scheme's ability to pay benefits to members in the future.

The Scheme is in a strong financial position, and because of this we were able to consider the option of purchasing insurance policies to cover all the benefits. After careful consideration we determined this would be the best move for the Scheme.

We aren't alone in this decision. By completing a buy-in we joined over 300 other schemes that took this step in 2025, as a way to protect benefits for the long-term.

How a buy-in protects your benefits

By insuring members' benefits in the way we have, we have paid the insurer to take on investment and longevity risks, such as the effects of market volatility, and of members living longer than expected. These factors can play a part in whether the Scheme continues to have enough money in the future to pay benefits to members.

In the long term, insurance companies are generally considered to be the best providers of pension scheme benefits because they're paying benefits for much larger groups of people than any individual company pension scheme. This spreads the risk more widely and provides long-term security for members.

It's all part of the work we have done to make sure your pension remains safe and well looked after, now and in the years to come.

What this means for you

- Your benefits are secure for the long-term and there are no changes to how much you'll receive at retirement.
- Hymans Robertson will continue as administrators for the Scheme and benefits will be paid in the same way.
- The trustees remain in place, to look after the Scheme.

Looking to the future

As a next step, the trustees are now considering moving from buy-in to buy-out with the insurers we have partnered with, providing additional levels of security for the future.

What is a buy-out?

A buy-out is when a pension scheme fully transfers its members to an insurer.

The main difference between a buy-in and a buy-out is that at the point of buy-out the insurer takes on full responsibility for your pension, instead of the Scheme and the Trustee.

The insurer issues individual policies to each member and becomes fully responsible for paying members' benefits when they're due.

Why are we looking at doing this?

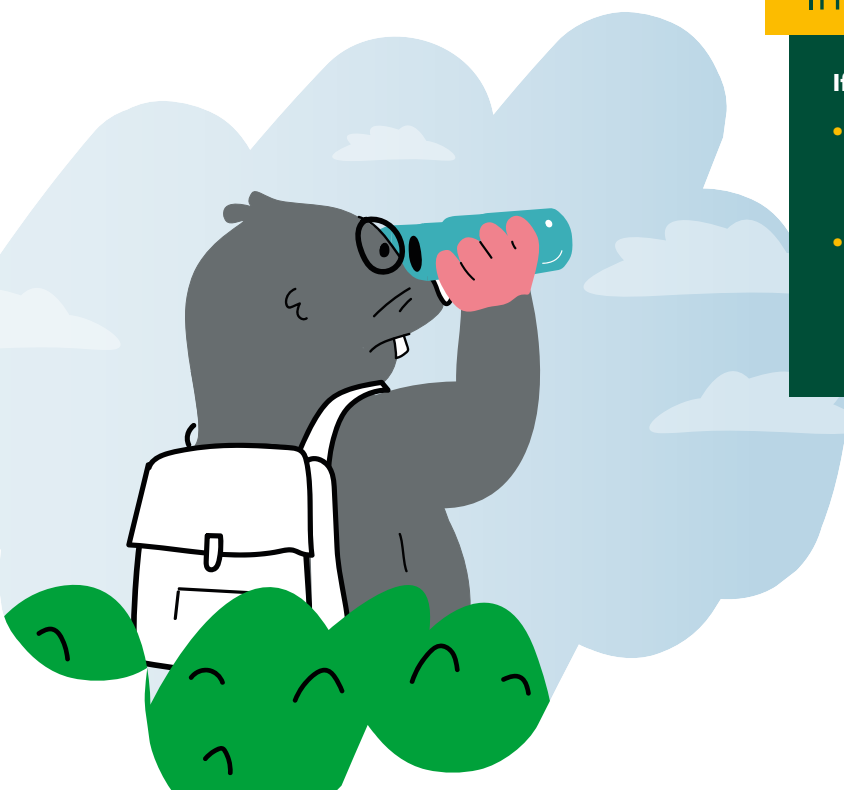
Moving to a buy-out is a natural, positive, next step for schemes who complete a buy-in, especially those as well funded as ours. It helps secure members' benefits, and protects your pension into the future.

There are still a number of decisions that need to be made, and we will continue to work closely with the Scheme's advisers and the Company to support us in this process, and ensure that the timing and process is right for all involved.

Important to know

If the Scheme moves to buy-out:

- It will not impact your benefits, and you will have the same options for taking your pension, as you do now.
- You will have your own individual insurance policy with the insurer, who will pay your benefits when they are due.



