

A smiling woman with curly hair is sitting on a light-colored couch, holding a smartphone. She is wearing a dark blue shirt with white polka dots and large gold hoop earrings. The background is a bright, out-of-focus interior space.

PensionsLine

Step into your future

Defined Contribution (DC) Section

WELCOME

If you're reading this newsletter online, why not dive into our member website once you're done and see what it has to offer?

It's packed with information to help you manage your pension, including details about how to pay in more, your investment options and what happens to your pensions money should the worst happen. Very soon, we'll be adding our brand-new retirement guide to the site. This guide aims to help you make sense of your retirement options in the Fund, which may differ slightly from your options in other plans. Head on over and explore!



Curious about who's running the Fund? Check out the Trustee biographies under **About the Fund**. Earlier this year, we confirmed the reappointment of Chris Bennett and Marius Scholtz as Member-Nominated Directors – congratulations to them! And a huge thank you to everyone who showed an interest in the role. We expect to run another nomination process around a year from now, so please consider throwing your hat in the ring again!

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MARKET VOLATILITY & YOUR PENSION

You're probably aware that investment markets took a bit of a battering earlier this year following Donald Trump's announcement on trade tariffs.

Investor uncertainty led to a global sell-off – which meant many pension savers would have seen the value of their retirement savings dip sharply before Trump announced a 90-day pause.

Fidelity has produced **a guide to investing in uncertain times**, which has some useful reminders about how to remain focused on the long-term nature of investing for retirement.

The key takeaways are summarised here:



Avoid making rash decisions

Acting in the moment could lock in any losses and impact any potential future gains.



Take the right risks

If increased volatility makes you unduly stressed, make sure you're still happy with the level of risk you're taking.



Set your sights on the long term

Market falls can signify potential opportunities, as prices dip. Read the article **on the next page** to discover how and why.

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**FIDELITY'S WEBSITE HAS PLENTY OF
USEFUL GUIDANCE TO HELP YOU**

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LOOK FOR THE SILVER LINING: POUND COST AVERAGING

If you're invested in the stock market (i.e. equities), volatility is an inevitable part of the journey. But within the turbulence lies opportunity – as we explain here.

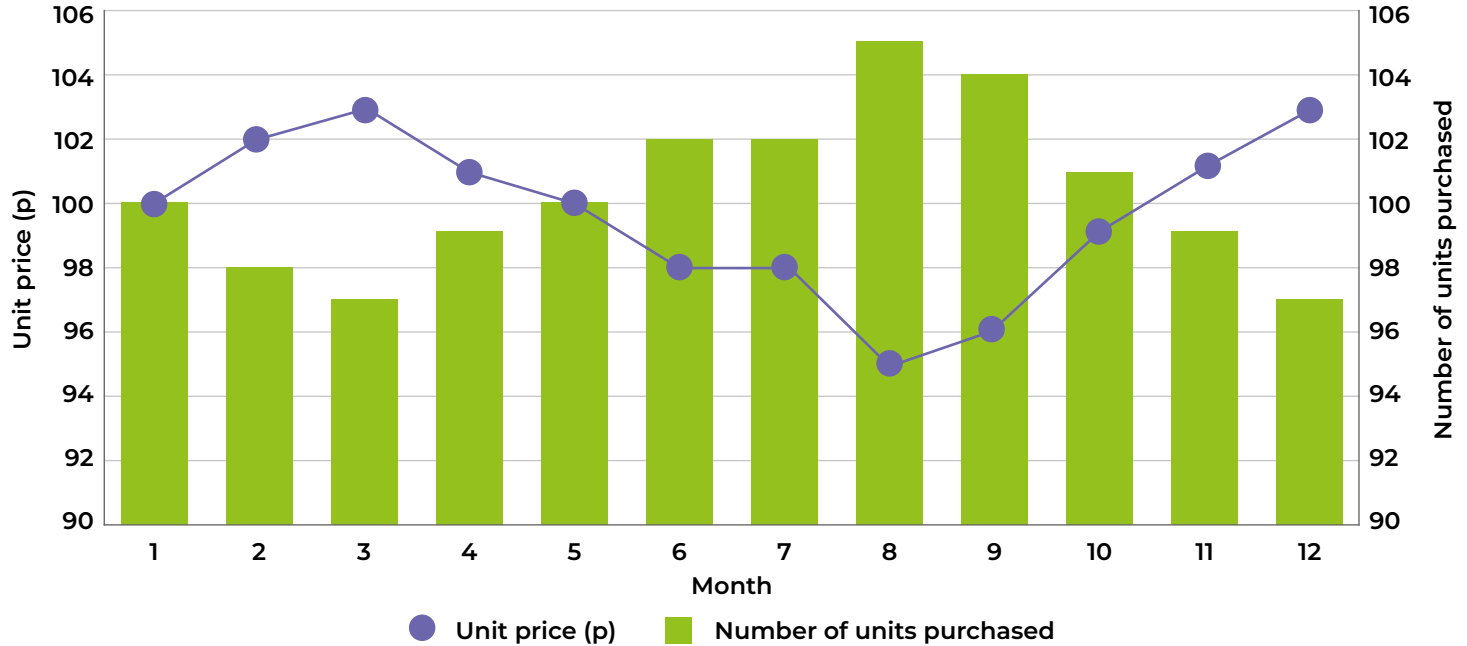
While markets (i.e. stock prices) are low, your regular contributions and Roche's will have more buying power. The same level of contributions will buy more units than before, and as markets recover (assuming, of course, that they do), your investments' returns should not only recover but could even do better.

