

KEY FEATURES OF THE NFU MUTUAL GROUP STAKEHOLDER PENSION PLAN



The Financial Conduct Authority is a financial services regulator. It requires us, NFU Mutual, to give you this important information to help you decide whether our Stakeholder Pension Plan is right for you. You should read the document carefully so that you understand what you are buying, and then keep it safe for future reference. You should also read the illustration provided.


You can find out more about Stakeholder Pensions from the Money Helper website, www.moneyhelper.org.uk/en/pensions-and-retirement/pensions-basics/stakeholder-pensions


This Key Features Document is intended to give you a brief explanation of the most important features of the Group Stakeholder Pension Plan. The full terms and conditions are in the policy document. If you'd like a sample copy of these, please ask your NFU Mutual Financial Adviser or contact us direct.

It's important that you also read our fund guide entitled 'Your guide to our funds' provided with this Key Features Document (also available on our website nfumutual.co.uk).

How to contact us

If you have any queries:

 call us on 0800 622323. Our telephone lines are open on weekdays from 9.00am to 5.00pm. We may record telephone calls for training, monitoring or security purposes.

 write to us at: Financial Services, NFU Mutual, Tiddington Road, Stratford-upon-Avon, Warwickshire CV37 7BJ.

We'll always send you a personalised copy of the policy document when we've set up your Stakeholder Pension Plan. If, however, you're topping up an existing Stakeholder Pension Plan, you'll already have the policy document that we sent you when you started your Plan.

We are here to help

If you'd like this document in large print, braille or audio, just contact us.

If you're hard of hearing or deaf, or you have difficulty with your speech, you can contact us by using the Relay UK app on your smartphone or tablet, or by dialling 18001 before our number on your textphone.

We're committed to supporting our customers, whatever your circumstances or needs we're here to help.

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WHO SHOULD BUY THIS PRODUCT?

The Group Stakeholder Pension Plan is designed for people who need to build up a pension fund in a tax-efficient manner. As an employee whose employer has an NFU Mutual Group Stakeholder Pension Scheme, you can start a new Group Stakeholder Pension Plan or top-up your existing Plan.

ITS AIM

- To build up a fund in a tax-efficient way which you can use to buy pension benefits.

YOUR COMMITMENT

- To make lump sum payment(s) and/or regular payments. If you reduce or stop your payments it will reduce the pension benefits you get and the likelihood of you meeting any target pension income.
- To review your payments regularly as your earnings change.
- To tell us immediately if you move abroad.
- To regularly review your fund choice.

RISKS

When you can take your pension benefits

- Currently, you can take money out of your pension fund at any time from age 55, or earlier if you are in poor health. The minimum age at which you can take your pension benefits will rise to 57 in 2028.

What you might get back

- Your money is invested in whichever of our funds you choose. Our fund guide gives details of the funds currently available. Our funds have different levels of risk, most of them invest in the stock market. Fund values can go up and down, so there's a risk you could get back less than the amount you invest.
- Your pension benefits are not guaranteed, and may be lower than your illustration shows if:
 - you stop or reduce regular payments
 - our investment performance is lower than we illustrated

- the cost of converting your fund into a pension income is higher than we've assumed in your illustration
- you take your pension benefits earlier than the date shown on your illustration
- our charges increase
- tax rules change.

- The Government will take into account any pension benefits you access from this plan when assessing the amount you may get from means tested benefits such as Pension Credit.

