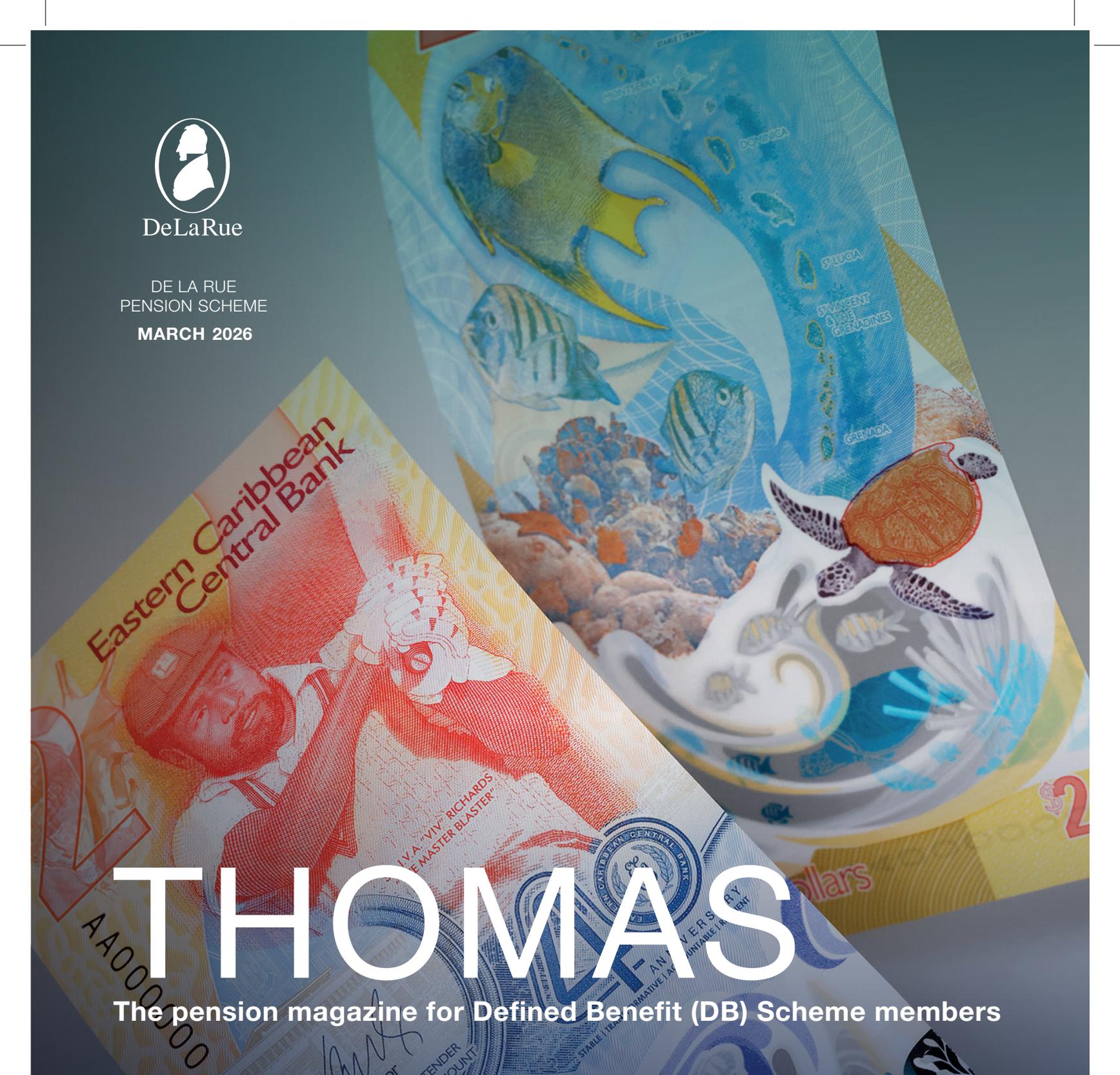




DeLaRue

DE LA RUE
PENSION SCHEME

MARCH 2026



THOMAS

The pension magazine for Defined Benefit (DB) Scheme members

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DeLaRue

Thomas de la Rue
1793 - 1866



A review of the year

Welcome to THOMAS, the annual magazine for members of the De La Rue Pension Scheme (the Scheme), keeping you aware about the Scheme's management, developments, and other pensions-related news.

