

**DC Core**

Additional Voluntary Contributions (AVCs) Form

Use this form to either:

- change the rate of AVCs you currently pay,
- start making AVCs, or
- make a one-off payment to DC Core, either from your pay or your bonus.

Part 1 - Your details

Please complete in BLOCK CAPITALS

STRICTLY PRIVATE AND CONFIDENTIAL

Title: _____	Member number: _____
First name: _____	Date of birth: _____
Surname: _____	Phone number: _____
Personnel number: _____	

Part 2 - Your AVCs

I would like to make % in AVCs (as a percentage of my pensionable earnings) each month to DC Core.

OR

I would like to make a one-off saving of: £ from my pay

% from my bonus

% from my Holiday Pay Differential payment

**Save time –
fill me in online**

You can fill this form in
online by logging in at
nestlepensions.co.uk/login

Part 3 - Your investment choices

You have two choices when investing your AVCs. You can either invest them in the Lifetime Pathway, our default investment fund for DC savings, or in one or a mixture of our self-select funds.

We'll invest all of your additional voluntary contribution (AVC) savings, including any past AVCs to DC Core in the way you tell us on this form. This includes any AVCs:

- made to Lane 1,
- made to DC Core in the past, and
- any AVCs transferred into DC Core, including AVCs originally made to external providers that have now been transferred into DC Core. This excludes any 'with-profits' funds with Standard Life.

Lifetime Pathway

In the Lifetime Pathway fund, your savings are automatically divided between investment funds and switched to more stable investments as you approach retirement.

If you choose this option, we'll ask you to select a target retirement age. Your target retirement age tells us when you'd like to stop working. This helps us to work out when we should start moving your pension savings into more stable investments in the Lifetime Pathway.

Read more about the Lifetime Pathway at nestlepensions.co.uk/lifetime-pathway

Self-select funds

Self-select funds require you to make your own investment choices.

If you'd prefer to manage your own investments, you can choose from a range of our self-select funds.

If you choose this option, your savings will not automatically move into lower-risk investments as you approach retirement, but you can move your investments to suit your own investment strategy yourself.

Read more about our self-select funds at nestlepensions.co.uk/self-select

Please tell us how you would like us to invest your AVCs below:

Lifetime Pathway

If you've chosen the Lifetime Pathway option, please select a target retirement age on the next page.

☐

(please tick)

OR

Self-select fund choices	Selection
Equities	%
Property	%
Blended Assets	%
Corporate Bonds	%
Pre-retirement to annuity	%
Pre-retirement to cash	%
Cash	%
Ethical Growth	%
Ethical Consolidation	%
Shariah	%
	100%

Part 4 - Target retirement age

Complete this section if you chose to invest in the Lifetime Pathway fund.

What is your target retirement age?

Your target retirement age is the age you've told us you'd like to retire. You can change it at any time if your circumstances or plans change.

Most people start to consider retirement when they've built up enough to be able to replace their salary with an income from their pension savings. This will vary from person to person, though.

Your target retirement age tells us when to start moving your DC investments into more stable funds as you get closer to retirement. It's also the age we use to calculate what the estimated value of your DC pension savings and your Nestlé pension could be worth when you start to take them.

You can change your target retirement age whenever you like, but it's important to tell us if you do.

Please make sure you read the following notes carefully before you change your target retirement age.

Important things to consider before you change your target retirement age:

Your target retirement age tells us when to switch your investments

If you are invested in the Lifetime Pathway, your target retirement age tells us when we should start switching you into more stable investments as you approach your selected target retirement age. In the Lifetime Pathway we'll start switching you out of higher-risk investments into more stable ones once you're 15 years away from your selected target retirement age. If you're within 15 years of your current target retirement age, your investments will have already started to switch into more stable investments.

You can still change your target retirement age if you wish

If your investments have already started to switch, we'll send you a statement once we've changed your target retirement age to show you how your investments have been rebalanced. Your target retirement age will be the same for all of your DC account investments, including any additional voluntary contributions (AVCs). If you change your target retirement age, we will use your new target retirement age for all of your DC Core account investments, including any AVCs invested in the Lifetime Pathway. We won't use it for any external AVCs or any of your DC Core account, or for any AVCs that are invested in the self-select funds.

Please choose a target retirement age between 55* and 75.

I would like my target retirement age to be: (whole years).

If you don't set a target retirement age we'll set it as your current state pension age.

* Age 55 is the normal minimum pension age – this is the earliest age you can start taking your pension. The government is increasing this to age 57 from 6 April 2028.

Part 5 - Declaration

It's important you understand all of the decisions you've made on this form, as once we receive it you'll have accepted responsibility for them. Please make sure you read the notes on the back page and the statements below carefully before you sign this form.

Your AVC options – if you chose regular monthly contributions

- I understand that I'll start making AVCs as I've told Nestlé on this form from the next effective pay date.
- These savings to DC Core will be in addition to what I may already save into DC Core.
- If my pension savings take me below the National Living Wage, Nestlé will not be able to process my request and I'll need to complete this form again.
- If my combined pension savings take me below the National Living Wage I may need to adjust the amount of AVCs that I pay to DC Core.
- My future pay will be reduced by the same amount as my AVCs and, under the salary sacrifice arrangements, Nestlé will pay AVCs on my behalf that are equal to the amount of the AVCs that I would otherwise have made.