About tax

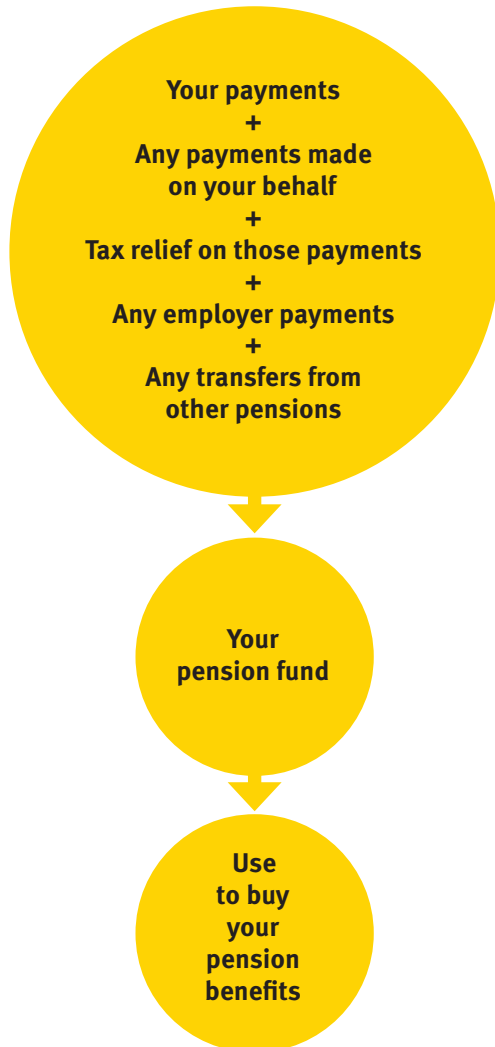
- The tax treatment depends on the individual circumstances of each customer and may be subject to change in future. Please read the section **'What about tax?'** for more information.
- There are limits on how much you can pay into your plan each year. If you go above these limits you might not get tax relief, or you might have to pay a tax charge. You'll find more details under **'How much can I pay into my plan each tax year?'** and **'What about tax?'**.
- If you have substantial pension funds you may have registered with HMRC for Enhanced Protection (before 6 April 2009) or Fixed Protection 2012 (before 6 April 2012) or Fixed Protection 2014 (before 6 April 2014) or Fixed Protection 2016 (after 5 April 2016). If you have one of these four types of protection it may allow you to take a larger tax free lump sum from your pensions. Paying money into your pension will not impact this protection. Please ask your NFU Mutual Financial Adviser for more details.

Changing your mind

- If you change your mind about your investment you can cancel it within 30 days and have your money back, but you could get back less than you've invested. This could happen if you've invested a lump sum and the value of your investment falls.
- Please note, if you're transferring funds into this plan from another pension scheme and you change your mind after the transfer is made, there's no guarantee they'll accept your funds back, or that we'll return the full amount to them if the value of your investment has fallen.

QUESTIONS AND ANSWERS

How do pensions work?



What is the Group Stakeholder Pension Plan?

- It's a plan that helps you save for your retirement in a tax-efficient way.

Who can take out a Group Stakeholder Pension Plan?

- You can take out a Group Stakeholder Pension Plan if you're under 75 and UK resident for tax and your employer already has an NFU Mutual Group Stakeholder Pension Scheme for its employees. If you're under 18 (or 16 in Scotland) your parent or legal guardian must start the plan for you.
- You can top-up your existing Group Stakeholder Pension Plan at any time.

Who can pay into a Group Stakeholder Pension Plan?

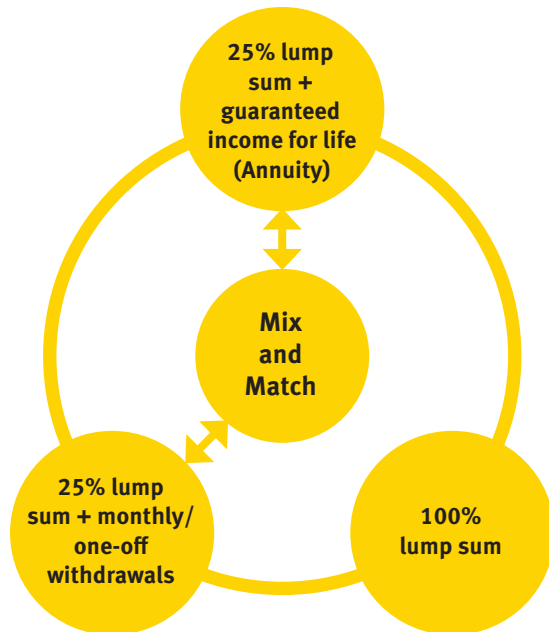
- One or more of:
 - you
 - your parent or legal guardian
 - your employer
 - another person on your behalf.

How flexible is it?

- It can accept lump sum and/or regular payments.
- You can start, stop and restart regular payments, or change the amount, at any time. Reducing or stopping your payments will reduce the pension benefits you get and the likelihood of you meeting any target pension income.
- Your plan can accept transfers from another pension.
- You can change your investment choice between our different funds.
- You can change your chosen pension date at any time.

