



Your guide to Pension Increase Exchange

For members of the Manweb Group

You have the option to choose Pension Increase Exchange (PIE).

If you choose PIE, you exchange some of your future pension increases for a higher pension now.

This is a complicated decision, and there's lots to think about. This might also be the only time you're offered PIE, so please think carefully before you decide what to do.

What this guide covers

This guide includes:

1. How PIE works
2. Thinking about whether PIE is right for you
3. How we calculated your PIE offer
4. What to do next

ScottishPower has appointed a company called Chase de Vere to give you unbiased financial advice about PIE. ScottishPower will pay for this advice, so there will be no cost to you. Even if you take the paid-for advice, you do not have to choose PIE.

Chase de Vere is a national firm of Independent Financial Advisers. They understand the issues that you need to consider when making a decision. They also have detailed knowledge of the Manweb Group and the benefits it provides to you.

Chase de Vere is authorised and regulated by the Financial Conduct Authority ([fca.org.uk](https://www.fca.org.uk)) and are required to give impartial advice. The advice or guidance that you receive will be completely impartial and independent and any information you provide to them will be treated confidentially.

If you're interested in PIE after reading this guide, then contact Chase de Vere using the details at the back.

If you do not want to choose PIE then there's nothing you need to do.

1. How PIE works

Your pension is made up of different parts. Some of these parts increase each year, to help take account of the rising cost of living.

With the agreement of the Trustee, ScottishPower is offering you PIE – which means exchanging some of these future pension increases for a higher pension now.

You can exchange the future increases on the part of your pension built up before 6 April 1997 in return for a higher pension. If you do, this part of your pension – the part you'd be exchanging – will not increase in future.

You cannot exchange any of the increases on the rest of your pension.

You do not have to choose PIE if you do not want to.



Watch an animation about how PIE works online at manweb.scottishpowerpensions.co.uk

Why you're being offered PIE

ScottishPower is offering you PIE because you might prefer to have more pension now, rather than a higher pension later in life.

They're also offering you PIE because it benefits the Manweb Group. If members choose PIE then, in the long-term, ScottishPower expects this will lower the long-term cost and risk to the Manweb Group.

The Trustee is making sure that ScottishPower's PIE offer follows The Pension Regulator's 'Code of Good Practice for Incentive Exercises'. This helps make sure your PIE offer is fair, clear, unbiased and straightforward.

2. Thinking about whether PIE is right for you

You need to decide whether you want to:

- choose PIE, and get a higher monthly pension that grows slower
- do nothing, and receive a pension that increases at its current rate

This decision is complex because there will come a point where, after a number of years, your pension if you do nothing will be higher than your pension if you choose PIE.

So, you need to think about which you would prefer.

Would you prefer to choose PIE and have a higher pension now, but get less pension later in life?

Or would you prefer to have a pension that increases at its current rate and pays you more later in life instead?

You do not have to make this decision on your own. When you speak to Chase de Vere, they will give you financial advice about what to do based on your circumstances.

One way to decide if PIE is right for you is to look at how long you might live

Your PIE offer includes your personalised life expectancy, crossover age, and breakeven age.

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| Your life expectancy | How long we'd expect a Manweb Group member like you to live, assuming you're healthy. |
| Crossover age | The age that doing nothing starts to pay you a higher monthly pension than choosing PIE. |
| Breakeven age | The age that doing nothing pays you more pension across your lifetime than choosing PIE. |

If you live longer than both your crossover and breakeven ages, then choosing PIE would mean you receive less total pension over your lifetime.

Think about your circumstances:

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| Your health | <p>If you choose PIE, you'll receive a higher pension earlier in retirement.</p> <p>But if you're in good health and expect to live a long time, then you'd expect to get more money over your lifetime if you do nothing instead of choosing PIE. Refer to Crossover and Breakeven age (page 4).</p> |
| Your lifestyle | <p>Think about whether receiving a higher income earlier in retirement, and less later in life, might suit the lifestyle you intend to lead.</p> |
| State and means-tested benefits | <p>Choosing PIE gives you a higher income initially. This means that, if you get any means-tested benefits, like Council Tax Reduction or Housing Benefit, these could be reduced.</p> <p>Choosing PIE will not affect your State Pension.</p> |
| Tax implications | <p>Choosing PIE gives you a higher income initially, which could mean you pay more tax.</p> |
| Inflation | <p>Your pension increases to help it keep up with the rising cost of living - if you exchange some of these increases by using PIE, your pension may not keep up as well with inflation.</p> <p>You should consider that, if inflation is high, your Manweb Group pension may not be able to keep up with inflation anyway. This is because any increases your pension receives may be capped at a certain level.</p> |

The benefits paid to your beneficiaries

This section does not apply to you if you're receiving a spouse's pension

When you die, your beneficiaries can receive benefits.

There are two benefits that can be paid:

- a pension for your spouse, civil partner, or dependants.
- a lump sum for your spouse, civil partner, or dependants if you die within 5 years of retiring.