As unit prices rise, your regular contributions would buy fewer units, but the value of your existing fund holding would increase. You benefit from an 'average' price over the longer term, which has the effect of 'cushioning' the fall when markets become volatile.

The graph on the next page explains this more clearly. It's based on a total monthly contribution of £100 and is for illustrative purposes only.



Pound cost averaging graph



Unit prices (in pence) are shown as purple circles and the number of units purchased is shown as green bars. The higher the unit price, the fewer units can be purchased. The lower the unit price, the more units can be bought, resulting in an average unit price over time. In this case, over 12 months, 1,204 units were purchased with £1,200 of contributions, with an average unit price of 99.67p.

Pound cost averaging could potentially lead to greater investment value over the long term.



Remember, the value of your investments may go down as well as up, and your eventual pension benefit can only be finally confirmed when you retire.

DEBUNKING DC MYTHS

Is it really worth saving into a pension? I'm too old (or can't afford it). Won't the State pension be enough? This article gets to the bottom of some common myths about pensions.



Pensions are complicated

It's true that pensions can sometimes be complex, but a modern workplace pension is simple.

1

Your employer sets it all up for you.

2

You and your employer regularly pay money in. (Even if you're not working, you can still save into a pension.)

3

It's invested and builds up over time. (Remember that your pension is a long-term investment, so even though its value can go up and down in response to world events, it's important not to panic.)

4

You use the money to provide your retirement benefits when you stop working.



This is the bit that people sometimes find scary – 'what if I make the wrong decision?' The good news is that the government is looking into this issue and how it can encourage schemes to provide automatic retirement strategies for their members.

MYTH

It's not worth saving into a pension

Money you pay into a pension (up to £60,000 in a year*) gets tax relief, which means the government contributes to what you save. So, every £1 you pay in only costs you 80p. If you're a higher-rate taxpayer, the savings are even greater.

MYTH

I can only pay a small amount, so it's not worth it

Saving anything, however small, could be worth it. If you pay into the Fund, so does Roche. Opting out of the Fund would mean you'd miss out on this extra money – and tax relief on what you pay in. Also, if you opt out, you'll lose the dependant pension payable on your death as an employee in the Fund.

MYTH

I'm too old to start saving

Even if you're only a year or so from taking your benefits, saving into a pension could still be worth it because of the tax advantages over other forms of saving.

MYTH

The State pension will be enough

The full State pension is currently £230.25 a week (around £11,973 a year) – which is almost £1,500 short of what you'll need for a very basic standard of living in retirement as a single person, according to the **Retirement Living Standards** website. Also, you might not get the full amount of State pension – it depends on how many years of National Insurance credits you've built up. You can find out how much State pension you've built up at gov.uk/check-state-pension

MYTH

My pension will be lost if I die

If you die before you take your benefits, they'll be passed on to your loved ones. Remember to update your Expression of wish whenever your circumstances change.

MYTH

I'll lose all my money if Roche goes bust

The money you save in the Fund is kept in trust, legally separate from your employer. So even if Roche goes out of business, your money can't be touched by its creditors.