Trustee update

Over the past year, the Trustee has continued to focus on protecting members' benefits as developments unfolded around the future business and ownership of the Company. The corporate activity involving the Company has now successfully completed, and the package of funding and covenant protections negotiated by the Trustee during that process is now in place. These measures provide greater stability and support for the Scheme as it continues to work towards its long-term funding objectives. With these strengthened protections and the additional support secured through the negotiations, the Scheme is now broadly fully funded on its technical provisions basis following the completion of the actuarial valuation at 31 March 2025, and subsequent deficit reduction payments into the Scheme.

The Trustee has also recently completed a new investment aimed at strengthening the Scheme's financial position. The Scheme has invested in a five-year holding in a Scottish Limited Partnership, which offers:

- A fixed 10% annual interest rate on monies lent by the Scottish Limited Partnership to the Company.
- Full repayment of the principal at the end of the five-year term.
- Additional security via a bank-issued Letter of Credit covering all of the repayment obligations in respect of the monies lent. This is a key feature of the investment and provides extra security beyond the covenant offered by the Company and its new owners.
- Effectively the investment is underwritten by a bank with a higher grade credit rating than the Company (and a higher grade than the Trustee would expect to receive from a similar corporate debt investment).

This investment has been carefully reviewed with the Scheme's advisers and forms part of the Trustee's ongoing strategy to support the Scheme's funding over the long term.

Your benefits remain secure, and there are no changes to your Scheme benefits as a result of the completed corporate transaction or this new investment. The Trustee will continue to keep members informed through regular updates.

The Scheme Valuation

In the ordinary course of events the next statutory valuation would have been as at 30 September 2026. However, due to corporate activity and a change of ownership at the Company, the Trustee agreed with the Company to bring the triennial valuation forward from 30 September 2026 to 31 March 2025. This was an opportunity to re-evaluate the Scheme's position to ensure the correct support could be negotiated with the Company and its new owners.

The 31 March 2025 valuation showed the deficit had decreased to £34.8 million (from £78.2m at the last formal valuation date of 30 September 2023).

Investment update

As in previous years there is still considerable movement in global financial markets. The Trustee, together with the Scheme's investment adviser, Hymans Robertson, continues to regularly review the Scheme's investment performance. These reviews include evaluating the robustness and continued appropriateness of our long-term investment strategies. See the update on the next few pages for more information.

Are you connecting with your pension?

Prism is your dedicated pension website, where you can view and manage your pension pot. Find out more on page 8.

We hope you enjoy this issue of THOMAS.

Remember, we'd love to hear your feedback, so get in touch using the contact details on the back page.



Scheme update

Key figures from the 2025 accounts

The key figures at 31 March 2025 are shown below. This is so you can get an idea of how the Scheme membership and finances are moving throughout the year. You can see a full version of the report by visiting delaruepensions.co.uk or by contacting the Scheme administrator using the contact details on the back page.

Period ending 31 March 2025*		
The number of Scheme members	Contributions paid to the Scheme over the period	The value of the pensions and lump sums paid to members over the period
 6,204 members	 £1.6 million	 £43 million
The decrease in the value of our assets	The value of the Scheme's assets at Scheme year end	
 £27 million	 £653.6 million	

* Period ending 31 March 2025: 5 April 2024 – 31 March 2025

**Period ending 5 April 2024: 6 April 2023 – 5 April 2024

Scheme investment performance

The table below shows how the Scheme investments have performed overall against the benchmark over the one-year and three-year periods ending 31 March 2025.

	Last 1 year (% p.a.)		Last 3 years (% p.a.)	
	Fund	Benchmark	Fund	Benchmark
Legal & General – Global Equities	5.5	6.7	7.6	8.1
Legal & General – UK Equities	10.3	10.5	7.2	7.2
Insight – Secured Finance	5.6	8.2	4.5	7.2
Insight – Secured Finance II ¹	6.9	4.6	6.9	4.6
Insight – Buy and Maintain	2.1	2.1	(5.5)	(5.5)
Insight – LDI ²	(26.7)	(26.7)	(43.1)	(43.1)
Insight – Liquid ABS	5.8	5.6	4.5	4.6
Insight – Global ABS	7.2	7.1	4.7	6.2
Partners Group Multi-Asset Credit 2016 (III) ³	-	-	-	-
Partners Group Multi-Asset Credit 2019 (V) ³	-	-	-	-
TOTAL⁴	(7.6)	(7.2)	(15.4)	(14.6)

Source: Hymans Robertson LLP; Investment Managers. All manager performance figures are net of fees.

