

Accessing Benefits from the Scheme

When you come to take benefits out of the Scheme the process can take several weeks depending on:

- The Section of the Scheme you are a member of
- The type of benefit you want to access
- How quickly you provide information and documentation
- If you are still an active member when you choose to take your benefits
- Your chosen retirement date and your current age



There are 3 indicative timelines shown in this document that show the expected processing time for members with:

Defined Benefit (DB) only

Defined Contribution (DC)
only

Both DB and DC

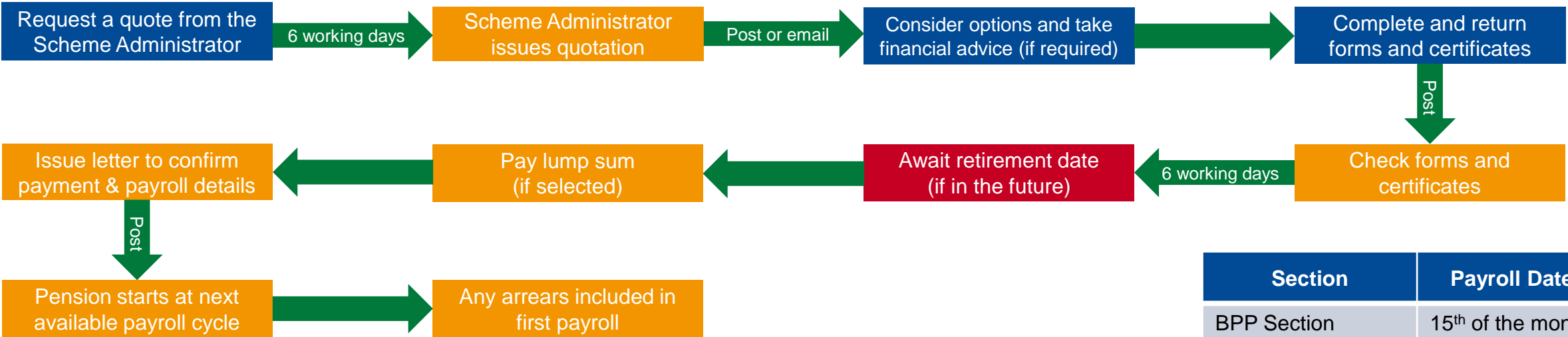
Timeline 1: DB pension only

The rules only allow members to retire from the Scheme if you have reached the minimum retirement age (currently age 55 but will increase to age 57 from 6 April 2028). You may be able to retire earlier if:

- You qualify for ill-health retirement, or;
- You have a protected retirement age (the Scheme Administrator can confirm if this applies to you).

Key

- Member actions
- Administrator actions
- Time-dependent actions



Section	Payroll Date
BPP Section	15 th of the month
Chemetall Section	1 st of the month
Group Section	1 st of the month

Exceptions

Whilst the experience for most members will be as shown above, some sections of the Scheme have complex benefit structures and the Scheme Administrator may require additional information from you, the Scheme Actuary, or the Scheme Legal Adviser. If any delays are expected, you will be informed.

Other typical reasons for delays include:

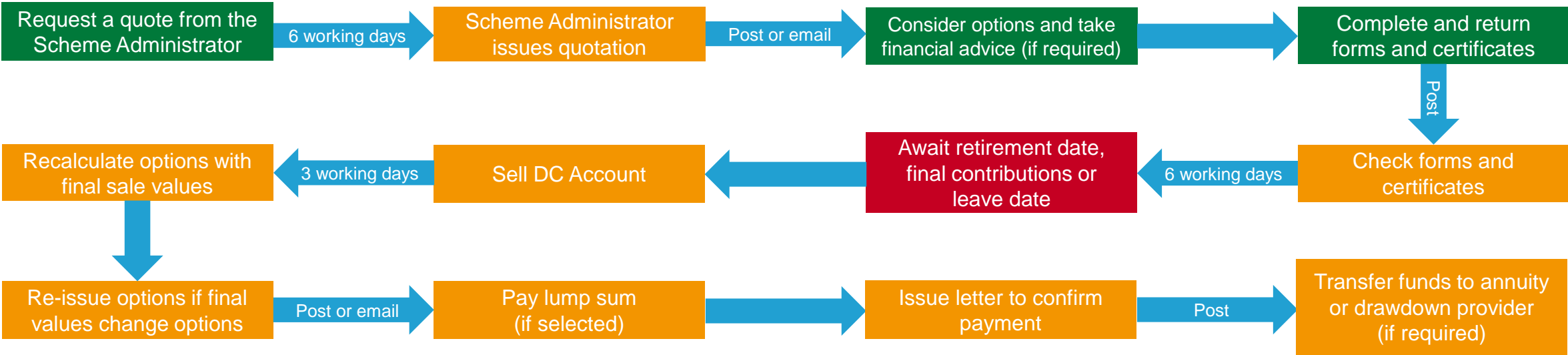
- Where AVCs form part of the calculation
- If you want a different tax-free cash sum that the standard amount quoted
- If you hold a form of HMRC protection
- If your benefits are subject to a Pension Sharing Order (PSO)

