

DC newsletter

December 2025

Kimberly-Clark Pension Scheme
Defined Contribution (DC) Section

Welcome

Welcome to the 2025 annual newsletter for members of the Defined Contribution (DC) Section of the Kimberly-Clark Pension Scheme.

It's been another busy year for the Trustee, and I'm pleased to report that we've made excellent progress on two of our key projects: the launch of our new website and the expansion of our guidance at retirement service.

Our new Scheme website

We've recently launched a new website for the Scheme. This is your first-stop resource for information about the Scheme. You'll find:

- a library of Scheme documents
- a useful FAQs section
- regular news about the Scheme and pensions in general.

So, if you have a question about a pensions-related issue, it's quite likely there's some information about it on our website. See page 4 for more details.

New guidance service

We've also launched a new guidance service to support members when making decisions at retirement. There are different levels of support available depending on your needs. You can read more about this on page 6.

Please remember to review your investments from time to time to make sure that you're still on track with your plans for retirement. If you're using a lifestyle option, please check that you've selected a target retirement age and remember to update it if your plans change. You can do this by logging in via

My Account on the Scheme website. You can read more about investments in the update on page 6.

I hope you enjoy reading this newsletter and find it useful. If there are any subjects you would like to see covered in a future issue, please get in touch using the contact details on the back page.

Grant Suckling

Chair of the Trustee

Newsletter feedback

We'd like to know what you think about this newsletter.

Please take our short survey at form.jotform.com/253073932859366



SCAN ME



Scheme essentials

We know when you're busy, it's hard to remember to keep an eye on your pension savings. Here's a checklist of key things to help you stay up to date:

- ☐ Log in via My Account and check your personal details, including your email address
- ☐ Complete or update your Nomination of Beneficiaries
- ☐ Check your target retirement age matches your retirement plans
- ☐ Review your investments to make sure you're on track.

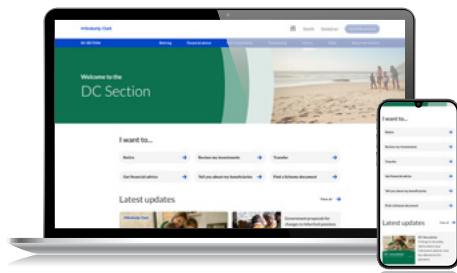
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Noticeboard

New Scheme website

Have you seen our new website for the Scheme, which has just launched. We've updated the design to introduce a more member-focused style to make the navigation easier and improve the functionality. It also has a refreshed look in line with the Company's corporate branding.



This new action-oriented approach will help you quickly find the information you need. From the homepage, simply choose the DC Section to go straight to the information that's right for you.

We've also introduced some useful quick links to take you to key information, like your options at retirement or how to get financial advice. Importantly, you can continue to come to the Scheme website to log in to your personal account with EQ, using the My Account button at the top of any page.



Take a look at www.kcpensions.co.uk

Company news

You may be aware that Kimberly-Clark has reached a deal to sell a majority stake in its international tissue unit to Brazil's Suzano. The deal will form a new joint venture in which Kimberly-Clark would hold a 49% stake, while Suzano would pay \$1.73 billion in cash for the 51% stake. The transaction is anticipated to close by mid 2026. The Trustee has been in close communication with the Company, and further updates will be shared in due course. If you have any specific questions about your pension, please contact EQ.

You can also read the Company press release:



www.news.kimberly-clark.com/2025-06-05-Kimberly-Clark-Announces-Major-Step-Forward-in-its-Powering-Care-Transformation

My Account – your pension online 24/7

Have you registered for My Account – the secure member portal provided by our Scheme administrator? It's the easiest way to access information about the benefits you have in the Scheme and keep up to date.

You can log in to:

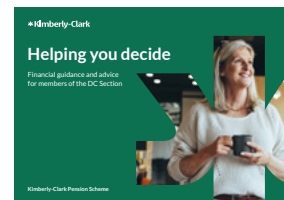
- update your personal details
- tell us about your beneficiaries
- check the value of your benefits
- get a retirement quote.

Getting guidance and advice

Following the success of Isio's financial advice service, we've extended the range of retirement support options available. If you don't feel that you need the full financial advice service, you can now receive guidance from Isio to support you when making decisions about your pension at retirement.

- **Guidance option** – a guidance session may be suitable if you're approaching retirement and you'd like to discuss and understand your options. For most people, this will be the appropriate level of support; a guidance session will provide the help needed to understand your retirement choices and make decisions.
- **Retirement Advice option** – an advice session may be suitable if you're approaching retirement and would like independent financial advice to recommend which options to take. Advice may be more appropriate for some people, for example, who have more complex circumstances.