¹ Performance Data since inception.

² Includes the performance of Insight Liquidity Fund (cash element of the LDI).

³ No performance data is available for Partners.

⁴ Performance excludes the buy-in policy as due to the structure of the insurance policy it is not appropriate to assign a performance figure. It also excludes the Partners funds' performance for reasons previously stated.

The overall value of the Scheme's investment portfolio has reduced slightly since 5 April 2024. The reduction in the value of assets over the period is not a concern, as the value of the Scheme's liabilities has also fallen. To protect the funding position, we invest the Scheme's assets so that they change in a similar way to changes in the value of the pensions the Scheme will pay (the liabilities).

A key part of this approach is the Scheme's use of Liability-Driven Investment (LDI) assets. These are investments that help protect the Scheme from changes in long-term interest rate and inflation expectations – two of the main factors affecting the value of the Scheme's liabilities. LDI assets are structured so that their value moves in line with the Scheme's liabilities, if expectations of future interest rates and/or inflation changes, such that the overall funding level of the Scheme is broadly unchanged.

If expectations of long-term interest rates rise for example (as was the case over the last year), then the cost of providing pensions to members reduces as the Scheme expects to achieve a higher return on its assets to meet pension payments, and the LDI investment is intended to reduce by the same amount to offset this reduction in cost, but keep the overall funding level unchanged. The reverse is true if liabilities were to rise, with the assets increasing too and the overall funding level remaining unchanged. By using LDI assets, the funding position is expected to be protected from these changes in market conditions.





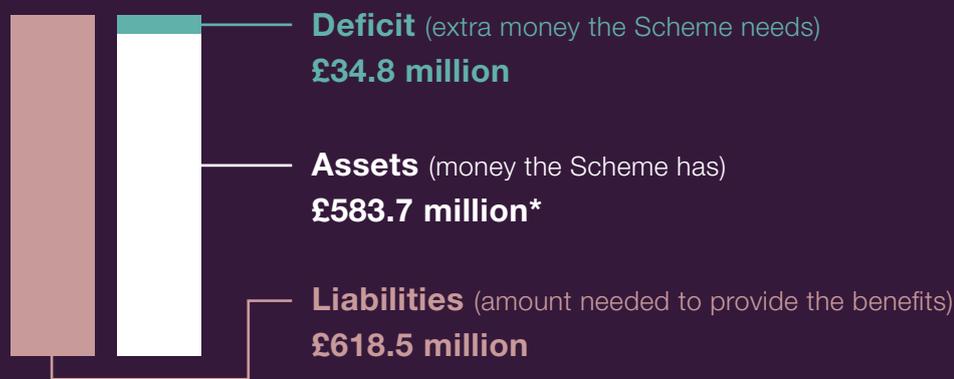
Funding update

Every three years, the Scheme Actuary conducts a financial review of the Scheme.

This is known as a valuation, and we use Hymans Robertson to do this. The valuation is important because it gives us a picture of where the finances of the Scheme are today, as well as a projection of what things might look like in the future.

Due to corporate activity and a change of ownership at the Company, the Trustee decided to bring forward the next triennial valuation due as at 30 September 2026 to 31 March 2025. The updated position as at 31 March 2025 is shown below.

