

News from the Trustee Directors

Spectrum

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Welcome to this latest issue

By Claire Sherwood, Chair of the Trustee

Have you registered for the PPG Pension Hub?

We are pleased to see so many of you using the PPG Pension Hub to manage your Plan benefits and make the most of being a member. If you have not registered yet, we encourage you to do so. It is quick and easy to register. See page 6 for a reminder.

<https://ppgpensionhub.tbs.aon.com>

Planning matters

It's never too early to start planning for life after work. For example, do you know the kind of lifestyle you are aiming for? Are you on course to achieve that lifestyle? And do you know your options if you decide you need to give your retirement savings a boost? Meanwhile upcoming changes to the earliest ages you can start receiving your pension benefits and State Pension might affect your planning. In the section that starts on page 8, we look at some steps to help you prepare for your financial future.

A new face on the Trustee team

We are pleased to announce that we have appointed Alex Reid to replace John Askew as the member-nominated Trustee Director for the Shildon and Standard Section constituency (see right). On behalf of the members, I would like to welcome Alex to the Trustee team and thank John for his significant contribution to the Plan's development over the years.

Introducing Alex

“ I've been with PPG since July 2000. I started in sales in East Kilbride before moving to Shildon in 2002, although I am home-office based. I'm a Sales Manager in the Aerospace division, selling Shildon and US-made products, and managing customers in the Nordics, Netherlands and Southern Africa.



Priorities in your life change and, as planning for my retirement has become more important, I've found myself taking a greater interest in the Plan and how it works.

I knew John was stepping down as a Trustee Director and, when the opportunity arose, I decided to put my name forward. I'm looking forward to carrying on John's good work - contributing to the Plan's development and helping to support colleagues at Shildon. ”

Funding your benefits

We have started our latest detailed check on the financial health of the DB Sections. This process – a valuation – takes place every three years. This latest valuation is based on information about the Plan on 5 April 2022. We will bring you the results in next year’s newsletter.

GMP equalisation update

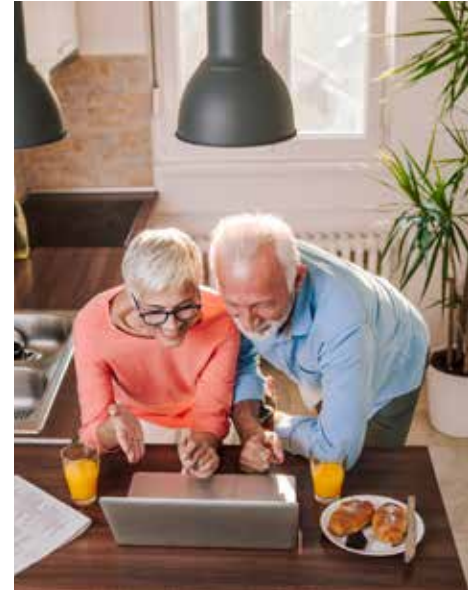
In last year’s newsletter, we told you about our work to equalise the Guaranteed Minimum Pensions (GMPs) that the Plan pays to men and women.

This is a complex and time-consuming exercise, involving a detailed analysis of the Plan’s records back to 1990. We are assessing every member’s records thoroughly and, if we identify that the ruling affects your benefits, we will write to let you know. We are aiming to start this process later this year. In the meantime, you do not need to do anything.

Are you planning to retire soon, or thinking about making a change to your pension arrangements?

The Plan will pay for you to receive one complete round of expert, impartial advice from WPS Advisory Limited (WPSA), a firm of regulated independent financial advisers that is familiar with the Plan and the way it works. There will be no cost to you. See page 15 for details.

We want to ensure that you have access to the resources you need to plan effectively for the future, and are currently reviewing the services and member experience that WPSA provide. If we decide to make any changes to our arrangement with WPSA, we will let you know.



Stop press

We are pleased to let you know that Stuart Airey has been appointed to continue as our member-nominated Trustee Director for the Stowmarket and Autocolor Section constituency.

The year in numbers

The information in this section is from our latest audited Report and Financial Statements, which covers the Plan year that ended on 5 April 2021. If you would like to know more about the Plan's development during this period, the full report is on the Plan website in the Library. There is a link to the website from the PPG Pension Hub.

The DB Sections

There were 3,116 members in the DB Sections at the end of the year.

