

Pearl Group Staff Pension Scheme

2026 Increases to Pensions in Payment

The Trustee Directors are asked to note that pensions in payment were increased with effect from April 2026 in line with Clause 12.5 of the Deed of Consolidation and Amendment dated 11 November 1999 (as amended).

Clause 12.5 provides for pensions payable from the fund to be increased annually on 1 April. The amount of increase (subject to the exceptions described below) is calculated as the lower of 5% and the percentage increase in the Retail Price Index (RPI) over the year to the preceding February.

The increase in the index over the 12 months to February 2026 was 3.6% so the increase applied to pensions in payment was 3.6%.

Certain benefits do not receive the standard increase and these are detailed below:

- Members' GMP benefits earned between 6 April 1988 and 5 April 1997 for members that have attained GMP age (60 for females and 65 for males) receive statutory increases and will increase in line with the Consumer Price Index (CPI)
- Members' GMP benefits earned before 6 April 1988 for members that have attained GMP age are not eligible for increases from the scheme
- Certain pensions purchased by member's additional voluntary contributions do not receive increases in payment
- Members who have been in receipt of a pension for less than one year as at 1 April receive a proportion of the full annual increase only, apart from NPI members who receive a full year's increase in accordance with the NPI Rules
- Members who took the PIE option do not receive an increase to their pre 1997 excess pension.

Pure Money Purchase Pensions (Post April 2019)

Pure Money Purchase Members' Post April 2019 receive increases in line with the Consumer Price Index (CPI) based on the index over the 12 months to February.

- Post 5 April 2005 service is subject to a maximum of 2.5%
- Pre 6 April 2005 service and AVCs are subject to a maximum of 5.0%

The increase in the index over the 12 months to February 2026 was 3.0% so the increase applied are:

- Post 5 April 2005 service - 2.5%
- Pre 6 April 2005 service and AVCs – 3.0%