To find out more about the service, see our Helping you decide guide on the Scheme website at www.kcpensions.co.uk/api/media/file/Helping_you_decide_DC.pdf



Investment update

Your investment options

The DC Section provides you with different options for investing your retirement savings. If you want everything to be managed for you, you can choose one of the lifestyle options, depending on how you intend to use your savings at retirement:

- Default lifestyle strategy – which is designed to be suitable for most members' needs and provide flexibility in your options at retirement
- Annuity lifestyle strategy – which matches movements in the annuity markets and is suitable if you know you'll want to buy an annuity at retirement
- Lump sum lifestyle strategy – which targets taking cash at retirement.

Alternatively, if you prefer to manage your investments yourself, you can choose from the range of self-select funds.

Changes during the year

Two of the fund options in the self-select range were withdrawn during the year. The Ninety One Multi-Asset Sustainable Growth Fund was closed by the fund manager in May 2024, and the JO Hambro Global Opportunities Fund was withdrawn in December 2024, due to sustained underperformance. Members impacted by this change were notified at the time.



Market volatility and your investments

Saving for retirement is a long-term investment. At different times during your membership of the DC Section, the value of your pension account can go up or down depending on movements in the financial markets. This is normal, but it's a good idea to keep the broader picture in mind before making any hasty decisions about your investments in response to short-term market conditions. If you're at all unsure about your investments, you should take independent financial advice.

Lifestyle investment performance

The table shows the performance of the core funds used in the lifestyle strategies over the one and three-year periods to 31 March 2025.

If you'd like to know more about the individual funds, you can find the fund factsheets on the new Scheme website:
www.kcpensions.co.uk/dc/your-investments



	1 year %		3 years % p.a.	
	Return	Benchmark	Return	Benchmark
LGIM Blended Global Equity ESG Fund	5.7	5.8	7.1	7.0
LGIM Diversified Fund	4.8	8.8	2.7	7.8
LGIM Future World Annuity Aware Fund	-3.1	-3.6	-6.9	-8.5
LGIM Cash Fund	5.1	5.1	4.1	4.1

Pensions news

Inheritance tax changes

The government is proceeding with plans to bring pensions into the scope of inheritance tax. From 6 April 2027, unused pension pots and lump-sum death benefits can no longer be automatically passed on tax free to your beneficiaries but will be included in the value of your estate – your property, money, possessions, etc. – when working out if any inheritance tax is due.

For many people, the change will have no impact. The new measure doesn't affect death-in-service lump sums. Inheritance tax isn't due if you leave your entire estate, regardless of its value, to your spouse (or civil partner) in the UK.

Inheritance tax at 40% is due on amounts over a threshold of £325,000 (or £500,000 if you leave your home to a direct descendant). The government has confirmed these levels remain fixed until 2030. The rules are complex, and if you're concerned, you should get advice from an estate planning specialist when making your will.



Please remember to make sure that your Nomination of Beneficiaries is up to date. You can do this online by logging in via My Account on the Scheme website.





Minimum pension age is going up

We'd like to remind you that if you're thinking about early retirement, the normal minimum pension age (NMPA) is rising and it may affect your plans. From 6 April 2028, the earliest you can access your pension is going up from age 55 to 57, unless you're in ill health or you have a Protected Pension Age (PPA).

If you were a member of the DC Section on 5 April 2006, your PPA is 50. If you became a member any time from 6 April 2006, your PPA is 55. Please note, if you transfer your benefits out of the Scheme, you will usually lose your PPA.

Changes to tax relief for overseas transfers

If you wish to transfer your pension abroad to a Qualifying Recognised Overseas Pension Scheme (QROPS), it is subject to the Overseas Transfer Charge (OTC) of 25%, unless an exclusion from the charge applies.

In October 2024, the government removed the OTC exclusion for transfers to a QROPS in the European Economic Area and Gibraltar. Transfers within this area are now subject to the 25% tax charge.

Pensions dashboards update

Work on the government's pensions dashboards programme continues. The dashboards are set to transform the way we interact with our pensions and help us all plan for retirement more effectively. When ready, the dashboards will allow you to access information about all your pensions that aren't yet in payment securely online and in one place.

Our Scheme connected to the dashboards' ecosystem in August 2025, but it won't be until autumn 2026 at the earliest that all the UK's pension schemes are connected, ahead of a public launch. You don't need to do anything or provide any information. Please be aware that scammers may attempt to take advantage of the project as it gains momentum and greater public awareness. At no point will anyone from a pensions dashboard contact you to ask for confirmation of any of your data.

Pension scams – hear Pauline's story

Pauline Padden is an NHS children's critical care nurse who lost her entire pension savings in a pension scam. The Pensions Regulator has shared a video in which she tells her story and urges others to stop, think and ask themselves if an offer is genuine or too good to be true.

The scammers tricked Pauline out of £45,000, which she won't be able to get back or have enough time to build up again. As she approaches retirement age, she'll no longer be able to retire and will have to continue working at a time when she would prefer to be winding down from her career.