What choices will I have when I take my pension benefits?

There are three main options as to how to use your accumulated pension fund at age 55 or later:



- Use all your pension fund to buy a guaranteed taxable income for the rest of your life – this is known as an annuity. Alternatively, take up to a quarter of your pension fund tax-free and receive a smaller taxable income.
- 100% lump sum – Take a quarter of your pension fund tax-free and take all of the remainder as a single lump sum, which will be taxed as income at your marginal rate. You will need to plan how you will provide an income for the rest of your life.
- Flexible access – Take up to a quarter of your pension fund tax-free and re-invest the remainder to give it a chance to grow, although it could go down in value too. You can take one-off or monthly withdrawals which will be taxed as income at your marginal rate.
- Alternatively, take a mix and match approach, for example an immediate lump sum and an annuity later.
- You might be able to take your pension income earlier than age 55 if you have to retire because of ill health.

- You don't have to stop working or retire to take your pension benefits.
- If you don't want to take all your pension benefits by age 75, you can transfer your plan value to another pension which allows the pension benefits to be taken after age 75.
- We'll remind you about your pension benefit choices nearer the time.

What might I get when I take my pension benefits?

- Your illustration shows what you might get back. The amount you get back isn't guaranteed.
- If you haven't received an illustration, or you want an alternative personalised one, please call us on 0800 622323. Or you can write to us at the address given under the section 'How to contact us' shown later on.

How much can I pay into my plan each tax year?

- There's no minimum amount you must pay.
- You can only pay into your plan until you reach age 75.
- You can pay in up to £3,600, no matter what your income.
- If you earn more than £3,600, you can pay in as much as you earn each year.
- HM Revenue and Customs set a yearly limit, called the annual allowance, that you can pay into your pension and get tax relief. This includes payments that you, your employer or anyone else pays into any pension plans you have. The annual allowance for the 2025/26 tax year is £60,000. In certain circumstances, this amount will reduce to £10,000, for example if you have taken a taxable withdrawal from your fund.
- If your income is over the 'threshold income' of £200,000 your annual allowance could be reduced. This is known as the tapered annual allowance. If your 'adjusted income' (broadly total taxable income plus employer pension contributions) exceeds £260,000, the annual allowance falls by £1 for every £2 above the limit until the minimum allowance of £10,000 is reached.

- If you don't pay your full annual allowance into your plan in one tax year you can carry it forward for up to 3 tax years.
- Please speak to your NFU Mutual Financial Adviser if you want more information about how the workings of the annual allowance, tapered annual allowance and carry forward rules may affect you.

What about tax?

- You currently get tax relief on your payments into the plan at basic rate up to age 75.
- If you are UK resident for tax, we'll claim any UK basic rate tax relief for you from HM Revenue and Customs, even if you're not a tax payer. At the current basic tax rate of 20%, for each £100 paid into your plan, we'll collect £80 from you and £20 tax relief from HM Revenue and Customs.
- If you are a Scottish taxpayer, we will claim basic rate tax relief at the Scottish rate of 20%.
- If you are a Welsh taxpayer, we will claim basic rate tax relief at the Welsh rate of 20%.
- If you're a higher rate taxpayer, you can claim extra tax relief through your tax return.
- If you're a higher rate taxpayer and another person (except your employer) makes a pension payment for you, you claim the extra tax relief.
- We're not responsible for monitoring your payment levels, but we do have to tell HM Revenue and Customs about them.
- You don't get tax relief on payments made by your employer. Your employer may be entitled to tax relief as a business expense.
- The plan grows free of capital gains tax and pays no UK income tax on income received.
- The tax treatment of your benefits depends on which options you take. These are explained in 'What choices will I have when I take my pension pot?'.
- In most cases, you can take 25% of your pension fund as a tax free lump sum. The maximum tax-free cash you can take across all your pensions is £268,275 unless you have registered for protection.
- The Lifetime allowance (LTA) was abolished on 5 April 2024. It was replaced by new rules

that instead limit tax-free lump sum payments on death. There are no limits on any funds used to provide a taxable pension income. If you have taken any benefits before 6th April 2024 these need to be taken into account. You should discuss this with your NFU Mutual Financial Adviser who can provide further information.