*The standard annual allowance is £60,000 but it could be as low as £10,000 if you're a very high earner or have taken some of your benefits flexibly.

FUND NOTICEBOARD

Coming soon: Roche retirement guide

We'll soon be emailing all active members aged 50+ to let them know about our brand-new retirement guide.

The Trustee decided to create this guide after receiving feedback from members who wanted clearer information about their retirement options in the Fund.

Some pension schemes allow you to take out all your tax-free cash but keep the rest of your account invested, but this isn't possible in the Roche Pension Fund. Instead, if you want to access the full 25% available as tax-free cash, you'll have to withdraw all the money in your account or move (transfer) it to another pension scheme.

The guide will give you the information you need to make informed decisions about your future.



Earliest retirement age – a reminder

In 2028, the normal minimum pension age (NMPA) will rise from 55 to 57. The NMPA is set by the government as the earliest age at which you can access your pension savings without a financial penalty.

However, if you joined the Fund between 6 April 2006 and 3 November 2021, you have a protected pension age of 55 – so you won't be affected by the increase in the NMPA to 57.

If you joined on or after 4 November 2021, your NMPA is 55 and it will rise to 57 from 6 April 2028.

Have you got the PlanViewer app?

Fidelity has made an app version of PlanViewer available, which makes it even easier to keep track of your retirement savings in the Fund.



SCAN THE
QR CODE TO
DOWNLOAD IT.



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YOUR PENSION IN THE
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Claiming your State pension

You can claim your State pension from State pension age (SPA), which is currently 66. From next year, SPA will start rising to 67, increasing gradually between 2026 and 2028.

It's planned to go up again, to 68, between 2044 and 2046, but this could change if the government updates the legislation that sets out the SPA timetable.

You can check your State pension age at
www.gov.uk/state-pension-age





Scheme Pays reminder

If your contributions in the previous tax year were higher than the standard annual allowance (AA), Fidelity will send you a Pension Savings Statement in October.

You might have to pay a tax charge to HMRC if this happens – usually through Self-Assessment, but you can also ask the Fund to pay the charge on your behalf, provided certain conditions are met.

If it's allowed, an amount equal to the charge will be paid by the Fund directly to HMRC. This is known as 'Scheme Pays', and it'll reduce the size of your benefit from the Fund at retirement.

If you've exceeded the standard AA in 2024/25 and a tax charge is due, you have until **31 July 2026** to apply for Scheme Pays. If you qualify for Voluntary Scheme Pays (where the charge is less than £2,000 and/or you exceed the tapered or money purchase annual allowance), we must get your Voluntary Scheme Pays form by **30 November 2025**.

WORKPLACE WORKOUT

A new initiative from the DC Section administrator, Fidelity International, is to encourage all members to get ‘financially fit’. Think of their Workplace Workout as a way to get your workplace pension into shape!

They’ll contact members throughout the year to encourage them to join in – but you can also **take a look at their website** to see what’s available online. There are lots of videos, tools, tips and tricks to help you manage your finances.

You’ll be able to select the stage which most reflects where you are in your retirement journey, whether you’re:



Starting out

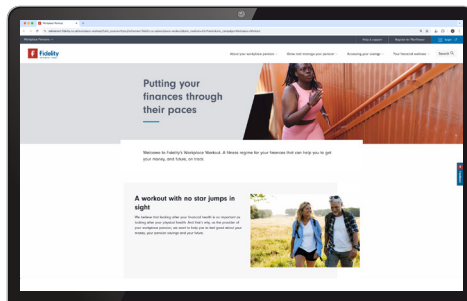


Building savings



Thinking about retirement

We hope you find the Workplace Workout useful and interesting. As your Trustee, we want to see all our members achieve their financial targets so they can enjoy a secure retirement without money worries.



SCAN ME

WAYS TO GET IN TOUCH

You can find more information about your pension on the member website and in your secure PlanViewer account.

If you can't find the answers you need, please email Fidelity at **pensions.service@fil.com** – they'll be happy to help. If your request is urgent, you can call the team on **0800 3 68 68 68** or **+44 1737 838 585** (from outside the UK).

You can also explore a range of retirement planning and pensions tax calculators at: **fidelity.co.uk/retirement/calculators** (no login required)



Principal Employer of the Roche Pension Fund