Her story highlights how easy it is for scammers to deceive ordinary, hard-working people, proving that you don't need hundreds of thousands saved in your pension to be targeted by these unscrupulous criminals – they'll steal anyone's money. You can watch the video to hear Pauline's story at https://youtu.be/5gAHiUxo__4



New government plans to combine small pension pots

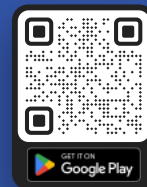
If you've got any small pension pots from when you've changed jobs over the years, they may be automatically combined in the future. The government plans to introduce a way to make it easier for savers to keep on top of their pension savings and reduce costs.

According to government figures, there are around 13 million small (under £1,000) pension pots. If you move jobs and are automatically enrolled into a new pension scheme, it's easy to forget about your old scheme and lose touch with it. The plans for combining small pots are in development, so we'll update you when details for how it will work are available.





Get the HMRC app

There's a new app available from HM Revenue & Customs. It's a quick and easy way to get information about your tax, National Insurance and State benefits. You can use it to check your tax code, get a State Pension forecast, check for gaps in your National Insurance contributions, and lots more. It's available to download from the App Store or via Google Play.



Updated Retirement Living Standards

PensionsUK (formerly known as the Pensions and Lifetime Savings Association) has updated the figures it uses to provide the Retirement Living Standards, which give a picture of what your retirement could look like and the costs involved for different standards of living. The latest yearly income figures, which don't include mortgage or rent costs, are:

	 One person	 Two people
Minimum Covers your basic needs with some left over for fun.	£13,400	£21,600
Moderate More financial security and flexibility, including annual holiday and eating out.	£31,700	£43,900
Comfortable More spontaneity, including additional long weekends away and eating out more often.	£43,900	£60,600



To find out more, go to:
www.retirementlivingstandards.org.uk



Useful links

MoneyHelper

For guidance about all things to do with money and pensions, MoneyHelper is the government's information and guidance service. It's completely free and offers trusted help for your money and pension choices. With clear and impartial help that's quick to find and easy to use, MoneyHelper also provides links to trusted services if you need further support.

Call: 0800 011 3793

Go to: www.moneyhelper.org.uk

Find a financial adviser

The Trustee, in conjunction with Kimberly-Clark, has appointed Isio Wealth Planning (Isio), part of the Isio Group, to help you explore your options at retirement. Isio is an authorised, independent financial adviser (IFA), regulated by the Financial Conduct Authority (FCA).

You can find more information about getting financial advice on the website at: www.kcpensions.co.uk/dc/financial-advice

You can also go to www.moneyhelper.org.uk for help finding an independent financial adviser in your area.



Check your State Pension entitlement

When you're planning your retirement, it's good to have a clear idea about how much State Pension you'll get and when you can claim it. Your State Pension age depends on when you were born, so it could be either age 66, 67 or 68. When you reach your State Pension age, you'll need to claim your State Pension as it's not paid to you automatically.

The amount you'll receive depends on how many years of National Insurance contributions (or credits) you have. You can check your State Pension age or get a State Pension forecast online. If you're not currently eligible to receive the full State Pension, you might be able to top up your State Pension entitlement by making voluntary contributions to fill gaps in your National Insurance record.

To find out your State Pension age, go to: www.gov.uk/state-pension-age

To get a State Pension forecast, go to: www.gov.uk/check-state-pension



K-C Retirement Association

When you retire, you might like to join the Retirement Association. It's a social organisation for Scheme members. Membership is £5 per year. If you'd like to join, please contact either Derrick King or Geoff Povey.

Derrick King (Chair)

Tel: 01580 212346

Email: derrick.king222@gmail.com

Geoff Povey

Tel: 07722 562669

Email: geoff.povey@yahoo.co.uk

Website: www.k-cra.co.uk

Email: admin@k-cra.co.uk



Get in touch

If you have a question about the Scheme, please see our website at www.kcpensions.co.uk. If you can't find the answer to your question online or you have a query about your benefits, please contact the Scheme administrator, EQ.

**Website:**

www.kcpensions.co.uk

**Call us:**

0203 890 2160

**Email us:**

kimberlyclark@equiniti.com

**Write to us:**

Kimberly-Clark Pension Scheme
Pension Administration Services
PO Box 556
Crawley
West Sussex RH10 1WS



Contacting the Trustee

If you have any comments for the Trustee, please contact the Scheme Secretary.

Email: kimberly-clark@vidett.com

Write to: Vidett, Forbury Works,
37-43 Blagrove Street,
Reading RG1 1PZ

This newsletter is for information only and does not constitute advice. You should seek financial advice before making any decisions relating to your pension. All benefits are subject to confirmation at retirement or death in line with HMRC rules and the Trust Deed and Rules. Please note that if there is any inconsistency between the information in this newsletter and the Trust Deed and Rules or the overriding legislation, the Trust Deed and Rules or the overriding legislation will prevail.

Are you moving?

Please remember to let us know if you change your address, so that we can keep in touch and pay your benefits.