	AC Division	Industries Division
Members with benefits that will start at some point in the future (our 'deferred' members)	585	1,049
Members receiving a Plan pension	503	979

There were a further 3,986 members in the Plan's DC Section.

The Plan paid £29.6 million in benefits to members of the DB Sections.

	AC Division	Industries Division
Pension payments and cash sums	£4.0 million	£13.3 million
Transfer payments to members who left the Plan	£3.1 million	£9.2 million

The total value of the DB Sections' assets rose to £767.4 million.

	AC Division	Industries Division
The value of the assets on 6 April 2020	£223.4 million	£520.5 million
The value of the assets on 5 April 2021	£230.7 million	£536.7 million

The DB Sections achieved a total investment return of £51.8 million, after taking into account the investment managers' charges.

The AC Division achieved a total return of 3.5%.
The Industries Division achieved a return of 4.5%.

Both divisions' returns are better than the benchmark, which was -4.8%.

The DC Section

There were **3,986** members building up retirement savings in the DC Section at the end of the year.

2,024 members were paying contributions into their DC account to (and receiving contributions from the Company).

1,962 members were no longer paying contributions, but continue to invest their DC accounts through the Plan.

More than **£9.3 million** was paid into members' DC accounts during the year.

This includes contributions from the Company of nearly **£8.7 million**.

The total value of members' DC accounts at the end of the year was **£95.1 million**.

Are you making the most of the PPG Pension Hub?

The PPG Pension Hub brings all the Plan's online resources together securely under one roof. It's a more straightforward way for you to manage your DC account and make the most of being a member.

How the PPG Pension Hub can help you

You can see personalised information about your DB Section benefits on the secure Pensionline website.

If you want to check your DC account, you can link straight to the secure member website where this information is available whenever you need it.

You can access general information and videos that can help you plan your retirement savings.

There will be extra support as you approach retirement and start thinking about the benefits you would like to receive:

- There will be pointers on how you can use your DC account.
- You will be able to link straight to our interactive online modeller, where you can look at possible options for your DB Section benefits and see how much income each option could provide.

If you want the latest news about the Plan, or copies of any documents or an Expression of Wish Form, there's a link to the Plan website.

And if you need to speak to someone, there are helpful contact details.

Everyone likes a good deal. And, as the cost of living continues to rise, many of us will be looking for ways to help our money go even further.

The PPG Pension Hub provides discounts and rewards on a wide range of products and services including food, drink, clothing, days out, holidays, special gifts and more.

There are new offers every week, all designed to help you make valuable savings on the things you are most interested in.

To find out more, look for the section called 'My discounts' in the top-left area of the home page.

How to get started

If you haven't already done so, you will need to register to use the PPG Pension Hub. This is quick and easy to do.

- Go to **<https://ppgpensionhub.tbs.aon.com>**
- In the login box, click 'Click here to register'.
- We will ask you to set up a username and password, and provide your date of birth, National Insurance number and a personal email address.
- We will also ask you to set up answers to some security questions so you can reset your password if you forget it.

Once you have registered, you can log in online or through the app with your username and password.



Download the free PPG Pension Hub app

The free PPG Pension Hub app makes it easy for you to stay in touch with the Plan while on the move. The app is delivered by the Plan administrators, Aon.

- Go to the App Store or Google Play.
- Search for and install 'Aon TBS'. (Its full name is 'TBS: The Benefits Solution'.)
- Open the app and accept the push notifications when prompted.
- Enter your PPG Pension Hub username and password.
- Enter the 4-digit company PIN: 2488

Tip: If you use fingerprint or facial recognition to sign on, you'll only need to use these details once. You can update this on your mobile 'Settings' menu.

Planning matters

It's never too early to start planning for life after work. Here are some steps to keep you on track for the best possible financial future.

Check the standard of living you are aiming for

Updated research shows that if you want a moderate standard of living when you retire – with some financial security and the flexibility to do more of the things you want to do – you will now need a yearly income of around £20,800. Couples and people living in London will need to aim even higher.

This is one of the headlines from the latest Retirement Living Standards, which aims to help people picture the kind of lifestyle they could have, and roughly how much they might need to support that lifestyle.