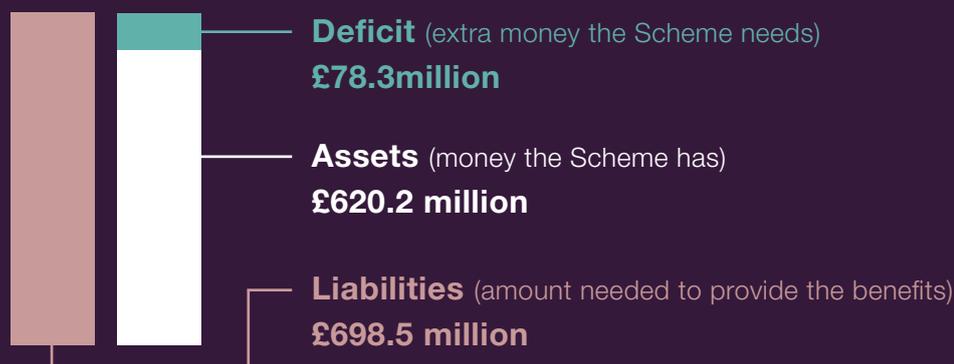
31 March 2025



Funding level 94.4%

* Non-insured assets of the Scheme taken into account at their market value as at 31 March 2025, as set out in the audited accounts. The insured assets have been valued equal to the underlying liabilities on the corresponding basis. The asset and liability values quoted also exclude the value of additional voluntary contributions. This is the reason for the difference between the asset figure here, and that quoted earlier in the newsletter.

30 September 2023



Funding level 88.8%

Over the period from 30 September 2023 to 31 March 2025, the funding deficit decreased to £34.8 million. The primary drivers of this improvement were changes to the Scheme's financial assumptions as a part of the valuation, changes in market conditions over the period, and contributions paid into the Scheme since the last valuation. These factors have led to an overall improvement in funding level and a reduction in the deficit over the period.

What has happened since 31 March 2025?

Since the 31 March 2025 actuarial valuation, a total of £37 million in deficit reduction contributions has been paid into the Scheme by the Company. These contributions eliminated the funding deficit as at 31 March 2025, and as a result, no further deficit reduction contributions are currently due.

At the current date, the Scheme is estimated to be fully funded. However, there remains an agreement in place for additional contributions to be provided to the Scheme depending on the Scheme's funding level at prescribed future dates.

How we aim to keep your pension secure

The Trustee aims to have enough money in the Scheme to pay pensions and other benefits to members. With the Company's continued support of the Scheme and the investments delivering the expected returns, your benefits will be paid in full when they become due.

The Actuary works out how much money the Scheme would need if:

- the Company could no longer support it
- the Scheme 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.

Take control of your pension online

The Trustees encourage you to log on to PRISM, our online secure member portal, and the home for all information about your benefits in the Scheme. You'll find useful information on the home page as well as recent announcements and news about the Scheme.

To get full value from everything available on the site, you'll need to register your details and go through a short security process. Once logged in, you can understand more about your pension with the Scheme, view and update your personal details, add and update your nominated beneficiaries (the trustees encourage you to review and update your beneficiaries regularly), plus much more.

To register, go to: secure.delaruepensions.co.uk

Not accessed Prism previously?

If you're yet to register, simply visit secure.delaruepensions.co.uk, click 'Don't have an account? Register', then follow the onscreen instructions.

If you're having problems logging into the site, please don't hesitate to contact the Scheme administrators using the details below.

Now for the legal bits

One of the periodic checks the Scheme Actuary carries out is the funding level of the Plan if it was wound up with no further contributions from the sponsoring employer. If, at 31 March 2025, the Scheme was closed and the liability for all benefits up to that date was transferred to an insurance company, the Scheme would have needed an additional £85.5m of assets to ensure benefits were paid in full. This is the Scheme's full solvency position, and is equivalent to a solvency funding level of 87%

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

Important: There are no plans to wind the Scheme up, but we are required to tell you about the PPF.

Payments to sponsoring employers

There have been no surplus payments to the sponsoring employer out of Scheme funds in the period since last year's summary funding statement.

Statements about the Pensions Regulator's involvement with the Plan

Legislation requires us to tell you certain information about the Pensions Regulator's involvement in the Scheme.

We confirm that the Pensions Regulator has made no modifications to or directions on the Scheme since the last summary funding statement was provided.



Autumn Budget 2025 explained

The Chancellor of the Exchequer, Rachel Reeves, delivered the Autumn Budget on 26 November. The main update for pensions was a change to how salary sacrifice works.

What is salary sacrifice?

Salary sacrifice is an arrangement between you and your employer, which is usually used to pay for non-cash benefits like pension contributions. Instead of paying contributions directly, your gross salary is reduced by the cost of the benefit, so you pay less tax and National Insurance.