Choosing PIE will increase the lump sum your beneficiaries are paid. However, it will not change any pension they get from the Manweb Group.

The Trustee decides who the lump sum is paid to. This will usually be included in your 'estate', which is given to the people you name in your Will. If you would prefer it to go to someone else, you can tell the Trustee by completing a nomination form. You can do this by logging into your OneView account or by contacting Aptia. You'll find Aptia's contact details at the back of this guide.

3. How we calculated your PIE offer

To calculate your PIE offer, we estimate:

- how many years we expect to pay your pension
- how much the part of your pension you can exchange is likely to increase in the future

We use these assumptions to calculate how much pension we can pay you if you choose PIE.

Choosing PIE gives you a higher pension now that's worth 70% of the future pension increases you can exchange.

We calculate this percentage by taking the value of the pension you'd expect to receive if you take PIE, and dividing it by the value of the pension increases you'd expect to receive if you do nothing.

This is called the balanced deal percentage.

$$\text{Balanced deal \%} = \frac{\text{Value of uplift to pension with PIE}}{\text{Value of expected pension increases given up}}$$

ScottishPower has chosen to offer members a balanced deal percentage of 70% so that:

- the offer is fair to members
- ScottishPower is reducing the long-term risks and costs of sponsoring the Manweb Group

Any savings the Manweb Group makes if members choose PIE will be kept by the Manweb Group, and used to make sure we can continue to pay members their pensions.

4. What to do next

If you're interested in choosing PIE then ScottishPower will pay for an independent financial advice company called Chase de Vere to give you advice.

You will not need to pay anything.

You can get advice from another independent financial adviser if you like, but you'll need to pay for this yourself. You'll also still need to speak to Chase de Vere before you can choose PIE.

Getting advice

1 Step 1: Book your appointment with Chase de Vere

Book your appointment by contacting Chase de Vere using the details at the end of this guide.

2 Step 2: Talk to the adviser by 21 November 2025

Have your PIE offer letter with you when you have the appointment. The call will last 30 to 40 minutes.

Your adviser will:

- explain how PIE works
- ask about your personal circumstances
- tell you whether or not they recommend you accept the PIE offer
- write to you afterwards with a report on their recommendation
- call you again to discuss your report and answer any questions

3 Step 3: Make your decision

- **Choose PIE** - If Chase de Vere recommend you accept the PIE offer they will send you an acceptance form with your report. If you want to accept the offer, you will need to complete the acceptance form and return it by 12 December 2025. We expect that most members will choose PIE only if Chase de Vere recommend it.

You will have 14 days to change your mind, from the date Chase de Vere tell you they have received your acceptance form. If you want to change your mind, you must contact Chase de Vere to tell them. After that, you cannot change your decision.

Your increased pension will start from February 2026.

- **Do nothing** - If you do not want to choose PIE, or if Chase de Vere do not recommend it to you, there's nothing you need to do.

To contact Chase de Vere

Contact Chase de Vere for independent financial advice and questions about your PIE offer:

- **Phone:** 0800 088 3126 (Freefone from UK landlines and mobiles)
+44 203 474 5393 (from outside the UK)
- **Email:** scottishpower@chasedevere.co.uk

Their helpline is open 9am to 5pm Monday to Friday (excluding bank holidays). You can call the helpline as many times as you need to.

Other contact details

For anything else about your pension you should contact Aptia, the Manweb Group administrator.

- **Phone:** 0330 808 1523
- **Send a message:** pensionuk.aptia-group.com/green
- **Send a letter:** Manweb Group, Aptia UK Limited, McLaren House, Talbot Road, Stretford, Manchester, M32 0FP

For free and impartial help with pensions you can contact MoneyHelper, a service from the government-sponsored Money and Pensions Service (MaPS):

- **Phone:** 0800 011 3797
- **Send a message:** moneyhelper.org.uk

If you have a complaint about your Manweb Group pension, please contact Aptia in the first instance. If you're not happy with their response, you can contact the Pensions Ombudsman, an independent body that deals with pension complaints. To see if they can help you, go to pensions-ombudsman.org.uk

Beware of scams

Financial scams are common and scammers are clever. If you speak to Chase de Vere, please make sure you only use the process we describe here. If someone contacts you and you are not certain who it is, do not speak to them. Chase de Vere will never ask for your bank details or pressure you to make a decision. If you are not sure, contact Chase de Vere on the number above and ask them to check.

Legal note

The information in this guide is only a summary of the benefits available with the PIE offer, as benefits are governed by the Manweb Group's Trust Deed and Rules. Whilst every effort has been made to ensure that the information provided to you in this guide is accurate, in the event of any discrepancy between this guide and the Manweb Group's Trust Deed and Rules, the Manweb Group's Trust Deed and Rules will prevail. Contact Aptia if you would like to read these documents. Large print versions are available on request.