

THE EE PENSION SCHEME DEFINED BENEFIT SECTION



TRUSTEE UPDATE

This newsletter summarises the results of the formal valuation of the Defined Benefit Section of the EE Pension Scheme (the Scheme) at 31 December 2024. These financial health checks are vital for monitoring the Scheme's progress.

We hope the information helps you to understand how the Scheme is developing.

Note that this is a one-off update as new information is available that the Trustee wanted to share with you. The annual newsletter, which contains among other items a summary of the Annual Report and Financial Statements, together with a financial update as at 31 December 2025 based on those statements, will follow later this year as usual.

June 2026

SUMMARY FUNDING STATEMENT

Each year EE Pension Trustee Limited (the Trustee) is required by law to provide you with a Summary Funding Statement, which describes the level of funding that supports your pension in the DB Section of the EE Pension Scheme (the Scheme). The Trustee works closely with EE Limited (the Company) to ensure your benefits are adequately funded, secured and governed.

The Scheme Actuary carries out a formal actuarial valuation of the Scheme at least once every three years. This is an in-depth look at the Scheme’s finances where the value of all members’ benefits built up under the Scheme (liabilities) is compared to the value of the funds (assets). In addition, the Scheme Actuary provides the Trustee with interim valuations –

which are annual updates of the Scheme’s financial position. Interim valuations are not as detailed as the formal actuarial valuation, but give a reasonable assessment of the latest position.

SCHEME FUNDING UPDATE

31 DECEMBER 2024 FORMAL VALUATION

The most recent formal valuation, at 31 December 2024, has recently been completed and showed a funding position of 110.8%, meaning that the Scheme’s assets covered 110.8% of its liabilities. This is compared to the funding position as at 31 December 2023 (the date of the previous Summary Funding Statement) in the following table.

	Interim valuation 31 December 2023	Formal valuation 31 December 2024
	108.1%	110.8%
Assets*	£774.5 million	£745.9 million
Liabilities	£716.6 million	£673.2 million
Surplus	£57.9 million	£72.7 million

* The asset values exclude AVC investments.

It can be seen that the funding position of the Scheme at 31 December 2024 has improved since 31 December 2023. The contributions paid by the Company and positive investment returns have improved the funding position, although this has been offset to some extent by changes to the assumptions used in valuing the Scheme's liabilities.

WHAT PROTECTION IS THERE FOR MEMBERS?

The Trustee is required to provide you with an indication of what the funding position would be if the Scheme had terminated and been wound up as at the date of the last valuation. The information is purely for legislative purposes – the Company has no plans to wind up the Scheme.

If the Scheme had wound up on 31 December 2024 (the date of the last formal valuation), its assets of £745.9 million would have covered around 84% of the estimated cost of securing the Scheme's benefits with an insurance company. In the unlikely event of the Scheme winding up, the Company would be legally required to finance the shortfall and pay enough into the Scheme to enable benefits to be completely secured by an insurance company.

In the even more unlikely event that the Company becomes insolvent, the Pensions Protection Fund (PPF) may be able to take over responsibility for payments if the benefits that could be provided by the Scheme fall below PPF levels of compensation (which are lower than the standard benefits payable from the Scheme).

Visit the PPF website for further details at www.ppf.co.uk

In certain circumstances, The Pensions Regulator has powers to intervene in a scheme's funding plan, for instance by setting the level of the funding target, setting the terms of the recovery plan and/or imposing a schedule of contributions. The Pensions Regulator has not used any of these powers in relation to the Scheme.

As part of this statement, we must tell you if there have been any payments to the Company out of the Scheme since the last Summary Funding Statement. There have not.

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)

Regulations require UK pension schemes to meet climate governance requirements and produce an annual TCFD-aligned report about their climate-related risks.

You can find a copy of the Scheme's TCFD report, which can be read online or downloaded, at <https://pensioninformation.aon.com/ee/documents.aspx>

If you require a hard copy of the TCFD report, please contact the Scheme administrator.

MORE INFORMATION

For more general information on pensions and saving for retirement, the following websites are useful resources.

www.moneyhelper.org.uk

MoneyHelper is a Government-backed service that provides free, impartial guidance on any aspect of your finances – including pensions.

www.yourpension.gov.uk

The site has a tool that can quickly generate you a retirement checklist to help you assess where you are with your planning. It also has useful links to a pension calculator, a State Pension calculator and more.

If you would like advice about your retirement plans, we recommend you speak with an independent financial adviser (IFA).

Before you appoint anyone, you should check that the adviser is suitably qualified and authorised. You can do this online at <https://register.fca.org.uk/s/> or by phoning the Financial Conduct Authority helpline, 0800 111 6768.

HELPING YOU TO MANAGE YOUR SCHEME BENEFITS

Visit <https://portal.hartlinkonline.co.uk/ee> to register your details today to gain access to all sorts of information about your pension, including a summary of your pension benefits. You'll also be able to update your personal and beneficiary details quickly.

Remember that our document library contains extra information about the Scheme.

This includes general Scheme documents and previous newsletters. Go to

<https://pensioninformation.aon.com/ee/documents.aspx>

If you cannot find the information you need online, or if you have a question about your benefits, please contact the Scheme administrator.

Write to:

Capita
PO BOX 555
Stead House
Darlington
DL1 9YT

Telephone:
0800 169 2085

Email:
ee.helpline@capita.co.uk

If you need a large print version of this update,
please call the administrators (Capita) on 0800 169 2085.