Living standard	How much you might need	
	Single people	Couples
Comfortable	£33,600	£49,700
Moderate	£20,800	£30,600
Minimum	£10,900	£16,700

Retirement Living Standards, October 2021

The Retirement Living Standards have been developed by the Pensions and Lifetime Savings Association and are based on independent research by Loughborough University. Find out more online.

www.retirementlivingstandards.org.uk

Get a clear picture of your benefits

It is important to know how your pension benefits are building up so you can work out if your retirement planning is on track. You will also need this information when you are getting ready to retire and deciding how you want to take your benefits – so it is worth spending time now to get everything in order.

Your Plan benefits

You can check the benefits you have built up in the DB Section on the secure Pensionline website. You can check the retirement savings building up in your DC account at any time on the secure member website. You can link to both of these websites from the PPG Pension Hub (see page 6).

The secure member website also has a modelling tool called myTarget, which shows examples of the benefits your DC account could provide. It also lets you see how increasing your contributions could make a big difference to the amount you could receive when you retire.

Any benefits in other pension schemes

Check you have up-to-date information about any benefits you have built up in other pension schemes. If you don't have this information, contact the administrators of your pension schemes and ask them to send you the details you need.

If you have lost touch with one of your pension schemes and cannot find the administrators' contact details, the Government's Pension Tracing Service can help you find the information you need to get back in touch.

www.gov.uk/find-pension-contact-details

Your State Pension

You will also receive a State Pension when you reach State Pension age. You can check how much your State Pension could be – and when it will start – on the Government website.

www.gov.uk/check-state-pension

We provide you with clear information about your Plan benefits, but it can be difficult to see 'the big picture' – especially if you have benefits in more than one pension scheme.

The government and pension industry are aware of this, and work is under way on a major initiative that aims to give people secure access to information about all their pension benefits on one online 'pensions dashboard'. In your case, this will include your Plan benefits and any benefits you have built up in other pension schemes.

This is a huge and complex project but, under the current timelines, the dashboards will be available from 2024.

We will be in touch with more details when we know what the dashboards might mean for the Plan.

Know when you want to retire

Your pension benefits will start at different ages. You need to have an idea of when you plan to retire so you can assess what you could receive – and when. This will enable you to put together a retirement plan that works for you.

Your normal minimum pension age

The Government has confirmed that the earliest most individuals can start receiving their pension benefits - their normal minimum pension age - will go up from age 55 to 57 in 2028.

This change will affect different Plan members in different ways. If you are thinking about retiring before you reach the normal retirement ages in the DC Section and your DB Section, please contact the Plan administrators. They will confirm when you can start receiving your Plan benefits.

You should also make sure you know what this change might mean for any benefits you have built up in other pension schemes.

Things to remember if you are aiming to retire early

Your DB Section pension may be reduced to take account of the longer time for which it will be paid.

Your DC account will receive fewer contributions from you and the Company, and have less time to grow. It will also need to support you for longer. To build up the same benefits you might have.

Your State Pension age

The State Pension age has been rising steadily in recent years and is set to go up again – from 66 to 67 – between 2026 and 2028. Many members will now reach the Plan's normal retirement age well before they are eligible to start receiving their State Pension.

This means that even if you plan to retire at the normal retirement age, it could be some time before you are eligible to start receiving your State Pension. This is something you will need to consider if you are relying on your State Pension to make up a sizeable proportion of your retirement income.

Are you are investing in one of the Retirement Pathway Funds?

The default Target Retirement Age in the Retirement Pathway Funds is 65, but you can change this depending on your retirement plans.

Take a few minutes to check your Target Retirement Age on the secure member website. (Click on 'Retirement age'.) You can link straight to the secure member website from the PPG Pension Hub (see page 6).

If you need to update your Target Retirement Age – for example if you are thinking about retiring early – you can do this on the secure member website. Just follow the on-screen instructions.

If you decide you need to aim higher, take action

We are aware that life might be more financially challenging than usual at the moment. However, if you have scope to save more for retirement, we would encourage you to think about doing so. The more you save and the sooner you start, the more likely you are to build up a higher level of savings in your DC account.

- You can normally change your regular contributions once a year or if you experience a major life changing event.
- You can pay extra (one-off) contributions at any time.

To find out more read the guide called Your Contribution Options and Protection Benefits. You can find this guide on the PPG Pension Hub.