Your AVC options – if you make a one-off contribution from your bonus

- I understand that this reduction in my future bonus is a change to the terms and conditions of my contract with Nestlé and I agree to this change.
- I understand that, by filling out this form and choosing to make a contribution from my bonus, I am telling Nestlé that I waive the right to my cash bonus (or a percentage of my cash bonus) in exchange for making a one-off payment to DC Core as an AVC.

Your AVC options – if you make a one-off contribution from your pay

I understand that this reduction in my future pay is a change to the terms and conditions of my contract with Nestlé and I agree to this change.

To stop paying regular AVCs

I understand that I can ask to stop making regular AVCs at any point in the future by filling out a Stop Paying Additional Voluntary Contributions (AVCs) Form and that, after I've done this, my salary will go back to including the amount I was making as AVCs from the next effective pay date.

The value of investments

I understand that the value of investments can go down as well as up, so I could get back less than I invest.

My investment options

I've considered my investment choices carefully and would like you to invest my pension savings as I've outlined in this form.

Investing in the Lifetime Pathway and my target retirement age

- I understand that my target retirement age will affect when my investments in the Lifetime Pathway are switched from higher-risk investments to investments that are expected to be more stable.
- I understand that my target retirement age will be used for all of my DC Core account investments in the Lifetime Pathway, including any AVCs. You'll also use my target retirement age to calculate the estimated future value of all my Nestlé pension benefits.
- I understand that my target retirement age won't affect my normal pension age in the Fund, or my contractual retirement age if my contract states that I can retire from a specific age, and that I may still have a different normal pension age for different parts of my pension depending on when I built them up.
- I understand that the change to my target retirement age will be made in the next change window. This will be in whichever is the soonest and most practical of the following months – February, May, August or November.

Part 5 - Declaration (continued)

Salary sacrifice

I understand that, unless I opt out, my pension savings will be paid through salary sacrifice. I also understand that I can opt out of salary sacrifice if I want to.

This will change the terms and conditions of my contract

I understand that any reduction in my future pay is a change to the terms and conditions of my contract with Nestlé and that by signing this form I agree to this change.

Pensions and tax

I've read the notes on pensions and tax and:

- I understand that the AVCs that I make will fall into my **annual allowance**, including any I didn't use in the previous three tax years.
- I also understand that any AVCs I make will also fall into my **lump sum allowance**.
- I understand that if any AVCs that I make exceed either the **annual allowance** or the **lump sum allowance**, then I am responsible for any extra tax or national insurance charges.

Signed:

Date:

Please return this form to: Nestlé Pensions, Park House South, Manor Royal, Crawley, RH10 9AD, or send a scanned copy to pensions@uk.nestle.com

Notes

National Living Wage

If all of your pension savings take you below the National Living Wage, we won't be able to process your request and you'll need to complete this form again.

Salary sacrifice

Unless you have previously opted out, or you decide to opt out in the future, your savings to DC Core will automatically be made through salary sacrifice. This means you don't actually make your own contributions. Instead, Nestlé pays your contributions on your behalf and you agree that your pay is reduced by the same amount. In this way, you and Nestlé make savings on the national insurance that you would have had to pay if you'd made the contributions yourself. When we refer to your contributions or savings, this is what we mean.

You can read more about salary sacrifice at nestlepensions.co.uk/making-contributions

Advice and guidance

The Trustees of the Nestlé UK Pension Fund cannot give you any advice or guidance relating to the decisions that you make on this form. The contents of this form should not be treated as guidance or advice. If you would like to get financial advice, you can search for a financial adviser at moneyhelper.org.uk/en/pensions-and-retirement/taking-your-pension/find-a-retirement-adviser

Pensions and tax

There are two main allowances that you may need to bear in mind when saving into your pension. These are:

- The **annual allowance** which is the maximum amount that you can save into all of your pensions from all sources without having to pay a tax charge. The standard annual allowance for the 2024/2025 tax year is £60,000.
- The **lump sum allowance** is the maximum value of tax-free benefits you can take from all of your pension arrangements (excluding the state pension) during your lifetime without incurring a tax charge. The standard **lump sum allowance** for the 2024/2025 tax year is £268,275.

If you earn over £200,000 your **annual allowance** may be reduced.

The **annual allowance** may also be reduced if you've accessed your pension savings flexibly and you'll have a reduced **money purchase annual allowance**.

We only know about the pension savings that you have with Nestlé so it's your responsibility to let HMRC know if your pension savings go over the **annual allowance** in any tax year, or if you go over the **lump sum allowance** once you start taking your Nestlé pension.

You can find out more about pensions and tax allowances at nestlepensions.co.uk/tax

If you're unsure whether any of these limits affect you, it's worth speaking to an independent financial adviser who'll be able to explore your case in more detail. You can search for a financial adviser at moneyhelper.org.uk/en/pensions-and-retirement/taking-your-pension/find-a-retirement-adviser