



2025 Summary Funding Statement for the Defined Benefit Section of the Kerry Retirement Benefits Scheme.

What is a Summary Funding Statement?

This statement is sent to you from the Trustees of the Kerry Retirement Benefits Scheme (“the Scheme”). We are required to send an update on the financial position of the Defined Benefit Section as at the 31 December each year.

Recent experience

Global markets have experienced volatility in recent years, which has had a direct impact on the performance of pension scheme investments in general and, potentially, the funding position of defined benefit schemes.

The Trustees' objective is to ensure there are enough funds available in the Scheme to pay the promised benefits to its members, and so the investment strategy is designed to protect the funding level by tracking the Scheme's liabilities (the funds required in the Scheme in order to pay the promised benefits to its members).

Broadly speaking, if the liabilities reduce there is a corresponding expected reduction in the assets held by the Scheme. Similarly, if the liabilities increase there would be a corresponding expected increase in the assets.

This strategy has protected the Scheme's strong funding position across a challenging period as can be seen in the table below.

The Trustees continue to work with their advisers to consider any necessary development for the Scheme's funding and investment strategy but believe the Scheme has been managed well in these challenging times.

What is the financial position of the Defined Benefit Section?

The most recent formal actuarial valuation for the Scheme had an effective date of **31 December 2023** and showed there was a shortfall of **£19.9m** and a funding level of **96%** at that date (see table below). This is an improved position from the previous valuation at **31 December 2020**, which showed there was a shortfall of **£107.3m** at that time.

Our actuaries estimate that the funding level as at **31 December 2024** has improved to **97%** with a reduction in the estimated deficit to **£15.6m**.

Effective Date	31/12/2023	31/12/2024
Value of liabilities (£m)	(533.5)	(469.6)
Value of assets (£m)	513.6	454.0
Shortfall of assets compared to liabilities (£m)	(19.9)	(15.6)
Funding level - Asset value as a % of liability	96%	97%

The valuations do not change any benefits payable from the Scheme. Despite the shortfall, all members who have retired or transferred benefits have still received the full value of their benefits.

How do the Trustees know what contributions should be paid?

Following each actuarial valuation, the Scheme Actuary advises us what contributions should be paid into the Defined Benefit Section. This contribution requirement is reviewed every three years, with the next review due in 2027.

Is the shortfall going to be paid off?

Following completion of the 2023 valuation, the Trustees and Company agreed a Funding Plan which aimed to pay off the £19.9m shortfall by **31 December 2029**. To correct the shortfall the Company has agreed to pay contributions to the Scheme of **£3.9m per year** and pays these contributions via monthly instalments.

We are required to inform you that no payment has been made to the employer, as permitted under the Pensions Act 1995, since the last Summary Funding Statement.

Is there enough money in the Defined Benefit Section to provide my full Section benefits if the Section was wound-up?

The actuarial valuation on a wind-up basis, which shows the solvency position of the plan at 31 December 2023, established that the Defined Benefit Section's assets could not have paid for the full benefits of all members to be provided by an insurance company if the Section had wound-up at that date.

Effective Date	31/12/2023
Value of liabilities (£m) were the DB Section to be wound-up	(613.3)
Value of assets (£m)	513.6
Shortfall of assets compared to liabilities (£m)	(99.7)

Please note that the solvency position is only calculated at each 3 yearly actuarial valuation and the fact that we have shown the solvency position does not mean that the Company or the Trustees are thinking of winding up the Defined Benefit Section. It is just another piece of information we hope will help you understand the financial position of the Section.

The Pensions Dashboard Programme

The Trustees are working with our advisers to connect the Scheme to one of the pension industry's most significant initiatives, the **Pensions Dashboard**. This government backed project allows individuals to securely access private, workplace and State pension information all in one place online. This will help individuals to view existing pensions and, perhaps, locate lost pensions with greater ease.

The Scheme is now getting ready to connect to the Pensions Dashboard. According to current timelines we expect the Dashboard to be available in late 2026.

This would be a good opportunity to make sure that all your pension schemes hold up to date information for you. You can review and update the personal data held for you by the Kerry Retirement Benefits Scheme by logging into your **Prism** account by visiting website **www.kerryrbscheme.co.uk**.

Where can I get more information?

If you would like to review your benefits and benefit options or discuss online Prism registration or login details please contact our Scheme Administrator, **Hymans Robertson**, direct by telephone on **0121 212 8152** or by emailing at **kerry@hymans.co.uk**.

The Trustees of the Kerry Retirement Benefits Scheme (June 2025)