

**CORE BENEFITS
FOR CONTRIBUTING MEMBERS WHO JOINED THE GROUP
FROM THE GAS SCHEME**

Normal Retirement Age	Age 65, although you have a right to take your pension from age 60 without reduction. Railpen will write to you seven months before your 60th birthday with your retirement options although you don't have to take your Group pension from age 60 - when you decide to retire is up to you. If you retire before you reach State Pension age, you have the option to Bridge the Gap .
Pensionable Salary	Is the higher of: a) Your best year's Salary in the last five years; or b) An average of any three consecutive years' Salary in the last 10 years. For service from 1 April 2013, Pensionable Salary is defined as Capped Salary.
Capped Salary	Capped Salary was calculated at 1 April 2014 and is equal to your salary for pension purposes at that date. <ul style="list-style-type: none"> • An annual cap of either 3% or the annual rise in RPI (whichever is lower) is applied to increases in Capped Salary following the annual pay review. • The RPI figure used to calculate the annual increase in RPI each year is the figure for the March 'All Items Retail Price Index', which is published in April each year by the Office for National Statistics.
Pensionable Service	Measured in years and days.
Maximum Pensionable Service	No maximum.
Members' normal contributions	5% of Capped Salary.
Additional Voluntary Contributions	You can choose to increase your benefits from the NGE Group of the ESPS by paying Additional Voluntary Contributions (AVCs). AVCs are deducted from your pay and automatically get tax relief, just like your normal pension contributions. Please click here to learn more.
Tax limits on pensions	There are limits on the amount of benefits you can build up in a defined benefit arrangement or pay into a defined contribution arrangement (including Scheme AVCs) in a tax-efficient manner. Please click here to learn more the Annual Allowance.
Death in service	<ul style="list-style-type: none"> • A lump sum of the greater of 4 x Pensionable Salary (not Capped Salary) or five years' worth of pension assuming you had retired on ill-health grounds with full service to Normal Retirement Age and having commuted the maximum lump sum on retirement. The decision of who receives the lump sum death benefit sits with the NGE Group Trustee; you can make a non-binding nomination of who you would like to receive the lump sum in the same way as you could with the Gas Scheme, by completing an Expression of Wish form. • A spouse's pension of 1/90th of your Pensionable Salary for each year of Pensionable Service. • Dependant's and child's pensions may also be payable.
Normal retirement benefits – Pension	This is calculated as: a) 1/60th of Pensionable Salary for each year and day of Pensionable Service to Normal Retirement Age on or before 1 April 2013; plus b) 1/60th of Capped Salary for each year and day of Pensionable Service after 31 March 2013. Please click here to find out more about your options at retirement.

Normal retirement benefits – Lump sum	At retirement you will have the option to exchange (commute) some of your pension for a lump sum.
Early retirement benefits (see below for ill health)	<p>Currently, you can take your pension early from age 55*, subject to actuarial reduction for early payment. You can take your pension from age 60 with no reduction. If you retire and take your benefits before you reach State Pension age, you have the option to Bridge the Gap. At retirement you will have the option to exchange (commute) some of your pension for a lump sum.</p> <p>*Please note, the statutory minimum early retirement age is changing from age 55 to 57 from 6 April 2028. However, if your Pensionable Service in the Group commenced before 4 November 2021, i.e. if you opted to transfer your past service with the Gas Scheme into the NGE Group when you transferred in 2022, you will retain a protected minimum retirement age of 55. This will not be the case if, as part of the transfer in 2022, you left your past service benefits with the Gas Scheme.</p> <p>Please click here to find out more about your options at retirement.</p>
Early retirement benefits on the grounds of redundancy	<p>If you have reached age 50: Immediate pension</p> <p>If you have not reached age 50: You will be entitled to a deferred pension. The amount of that pension and the age at which it becomes payable depend on your age when you are made redundant. You may be able to give up some of your redundancy payment to purchase additional annual pension. Redundancy over £30,000 is taxable and you may choose to put some or all of it into your pension, although you would need to check your position against pension tax allowances.</p> <p>Please click here to find out more about your options at retirement.</p>
Ill-health benefits	<p>Benefits depend on the severity of your ill-health as determined by the Trustee’s appointed medical adviser:</p> <ol style="list-style-type: none"> Your prospective pension had you remained in service to Normal Retirement Age (65) with no change in Pensionable Salary/Capped Salary (if permanently incapable of any work) Immediate pension enhanced by 50% of your prospective service to Normal Retirement Age (65) with no change in Pensionable Salary/Capped Salary (incapable of carrying out your own occupation) Full commutation of benefits if ill health is terminal (less than 12 months to live).
Death after retirement	<ul style="list-style-type: none"> A spouse’s pension (dependants pension) of 1/90th of your Pensionable Salary for each year of Pensionable Service. Dependant’s and child’s pensions may also be payable. If you die within five years of retiring, a lump sum equal to the balance of payments is payable. The decision as to who receives the lump sum death benefit sits with the NGE Group Trustee; you can make a non-binding nomination of who you would like to receive the lump sum in the same way as you could with the Gas Scheme, by completing an Expression of Wish form.
Click here to go online with PenNet	<p>You can:</p> <ul style="list-style-type: none"> View estimates of your retirement calculations based on your Normal Retirement Age. <p>You can update:</p> <ul style="list-style-type: none"> Your email address (if you move house, please update your HR record following the Company process) Your Expression of Wish form.

Please note: this overview is a summary only and confers no right to benefits. Benefits are payable in accordance with the NGE Group formal governing documentation as updated from time to time. In the event of any inconsistency, the NGE Group formal governing documentation will prevail.