- The tax treatment depends on the individual circumstances of each customer and may change in future.
- We will invite you to complete an 'Expression of Wish' form at outset. Although it is not legally binding, it assists the Trustees as to your views on what should happen to your pot on your death. Currently the proceeds are normally paid free of Inheritance Tax. The Government have proposed that from April 2027, any unused pension funds and death benefits will be included in the estate for purposes of calculating any Inheritance Tax liability.

How do I make payments?

- Payments for Group schemes set up by an employer are paid by payroll.
- Payments from another person (except your employer) can be made by cheque, direct debit, standing order or direct credit.
- If you're paying from a business account that's not solely or jointly in your name(s) we might carry out security checks to confirm where the money is coming from. We may require additional information about the business, including evidence of identity for anyone who owns a share in the business, as required under the Money Laundering Regulations. We may refuse to accept payment.

Will my regular payments be set up to increase automatically each year?

- No – so it's very important that you regularly review the amount you pay as your earnings increase.

How are my payments invested?

- Unless you're setting up the plan to take a pension income straight away, we'll invest the whole of your payments in the funds you choose. You'll find details of our funds in the fund guide.

- You choose the funds which match your requirements. You can change your choice at any time.
- If you don't choose a fund we'll automatically invest your payments in the Mixed Portfolio Max 100% Shares Fund.
- The Group Stakeholder Pension Plan is unit-linked. Put simply this means we divide each fund into units. Each payment you make buys a number of units in the funds you've chosen.
- Each fund has a unit price which we calculate each working day. We calculate the unit price for any day using the value of investments held by the fund at close of business that day.
- We'll buy units using the unit price applicable on the date we receive your payment at our registered office.
- We'll work out your plan's value by multiplying the total number of your units in each of your funds by the fund's unit price. If unit prices go up and down, so will your plan's value.

Can I change my investment choice?

- There are 3 ways you can do this:
 - you can make one-off switches from one fund to another. You can make up to 4 fund switches in each policy year. A policy year is 12 months from the start date of your plan, and each following year beginning on the anniversary
 - you can change where your future payments are invested
 - you can choose the lifestyle switching option. See **'What is lifestyle switching?'** for more information on this.
- We'll cash in units in your existing fund and buy units in your new fund using unit prices that apply for the day we receive your written instructions at our registered office.
- We can delay your fund switch for up to 3 months. If you're switching from a fund that has investments in property, we can delay the fund switch for up to 12 months. We won't delay a fund switch made under the lifestyle switching option.

What is lifestyle switching?

- It's a process where we gradually and automatically move your funds into funds compatible with your aims and attitude to risk in the run up to your chosen pension date, for example where it is your objective to buy a pension income.
- We offer a choice of 3 lifestyle switching options.
 - to buy a guaranteed income for life – an annuity – (with or without taking 25% tax free lump sum);
 - to take 100% of the fund value as a lump sum (of which only 25% is tax free);
 - to transfer to a flexible drawdown policy (after taking 25% tax free) to remain invested until you decide what to do.
- Whichever you choose, in the five years up to your chosen pension date, your investment will gradually be moved into the following funds and any future payments you make will be invested using the same strategy.
 - Guaranteed income (Annuity) – 75% Fixed Interest and 25% Deposit
 - Lump sum – 100% Deposit
 - Flexible Drawdown – 25% Deposit and 75% Mixed Portfolio 40%-85% Shares.
- We'll contact you six months before lifestyle switching is due to start, to remind you of the choice you made and give you the chance to change it.
- You can change your lifestyle switching strategy at any time.
- Lifestyle switching doesn't guarantee the value of your plan, it can still go up and down.
- The calculation of investment movements is done on a monthly basis.

Can I transfer my plan?

- You can transfer the whole value of your plan to another pension scheme at any time. If you do this, your plan with us will end.

- We can delay your transfer for up to 3 months. We may need to do this at times of difficult or unusual investment conditions. If you've invested in a fund which includes property investments, we can delay the transfer for up to 12 months.

How will units be cashed in when I take my pension benefits or transfer my plan?

- If you take your pension benefits from us, we'll cash in units in your fund(s) using unit prices on the date you start taking your pension benefits. This date can't be before you've completed all the forms we need, which we'll send you at the time.
- If you choose to buy your pension benefits from, or transfer your plan value to, another pension provider we'll cash in units in your fund(s) using the unit prices on the date we receive all the required forms from the other provider.