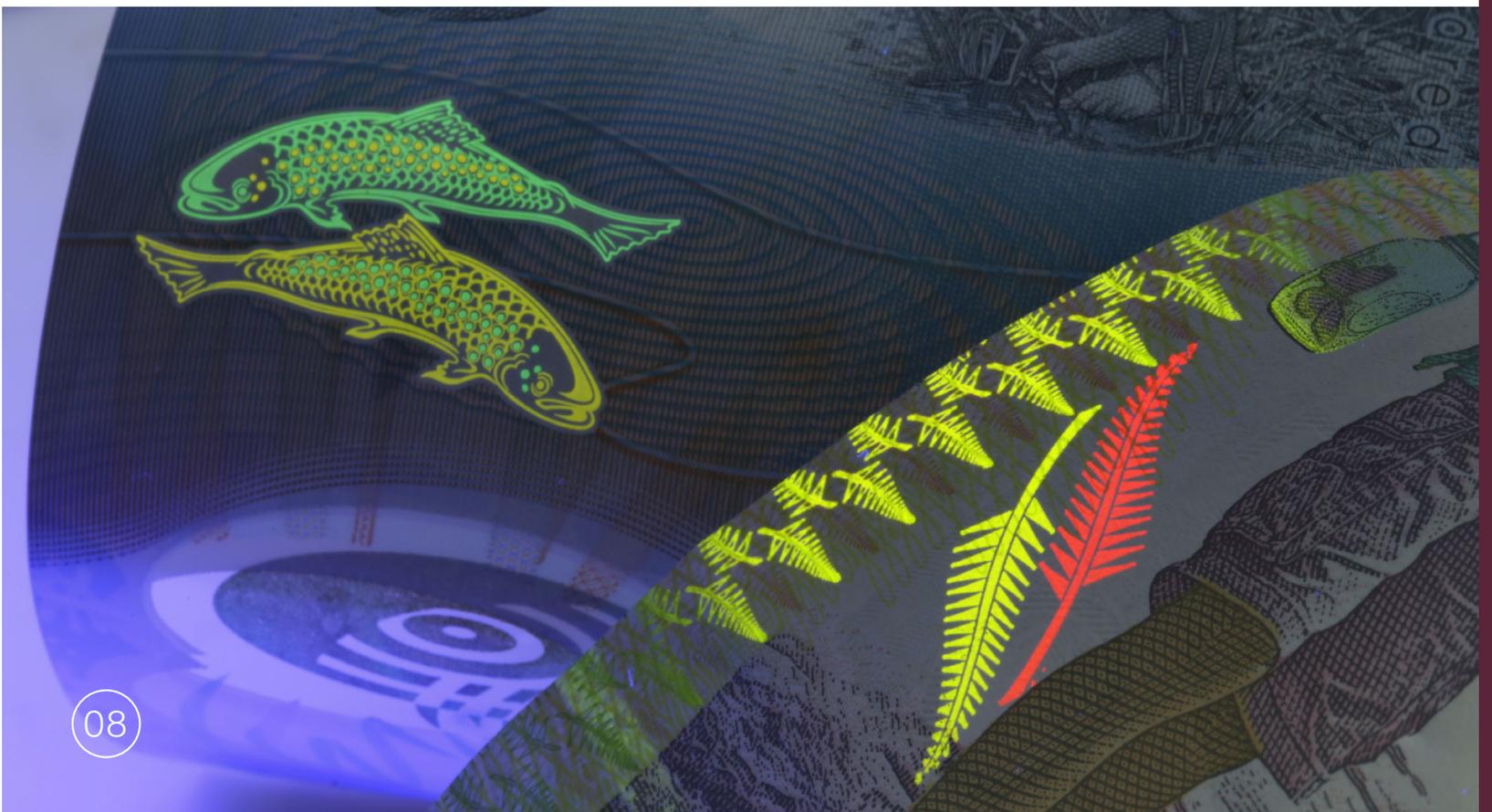
From April 2029, any salary sacrifice contributions you make over £2,000 for each tax year will be paid as ordinary employee contributions. This means you won't make National Insurance savings on contributions above that threshold.

What this means for you

If you make pension contributions through salary sacrifice above the £2,000 threshold for that year, your pension will be less tax efficient. You may want to check how much your employer currently pays on your behalf, and whether you will be affected from April 2029.

Other Budget take-aways

- You will still be able to take up to 25% of your pension benefits as a tax-free cash sum at retirement.
- The State Pension will increase by 4.8% from April 2026, in line with the triple lock.



Staying safe in a digital age

Cyber fraud in the UK is, unfortunately, becoming increasingly common, and the techniques used by scammers are becoming more sophisticated. This is a serious issue that could have devastating consequences for your finances, including your pension.