<https://ppgpensionhub.tbs.aon.com>

Bridging the gap

To help you with your retirement planning, we are introducing a new option called a 'bridging pension'. This will give you the opportunity to take a higher DB Section pension from the date you retire until you reach State Pension age - effectively bridging the gap between the two dates. When you reach State Pension age and your State Pension starts, your DB Section pension will go down. The aim is to help provide you with a smoother overall income during your retirement.

We are aiming to introduce the Bridging Pension option next year. It will replace the current Pension Increase Exchange (PIE) option. If you are eligible for this option, we will include full details in your retirement pack.

The Plan administrators will automatically send you a pack when you get within around six months of the Normal Retirement Date in your DB Section. If you are thinking about retiring early, you will need to contact the administrators and ask for a pack at least three months before you plan to retire.

Support if you become ill

We all hope for long, healthy lives, but remember that the Plan will also provide a DB Section pension if you become seriously ill and need to stop working before your Normal Retirement Date. In these situations, your DB Section pension can start at any age. Some ill-health pensions are not reduced for early payment.

Once your DB Section pension has started, your dependants would also be eligible for benefits following your death. These include a 'five-year pension guarantee' - in other words, if you were to die within five years of your pension starting, your dependants would receive the balance of the pension payments you would have received during this five-year period. There would also be a pension for a Spouse (or in some cases partner) and any eligible children.

You also have the option to transfer the value of your deferred DB Section benefits to another pension arrangement, if you decide this is the right course of action for you and any dependants.

The decisions you make about when and how you receive your DB Section benefits will affect any benefits that may be payable to your dependants following your death. Please make sure you understand your options. For more information, please see your Plan guide or contact the Plan administrators. You might also find it helpful to speak to an independent financial adviser (see page 15).

Noticeboard

New investment option in the DC Section

We wrote to all members during the Spring to announce that the Aon Managed Global Impact Fund is now available to invest in as an individual self-select fund.

The Global Impact Fund invests in companies whose products and services are designed to address the planet's long-term challenges and build a more sustainable future. It invests in companies that work in a wide range of areas. These include:

- developing clean, renewable energy;
- providing clean water and tackling water scarcity;
- providing education opportunities;
- improving healthcare and quality of life; and
- addressing poverty by promoting services that foster financial inclusion and drive economic growth.

To learn more about the Global Impact Fund and all the investment options available for your DC account, please see 'Your Guide to Investing'. The guide is on the PPG Pension Hub



New steps to protect your benefits

If you are thinking about transferring your benefits out of the Plan, be aware that this process could take longer than you might expect. This follows the introduction of new Government regulations that are designed to help protect individuals from pension scams.

Most transfer requests are straightforward and take place without any issues. However, the new regulations allow trustees to intervene if they have suspicions about any aspect of the transfer.

In some situations, the transfer will go on hold until the individual proves that they have taken scam-specific guidance from MoneyHelper.

If there are warning signs that indicate possible fraud or methods frequently used by scammers, trustees can block the transfer and prevent it from going ahead.

If you are thinking about transferring your benefits out of the Plan, there will be more information about this in your transfer pack.

Pension scams are often sophisticated operations and can appear convincing, so it's important that you know the warning signs. There is lots of useful, up-to-date information on the MoneyHelper website.

www.moneyhelper.org.uk/en/money-troubles/scams/how-to-spot-a-pension-scam

Your pension tax allowances for 2022/23

The Annual Allowance is the maximum amount you can add to your pension benefits each year tax-free. You can carry forward any unused Annual Allowance from the previous three years.

- Most people will have an Annual Allowance of £40,000. Others – including those earning over £240,000 a year – will have a smaller allowance.

The Lifetime Allowance applies to the total retirement savings you can build up tax-free over your working life (excluding the State Pension). This includes the value of the benefits you build up in all registered pension schemes.

- The standard Lifetime Allowance is £1.0731 million. (The Government has confirmed that it will stay at this level up to and including the 2025/26 tax year.) You may have a different Lifetime Allowance if you have previously elected one of the forms of protection available through HM Revenue & Customs.

You can find detailed information about the allowances on the Government website.

www.gov.uk/tax-on-your-private-pension

The Company's life assurance arrangement

The Company has changed its life assurance arrangement to avoid any lump sum paid out when members die triggering an additional tax charge.