Planning for your future

Whilst there are changes happening to the Scheme, your pension at retirement remains the same so taking time to understand your pension and plan for your future can help to make sure you feel in control when the time comes for you to retire.

There's lots to think about when you are considering taking your pension, such as how much you'll need and the type of lifestyle you want. It's important to think of the bigger picture and factor in any other pensions you have from Morrisons, other employers or private pension, and the State Pension too.

Retirement may feel a few years away, but the steps you take now can make a real difference to the choices you'll have later.

Financial advice

Please remember, we always recommend taking advice before you make any commitments with your pension. You can find further information about how to get advice or guidance on the **back page**.

In the years before retirement, it's worth:

- Checking the value of your pension on PRISM
- Thinking about when you'd ideally like to retire
- Considering how much you will need as an income when you retire
- Seeing if financial advice could help you

As you get closer to retirement, here's what to expect:

- Make a plan for how and when you might want to retire (5 years)
- Look out for your retirement pack from Hymans Robertson (1 year)
- Hymans Robertson will send you another retirement pack before your retirement date with the forms you need (6 months)

Check out our retirement guides

To support you on your journey, we have some helpful retirement guides that help you when you are planning your retirement and what you need to think about.



Visit www.morrisonspensions.co.uk, select 'Safeway Pension Scheme' and answer 'yes' to the question 'Were you previously a member of the TM Group Pension Scheme or TM Pension Plan?' – You'll find the retirement guides under the 'Resources' section.

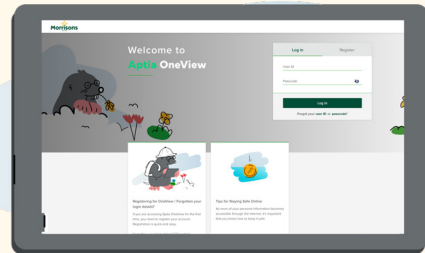




Find out what you have on PRISM

PRISM helps you to manage your pension anywhere, anytime. Log in to PRISM in 3 steps:

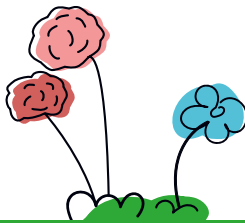
- 1 Visit our website - **www.morrisonspensions.co.uk** - and select 'Safeway Pension Scheme'
- 2 Answer 'yes' to the question 'Were you previously a member of the TM Group Pension Scheme or TM Pension Plan?'
- 3 Select whether you are a former member of the TM Group Pension Scheme or TM Pension Plan and login



On PRISM, you can:

- See how much pension you've built up
- Get a retirement illustration*
- Nominate your beneficiaries, letting us know who you'd like to receive any payable benefits when you die
- View and update your personal information
- Get an estimated transfer value*

*The illustrations shown on PRISM provide estimated figures. As you get closer to retirement you may need more accurate quotations which you can request from Hymans Robertson.



The State Pension

Don't forget about the State Pension as part of your retirement planning. The maximum full State Pension for 2026/2027 is due to rise by 4.8% in April 2026. This means that the maximum amount you could receive will be £12,547.60 per year.

The actual amount you receive will depend on your National Insurance contributions record.



You can check your State Pension forecast by visiting:

www.gov.uk/check-state-pension

Taking care of your loved ones

If you die before taking your pension, the trustees are responsible for deciding who your death benefits are paid to, so it's important that you let us know who you'd like to receive these.

To do this, you need to complete a Beneficiaries form which can be found on PRISM. You can choose to leave your retirement savings to more than one person, and you can state how you'd like to split it.

If you need any help completing the form, Hymans Robertson can support you – their contact details are on the **back page**.

It's important to make sure you keep this information up to date as and when life changes, so that the trustees know your wishes.

Pension news



Pensions Dashboards

Along with the rest of the pensions industry, we've been preparing for the introduction of Pensions Dashboards. This is a new initiative that is being launched by the Government which will help you see all your UK pension savings in one place.

This isn't just for your Safeway pension; you'll be able to see all of your pensions from other employers too, including the State Pension, making it easier to plan for your future.