Here are some actions you can take to avoid falling foul of scammers online.

- **Be cautious about any contact that comes out of the blue**

By law, legitimate financial advisers and pension providers are not allowed to 'cold call' you about your pension. Be careful of cold calls and phishing emails.

- **Turn on 2-Step Verification**

Many online accounts now either offer or require 2-Step Verification (2SV). This is when you need access to a second 'trusted' device or account, such as your phone, to log in to your online account. Many UK banks have adopted this for online purchases. As well as accurately inputting all your card details you confirm a further code or password only you have access to, on your phone or email for example, to authorise the payment.

- **Use strong passwords and keep them confidential**

Passwords should contain a wide variety of letters, numbers, and special characters. Using a range of random words can make them easier to remember. Try not to reuse them.

- **Think twice before selecting a link**

Never select links from unknown sources. Downloading software or an app from a source you don't know could give scammers access to your device.

- **Ensure your devices and browsers are kept up to date**

As cyber scammers are always changing and developing, you need to ensure you have the latest software to guard against them.

- **Report a scam**

If you suspect you've been targeted by a pension scam, report it to Report Fraud at reportfraud.police.uk

- **Check the Financial Conduct Authority (FCA) register**

The FCA maintains a register of legitimate, regulated financial services firms and individuals in the UK, which you can find at register.fca.org.uk

- **Get professional advice**

Before you make a big decision about your pension, you might want to get independent financial advice. Visit the Personal Finance Society (PFS) where you can search by postcode to find an adviser thepfs.org/membership/find-an-adviser



Pensions news

Normal Minimum Pension Age (NMPA) increase

The NMPA is the age you can start taking your pension savings. The UK Government has confirmed that from 6 April 2028 the NMPA will rise from age 55 to age 57. There are some exceptions to this – for example, if you suffer from ill health or have a lower protected pension age.

An update on Pensions Dashboards

The government has introduced the Pensions Dashboards Programme to help address the issue of lost pensions savings. Pensions Dashboards will aim to help people keep track of their savings, improve their financial wellbeing and plan better for retirement.

Dashboards are likely to become available to members from 2027, and over 50 million pension records have been connected already.



How will it work?

Pensions Dashboards will help people view their pension information securely online, all in one place.

Everyone will have their own dashboard which brings all their pension information together, including the State Pension. Dashboards will help simplify retirement planning by showing savers the total value of their combined pension benefits, making it easier for people to estimate their potential retirement income.

To access your dashboard, you'll need to submit some personal details to confirm your identity. Your details will then be matched with all UK pension providers. Key pension information they hold for you will be sent to your dashboard for you to view, along with contact details for each provider.

Since your dashboard won't hold your data itself, it'll be a secure way to link you with information from your pension providers. You'll be able to get the information you need from one place, all at once, with peace of mind.

What information will I see?

- **Administrative data** – scheme names and the name and contact details of scheme administrators.
- **Value data** – the estimated value of your pension benefits from each scheme.

Find out more about dashboards on the Pensions Dashboards Programme's website:

pensionsdashboardsprogramme.org.uk





Stay in touch

So that we can continue to send you information about your pension, please remember to let us know if your address changes. If you're a deferred or pensioner member, please contact the Scheme administrators using the details below or online using PRISM.

Please also remember to keep your expression of wish nominations up to date, particularly if your circumstances change. Expression of wish forms allow you to request who you would like to receive death benefits and dependant pensions after you die. More than one person can be nominated if you want to. Whilst it is not binding on the Trustees or Scheme administrator, they will consider your wishes when making their decision. You can contact the Scheme administrators for a form, or update and view your nominated beneficiaries online via PRISM.

If you have any questions about your benefits or the Scheme, you can contact the Scheme administrators, Hymans Robertson.

Email: delaruepension@hymans.co.uk

Phone: 0141 566 7642

Write to: De La Rue Pension Scheme
Hymans Robertson LLP
20 Waterloo Street
Glasgow
G2 6DB

To view Scheme documents such as the annual report and accounts, the statements of investment and funding principles, and the most recent report from the Scheme actuary, go to the 'Resources' page of the Scheme website: [delaruepensions.co.uk/resources](https://www.delaruepensions.co.uk/resources)