

Dear Member,

We have some very good news about your Bristol-Myers Squibb Pension Plan (the Plan). You don't need to take any action, but we highlight some important information.

Security for the future

Because of the strong funding position of the Plan, the Trustee has recently taken steps to secure the Plan's benefits with an insurance company, Rothesay Life plc (Rothesay). The Trustee and its professional advisers have worked closely with Bristol Myers Squibb towards this important milestone and we see this as an extremely positive development for the Plan and its members.

Two important notes:

- The Trustee will remain responsible for administering the Plan. Rothesay, instead of Bristol Myers Squibb, will however be responsible for funding the Plan benefits covered by the insurance policy as and when they fall due for payment.
- If you're currently receiving a pension from the Plan, it will continue to be paid from the Plan in the usual way. If you have not yet started to receive your pension from the Plan, your rights remain unaffected.

Why has the Trustee taken this decision?

The Trustee is required to pay all members' benefits as and when they fall due for payment. We believe the best way to do this is by securing members' benefits with a regulated insurance company that meets strict financial strength requirements as set out in regulations.

Securing pensions with an insurance company in this way is a choice taken by many other pension schemes when they have been able to afford it. It is a positive move - it helps make the Plan more secure as it should help to ensure that there are always sufficient funds available to pay the benefits due to members and their beneficiaries.

The insurance policy with Rothesay covers all Plan members, whether or not your pension is currently in payment. It also covers the benefits that fall due following the death of a pensioner or deferred member.

The Trustee owns this insurance policy (known as a buy-in policy) as an asset of the Plan. The Trustee will remain responsible for paying your pension at this time, but the buy-in policy covers the cost of making those payments due from the Plan to members.

It is only possible to do a buy-in when a scheme is already in a strong financial position. As you may have noted from our newsletters over recent years, the Plan was in such a financial position that meant it was in a good place to buy an insurance policy to cover all the benefits in the Plan.

Stephen Allaker
Trustee Chair

Looking for answers?

What is a buy-in?

A buy-in is an insurance policy which covers the cost of paying members' benefits. The Trustee and Bristol Myers Squibb are still ultimately responsible for meeting all members' benefits, but the insurance policy carries the risk of things like inflation, investment returns and life expectancy affecting the cost of benefits.

How does this affect me?

Nothing will change from your point of view - your benefits under the Plan remain as before. We are not changing the way your benefits are calculated or paid. We believe this insurance makes your benefits even more secure. The Plan pays a fixed amount to the insurer and, in return, Rothesay will pay the Plan an amount each month to cover the payment of your benefits.

Why did you choose Rothesay?

Rothesay is the UK's largest pensions insurance specialist. It manages over £60bn of assets and has secured pensions for over 930,000 people from schemes sponsored by companies such as Asda, British Airways, the Co-operative Bank, National Grid, the Post Office and Telent. Rothesay is authorised by the Prudential Regulation Authority (PRA) and regulated by the PRA and Financial Conduct Authority. To find out more, visit www.rothesay.com.

Insurance companies like Rothesay are considered the best providers of pension scheme benefits because they are paying benefits for much larger groups of people than any individual company pension scheme does.

Do I need to do anything now?

No, this leaflet is just to let you know about the buy-in and confirm that there are no changes to your regular contacts. We will send you our newsletter as usual later this year.

Can I get a transfer or retirement quote?

Yes, if you have not yet taken your benefits, you may still transfer out of the Plan or retire early (including the option to take part of your pension benefits as a cash sum). You may retire anytime from the age of 55, though the government plans to increase this to 57 in 2028. You may be able to retire earlier in case of ill health. If you would like to explore your options, you can request further details from Willis Towers Watson (WTW).

Origen Financial Services is available to help you understand your pension options in more detail and give you impartial financial advice. Your first time accessing this advice is paid for by the Trustee (with Company funding). Call **0344 209 3000** between 8:30am and 5:30pm Monday to Friday (excluding bank holidays) or email: BMS@origenfs.co.uk. Alternatively, you can find another regulated Independent Financial Adviser at www.moneyhelper.org.uk.

Will this affect the privacy of my data?

Rothesay will act as data controller when handling any personal data we share with them during the lifetime of the insurance policy. Rothesay fully complies with the UK General Data Protection Regulation (UK GDPR). A copy of Rothesay's own privacy statement is attached and can also be viewed at:

www.rothesay.com/media/t3milv5u/scheme-privacy-notice.pdf



+ Scan the QR code

If you have any questions, please contact the Plan Administrator:

 01737 241144

 bmspensionplan@wtwco.com

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