What happens to my plan if I die before taking my pension benefits?

- If you die before taking your pension benefits, we'll pay the plan's value at the date of your death as a lump sum. Please see the section **What about tax?** for more information.

What are the charges?

Charges paid directly from the funds

- We charge for managing your plan and the investment funds. We take money from the funds to pay:
 - the costs of buying and selling assets in the funds
 - any tax due on those assets
 - any fees, levies and other charges we have to pay to operate and manage the fund.

Advice charge

- If you've received advice from an NFU Mutual Financial Adviser they may charge for this. They will explain if and how this will be deducted depending upon a number of factors associated with your policy.

Annual charge

- We take an annual charge, which may include the cost of advice, out of your fund value over the course of each year, for the life of your plan. The charges for each fund are listed below:

Fund	Annual Charge
Deposit	0.75%
Fixed Interest	0.85%
Index Linked	0.85%
International	1.0%
Mixed Portfolio 40-85% Shares	1.0%
Mixed Portfolio Max 100% Shares	1.0%
Property	1.0%
UK Equity	1.0%

Example: If your fund value is £500 and the charge is 1%, we'll deduct £5, if its value is £10,000 we'll deduct £100.

- Your annual charge will be reduced by the use of rebates – see the table below – so that the effect is that the cost to you is below the Government's charge cap of 0.75% for workplace pensions.

Example: If your fund value is £10,000 the annual rebate will be 0.251%, so we'll add £25.10 of units to your plan, reducing your annual cost from £100 to £74.90.

- We may change the annual charge if the cost of managing your plan changes. This could happen, for example, if there are changes to:
 - administration costs
 - regulation
 - the law
 - fund management costs.
- We'll give you 30 days advance notice if we change the annual charge.
- For larger investments we'll further rebate part of the annual charge. Total rebates are applied by adding units to your plan each month as shown. We calculate the monthly rebate using the sum:

$$\text{monthly rebate} = \frac{1}{12} \times \text{rebate} \times \text{fund value}$$
 'Rebate' refers to the rebate shown in the following table, and 'fund value' refers to the amount to which the rebate applies:

Rebate bands – part of fund to which rebate applies	Total rebate per year
The first £46,645	0.251%
The next £46,646	0.251%
The next £46,645	0.251%
The next £46,646	0.375%
Any value above this	0.5%

Example:

Fund value = £150,000

Rebate on the value up to £139,936 = 0.251%

Rebate on the next £10,064 = 0.375%

Monthly rebate to be credited on the first rebate amount = $1/12 \times 0.251\% \times £139,936 = £29.27$

Monthly rebate to be credited on the next rebate amount = $1/12 \times 0.375\% \times £10,064 = £3.15$

Total monthly rebate to be credited = $£29.27 + £3.15 = £32.42$

- We increase the rebate bands every April, using the Government's Average Weekly Earnings index published in January that year. If there is no increase in Average Weekly Earnings at that time, or if it falls, the bands will remain the same.
- We may change or remove the bands or rebates at any time, to cover increased expenses which aren't already covered by the annual increase. We'll give you 30 days advance notice of a change.
- Your illustration shows our charges and the effect they have on reducing the value of your plan over its lifetime.

Can I change my mind?

- You'll have 30 days to change your mind about your plan. We'll tell you when the 30 days starts.
- You can cancel within the 30 days and have your money back, but you could get back less than you've invested. This could happen if you've invested a lump sum and the value of your investment falls.


- If you're transferring funds into this plan from another pension scheme, you'll have 30 days to change your mind before we ask the transferring scheme to send us your fund.
- If you change your mind, write to us at the address given under '**How to contact us**'.
- If you don't cancel within the 30 days, your plan will continue as set out in these key features and your policy document.

How can I check how my plan is doing?


- We'll send you a statement every year, shortly after the anniversary of your plan's start date. This will show the value of your plan and how much you've paid into it since your last statement.
- You can contact us for information about your plan's value. You can also visit our website to check unit prices, nfumutual.co.uk

How to contact us

- If you want to:
 - cancel your plan within the first 30 days
 - change your regular payments
 - get information about your plan's value
 - take your pension income, or make any other claim
 - change your chosen pension date
 - change your investment choice
 - transfer to another pension plan
 - ask any other questions.

 call us on 0800 622323. Our telephone lines are open on weekdays from 9.00am to 5.00pm. We may record telephone calls for training, monitoring or security purposes.