Timeline 2: DC pension only

The rules only allow members to retire from the Scheme if you have reached the minimum retirement age. The minimum retirement age is currently age 55 but will increase to age 57 from 6 April 2028. You may be able to retire earlier if you qualify for ill-health retirement.

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- Administrator actions
- Time-dependent actions



Exceptions

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Other typical reasons for delays include:

- If you want a different tax-free cash sum than the standard amount quoted
- If you hold a form of HMRC protection
- If your benefits are subject to a Pension Sharing Order (PSO)
- If you are an active member and your final contribution has not been paid
- If your final fund value provides additional options

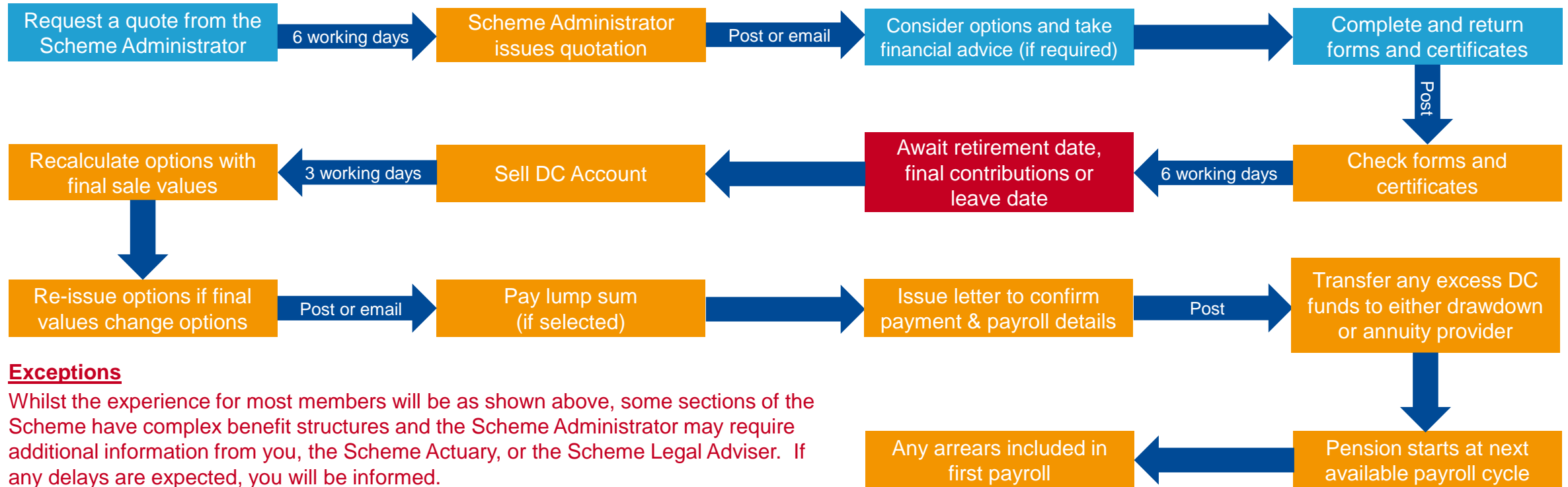
Timeline 3: Both DB and DC pensions

The rules only allow members to retire from the Scheme if you have reached the minimum retirement age (currently age 55 but will increase to age 57 from 6 April 2028). You may be able to retire earlier if:

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We create chemistry