Under the previous arrangement, any lump sum paid out when members die counted towards their Lifetime Allowance. In recent years, there have been a handful of cases where members' retirement savings and the life assurance lump sum exceeded the Lifetime Allowance – incurring an additional tax charge.

Under the new arrangement, called an 'Excepted Life Assurance Scheme', this situation should not arise.

Please note that this is only a change to the arrangement that provides the lump-sum benefit. There has been no change to the amount of any benefit that would be paid.

Is your Expression of Wish Form up to date?

Your deferred benefits in the DB Section include financial support for the people who matter to you after your death.

If you die before using your DC account to provide benefits, they will receive extra support. This will include a benefit from the DC Section and, if you are employed by the Company at that time, a benefit from the Company's life assurance arrangements.

To find out more about these benefits, please see your DB Section guide and the DC Section guide called Your Contribution Options and Protection Benefits. These guides are available on the PPG Pension Hub (see page 6).

When we decide who should receive these benefits, we consider the information you have given on your Expression of Wish Form.



If you haven't already done so, please complete an Expression of Wish Form on the secure Pensionline website as soon as possible.

(The information you give on this form covers any benefits payable from your DB Section and the DC Section.) You can link to Pensionline from the PPG Pension Hub.

If your personal circumstances change and you need to give new details, please update your Expression of Wish Form on Pensionline.

If you need help with this, please contact the Plan administrators using the details on page 14.

Here to help

Contact points if you need information or advice.

The PPG Pension Hub

Whatever you want to know or do, you can find the information you need through the PPG Pension Hub or the free PPG Pension Hub app.

This includes links to personalised information about your membership and your DC account, the latest news about the Plan and copies of any documents you might need (including your Plan guides).

If you haven't already done so, you will need to register to use the PPG Pension Hub. We explain how you do this on page 7.

<https://ppgpensionhub.tbs.aon.com>

The Plan administrators

If you can't find the information you need on the PPG Pension Hub, or if you have a question about your membership or your DC account, please contact the Plan administrators, Aon.

- Phone **0330 1234470**, Monday to Friday, 9am to 5pm (except bank holidays)
- Email **admin@aondefinedcontribution.co.uk** if you have a question about your DC account or want to change your investment instructions (include your account number)
- Email **ppgpensions@aon.com** if you have any other questions
- Write to the **PPG Industries (UK) Limited Pension Plan, Aon, PO Box 196, Huddersfield HD8 1EG**



If you call the Plan administrators, the first thing they will do is verify your identity.

They will ask you to confirm your name, address and date of birth.

They will also ask you to confirm one of the following:

- Your PPG Employee ID (if you are working for PPG) or your Member Number (which will be on any correspondence you may have received from the Plan administrators).
- Some information about your membership – for example the date you joined or left the Plan.

Please make sure you have this information to hand when you call.

Getting advice

If you are planning to retire soon, or are thinking about making a change to your pension arrangements, it's important to get good advice about what might be best for you.

Remember that the Plan will pay for you to receive you one complete round of expert, impartial advice from WPS Advisory Limited (WPSA), a firm of regulated independent financial advisers. There will be no cost to you.

It doesn't matter if you have already received advice from another adviser - you can always take advantage of this offer and use WPSA to get a second opinion.

To contact WPSA:

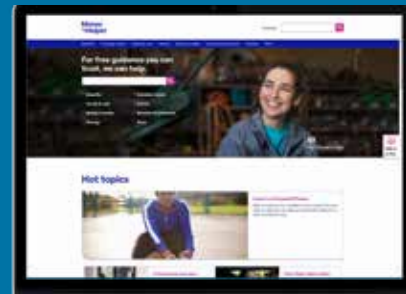
- Phone **0808 145 4539**
(or +**44 203 280 6425** if you're calling from overseas)
- Email **ppgpensions@ukwps.com**

You don't have to use WPSA. You can choose your own financial adviser if you prefer, though this would be at your own cost.

MoneyHelper has information on choosing a financial adviser, along with a list of advisers who are regulated by the Financial Conduct Authority. There is also an overview of the likely cost involved: you should check this with an adviser before you arrange an appointment.

www.moneyhelper.org.uk

Search 'Find a retirement adviser'.





If you would like to receive Spectrum in a different format – for example in large print, braille or audio – please contact the Plan administrators.