Pension schemes have different dates for when they need to connect to Pensions Dashboards, and the public will be given access at a later date. You'll be able to get updates on the official website, using the QR code or the following link:
www.pensionsdashboardsprogramme.org.uk

Changes to Inheritance Tax and your pension

In the 2024 Autumn Budget, the Government announced a proposal that could affect how unused pension funds and certain death benefits are treated for Inheritance Tax (IHT) purposes in the future. This proposal has been confirmed as of the 2025 Budget and is due to take effect from 6 April 2027.

When the change comes into force, most unused pension savings and some death benefits may be included in your estate and could be subject to IHT. Some benefits may remain outside of the estate, but the new rules will apply to the majority of pension funds that remain unused on death.

What does this mean for you?

These changes could affect your beneficiaries after your death, particularly if your unused pension savings or death benefits push the value of your estate above the IHT threshold.

If you think you might be affected, you may wish to speak with an independent financial adviser about your options.

For details on how to find a financial adviser, see the **back page**.



Stay safe from scams

No matter where you are in your pensions journey, it's important to always remain vigilant with your pensions.

With £17.5 million lost to pensions scams in 2024, scammers are finding new and clever ways to try and trick people out of their hard-earned money.

Be suspicious of:

- **Cold calls:** Unsolicited calls, texts or emails could likely be from a scammer.
- **Pressure to act fast:** Pushy tactics including limited-time offers or couriered paperwork should ring alarm bells.
- **Too-good-to-be-true promises:** High returns, overseas investments, or risk-free guarantees are big red flags.
- **Unexpected pension reviews:** Free reviews or open 'investment opportunities' are likely too good to be true.
- **Early cash release:** Unless you're 55 or older, you can't withdraw from your pension. Offers to access funds early aren't just likely to be scams, but they can come with heavy tax penalties too. (The minimum pension age will rise to 57 in 2028).
- **Fake firms:** Before engaging with any financial firm, make sure that the company exists on Companies House and check the FCA register to see if they're regulated.

Who can help?

If you're a victim of fraud or suspect fraud, immediately report it to:

- Your bank
- Your pension provider – if it's a pension-related scam
- Report Fraud – visit www.reportfraud.police.uk or call **0300 123 2040**

You can follow the Financial Conduct Authority's advice on their website at www.fca.org.uk/scamsmart/how-avoid-pension-scams



Important contact details

Financial advice

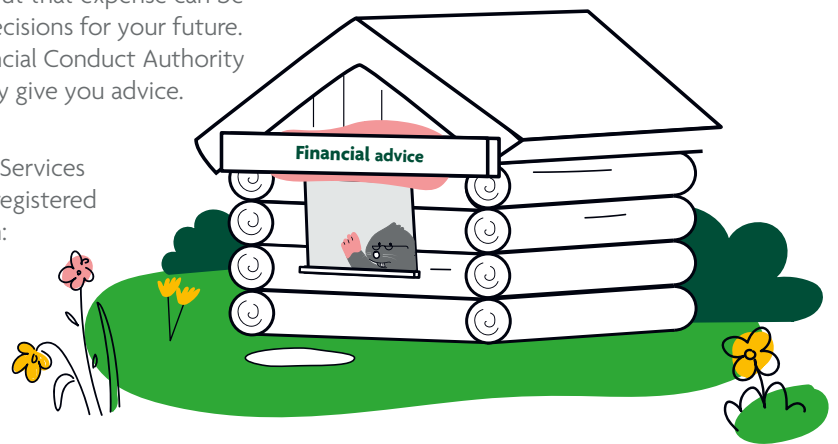
Before you make any big decisions, you may find it helpful to spend some time with an impartial financial adviser.

An adviser will explore what you want your future to look like including your spending, savings, debts and your retirement goals alongside the pension savings you have. They'll then make a recommendation based on your situation, so it's completely personal to you.

Financial advisers will charge for their services, but that expense can be worth it to make sure you're making the best decisions for your future. Financial advisers are also regulated by the Financial Conduct Authority (FCA), so they must follow strict rules when they give you advice.



You can use the FCA's Financial Services Register to check an adviser is registered before you start a conversation:
<https://register.fca.org.uk/s>



The Scheme contact details

If you have a question about your pension...

Contact Hymans Robertson:

 TMclient@hymans.co.uk

 020 7082 6270

 **Safeway Pension Scheme Administrators**
Hymans Robertson LLP, 1 London Wall
London, EC2Y 5EA

Have your National Insurance number to hand when you call so that the admin team can easily identify you.