Or

 write to us at:
Financial Services
NFU Mutual
Tiddington Road
Stratford-upon-Avon
Warwickshire
CV37 7BJ

Making a complaint

- If you need to make a complaint, please write to us or call us on 0800 622323, as indicated above, and we'll do all we can to resolve the complaint to your satisfaction.
- If you're not satisfied with our response to a complaint, you can contact:

The Financial Ombudsman Service
(FOS)
Exchange Tower
London
E14 9SR
0800 023 4567
www.financial-ombudsman.org.uk

- Making a complaint won't affect your legal rights.

OTHER INFORMATION

Law and language used

- Under English law, people making contracts can choose which law applies. The law of England will apply to this plan, unless you've agreed otherwise with us before it starts.
- Your plan and all our other communications with you will be in English.

Compensation

- If NFU Mutual is unable to pay claims because of financial difficulties, you may qualify for compensation from the Financial Services Compensation Scheme.
- You can contact the Financial Services Compensation Scheme for further details, 0800 678 1100 or 020 7741 4100 or www.fscs.org.uk

About NFU Mutual

- NFU Mutual is The National Farmers Union Mutual Insurance Society Limited. It's a registered company that's limited by guarantee, which means its capital isn't divided into shares. Its Head Office is in the United Kingdom of Great Britain and Northern Ireland, situated at:

Tiddington Road
Stratford-upon-Avon
Warwickshire
CV37 7BJ

- NFU Mutual's main business is providing financial services and general insurance. It's authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority and is entered on their register under number 117664. You can contact the Financial Conduct Authority as follows:

☎ Consumer helpline: 0800 111 6768
✉ 12 Endeavour Square
London
E20 1JN
www.fca.org.uk
✉ consumer.queries@fca.org.uk

Our Mutuality

- We are a Mutual company, which means we have no shareholders.
- We aim to pass on the benefits of mutuality to our financial services customers, by low charges and personalised service.
- In the unlikely event of de-mutualisation, any windfall payment arising from the policy you're taking out would be paid to The NFU Mutual Charitable Trust, instead of to you.

Financial strength

- To find out more about our financial strength you can read our "Solvency and Financial Condition Report" at nfumutual.co.uk/about-us/company-information.

Your policy document

- This key features document gives you a brief explanation of the most important features of the Group Stakeholder Pension Plan. It's based on our understanding of current law and tax practices, which can change.
- The full terms and conditions are in the policy document. If you'd like a sample copy of this, please ask your NFU Mutual Financial Adviser, or contact us as explained under '**How to contact us**'. We'll always send you a personalised copy of this when we've set up your plan. If you're topping up an existing Group Stakeholder Pension Plan, you'll already have the policy document that we sent you when you started your Plan.

Is this product right for you?

- If you're unsure if this product is right for you, please speak to your NFU Mutual Financial Adviser. Financial advice is provided by NFU Mutual Select Investments Limited. NFU Mutual Financial Advisers advise on NFU Mutual products and selected products from specialist providers. They will explain the advice services and charges.

Value for money

- All pension providers have to appoint an independent committee to represent the interests of members of workplace pension schemes. NFU Mutual appointed ZEDRA Governance Ltd to establish a Governance Advisory Arrangement (GAA). More information about ZEDRA Governance Ltd is available from their website www.zedra.com. The GAA is independent of NFU Mutual.
- The main role of the GAA is to assess the ongoing value for money for pension scheme members, and raise with NFU Mutual any concerns it may have. For the full terms of reference of the GAA, and its annual report, please refer to our website nfumutual.co.uk. This also gives you details of how you are able to make your representations on any aspect of your pension policy to the GAA.

nfumutual.co.uk



NFU Mutual

The National Farmers Union Mutual Insurance Society Limited (No. 111982).
Registered in England. Registered Office: Tiddington Road, Stratford-upon-Avon, Warwickshire CV37 7BJ.
Authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority
and the Prudential Regulation Authority.

To find out more about how we use your personal information and your rights, please go to the Privacy Policy on our website.

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