



**MORE
REWARD**



Welcome to the United Utilities Pension Scheme Defined Contribution (DC) top-up

We have a great pension scheme for you...

How the DC section works

DC pension schemes work just like a building society account: you pay contributions, we pay contributions and your account receives investment growth.

More information and a short video about our scheme are available on the pensions website unitedutilities.com/pensions

It may not cost as much as you think



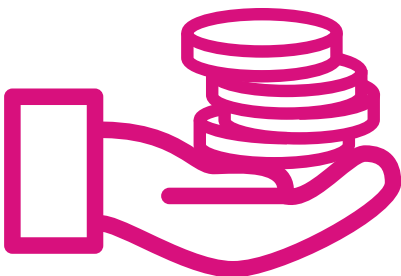
When you join our pension scheme, you receive tax relief and will automatically be part of our PensionSaver scheme.

This means that we pay your employee pension contributions into the pension scheme on your behalf and, in return, your gross salary is reduced by the same amount – so you will pay less National Insurance and also have more take-home pay.

PensionSaver will be of benefit to virtually all members, but in some cases it might not be appropriate, for example if you earn close to the National Living Wage (or National Minimum Wage if aged 24 or less), or the lower National Insurance and tax thresholds. We will assess your earnings and if we believe PensionSaver is not suitable for you, you will automatically be taken out of PensionSaver and you will pay your pension contributions by payroll deduction. You will automatically be included in PensionSaver if it becomes suitable for you in the future.

You can opt out of PensionSaver at any time by using the **Contact Us** form on **Ask HR**.

We pay **twice** the amount **you** pay



You are automatically enrolled at the 7% employee contribution rate and can change this using the online form available on the pensions website unitedutilities.com/pensions. You can also see how much you will pay into your pension pot using the pensions calculator. The more you pay, the more we pay and the bigger your pension pot becomes.

| You | Us | Total added to your pot* |
|---------------------------------------|---------------------------------------|--------------------------------------|
| 3% of DC top-up pensionable earnings* | 6% of DC top-up pensionable earnings* | 9% of DC top-up pensionable earnings |
| 4% | 8% | 12% |
| 5% | 10% | 15% |
| 6% | 12% | 18% |
| 7% | 14% (max) | 21% |

*DC top up pensionable earnings is the amount above the DB core pensionable earnings. The current value can be found on the UU pensions website



1: Get going



2: Decision ahead



3: Nearly there

What can I do with my pension pot?

At retirement you can take up to 25% of your pension pot as a tax free lump sum if you have Lump Sum Allowance available. With the remainder you have three options, all of which are taxable, (or you can choose a combination of them):

1. Cash
2. Secured Income (Annuity)
3. Flexible Income (Drawdown)

Don't worry, when you decide to retire our retirement adviser will help you choose the option that works for you. For more detail go to the pensions website

unitedutilities.com/pensions

Building your pot

Your pot will be automatically invested by the Trustee or if you wish you can choose from a range of funds to help build your pension pot. Further information can be found in the investment guide.

Do you have another pension?

If you have started to draw any DC pension benefits flexibly from a previous pension you may be restricted by how much you can pay in to your UU DC pot. Please see the separate tax relief factsheet.

What about my family?

The Scheme forms an important part of your benefits package, providing savings for your retirement, benefits in the event of ill health and protection for your dependants on death.

For more information please refer to the Hybrid Scheme booklet.



Full details of the UUPS can be found in its trust deed and rules, which are legal documents which govern the scheme. If there is any discrepancy between this communication and the trust deed and rules (as amended from time to time), the trust deed and rules will take precedence.

This communication does not confer any rights to benefits. UU reserves the right to amend or discontinue the UUPS and/or the GIP at any time.

Statements made in relation to the tax treatment of contributions and benefits are

based on UU's understanding of law and HMRC practice at the date of publication. The tax treatment of contributions and benefits will be in accordance with the actual law and HMRC practice at the time of payment.

Neither UU nor the Trustee of the UUPS are able to offer financial advice, and you should consider getting independent financial advice on matters discussed in this communication.

