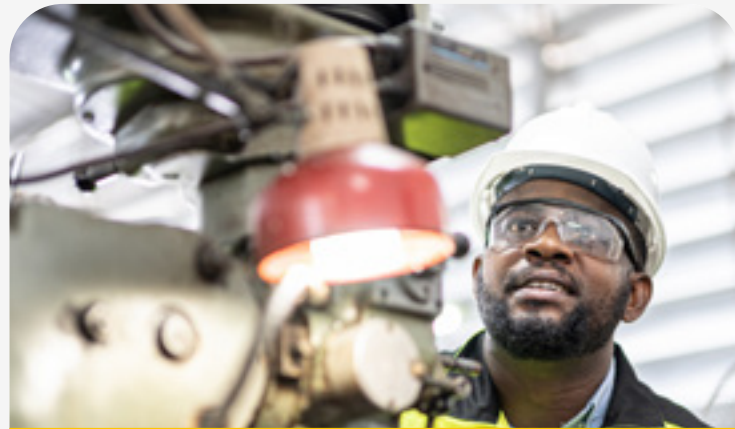




# Pensions news

For members of the BG Pension Scheme  
October 2025

# Contents





# Welcome

This is my second year as Chair, and I am delighted to report that the Scheme remains in excellent health.

Last year, we told you that we had invested in a buy-in policy with Legal & General (L&G). A buy-in is a policy that insures your benefits in the Scheme. This was an important milestone that came after years of planning and work by the Trustee Board and our advisers, with strong support from the employers who fund the Scheme. It has significantly improved the security of your benefits, which is good news for all members.

Over the past year, we have focused on three things:

- making sure day-to-day operations with L&G are running smoothly;
- starting the next phase of our project to equalise pensions to account for Guaranteed Minimum Pension (GMP) benefits; and
- reviewing how we invest the remaining assets that we hold after purchasing the buy-in policy.

Looking ahead to 2026, we aim to complete the GMP equalisation project, and will be getting ready for pensions dashboards while continuing to manage the Scheme.

There have been a few changes to the Trustee Board this year. Many of you will know Sinead Lynch, who was a valued Company-appointed Trustee Director. After leaving the Company earlier

in 2024, Sinead kindly stayed on the Board until the buy-in was completed, stepping down on 30 September 2024. We are pleased to welcome Carl Henrickson, VP Ship Management & Innovation, as her replacement.

Following the elections held over the summer, Ken Lynch and Jon Peachey were re-elected as Member Nominated Directors in September 2025.

If you have not registered for Barnett Waddingham's 'Clarity from BW' portal, please do. It's the most secure way for us to share information with you about your benefits. If you are already registered, please make sure your contact details (including your email address and phone number) are up to date. This makes it much easier for us to manage your benefits. You can read more about Clarity from BW on the [Scheme noticeboard](#) in this newsletter.

Finally, please stay alert to scams and other online threats, which are becoming more sophisticated. You will find some practical tips to help you protect your personal information and your pension in our [scams article](#).

**Richard Hubbard**

Chair of the Trustee, BG Pension Scheme

# Your Trustee Board

The Trustee Board that looks after the Scheme is managed by seven Trustee Directors. Three are appointed by the Company and three have been nominated by the Scheme’s members. There is also an independent Chair.



**Independent Chair**

Richard Hubbard  
Capital Cranfield Pension Trustees Ltd



**Member nominated**

Ken Lynch



**Member nominated**

Jon Peachey



**Member nominated**

Steve Wheeler



**Company appointed**

Haydn Jones



**Company appointed**

Tsira Kemularia



**Company appointed**

Carl Henrickson  
(appointed 2 December 2024)



**Company appointed**

Sinead Lynch  
(resigned 30 September 2024)

## Could you be a Member Nominated Director?

The first term of office for Steve Wheeler is due to end in November 2026. The Trustee will contact all eligible members in 2026 to ask them if they wish to put themselves forward or nominate someone else for the role. If you think you could be a Member Nominated Director, we would love to hear from you when this process begins.

# Who's in the Scheme?

Scheme membership as at 31 March 2025.

Pensioners **1,062**



Deferred members **817**



Total **1,879**



# Summary Funding Statement

## For the period ending 31 March 2025

Every three years, the Trustee carries out an in-depth check of the Scheme’s finances (also known as a valuation), with the help of the Scheme actuary. In the years between valuations, the Trustee carries out lighter checks to make sure things are on track.

### The latest Scheme funding valuation

The last full valuation of the Scheme looked at the position as at 31 March 2023. Since then, there have been two annual updates that showed the position as at 31 March 2024 and 31 March 2025. The results of the valuation and the updates are shown in the following table.

|                            | Update<br>31 March 2025 | Update<br>31 March 2024 | Valuation<br>31 March 2023 |
|----------------------------|-------------------------|-------------------------|----------------------------|
| Value of Scheme assets     | £1,244m                 | £1,357m                 | £1,445m                    |
| Value of members’ benefits | £1,162m                 | £1,296m                 | £1,416m                    |
| Surplus/(shortfall)        | £82m                    | £61m                    | £29m                       |
| Funding level              | 107%                    | 105%                    | 102%                       |



As we reported last year, as part of the 31 March 2023 valuation, it was agreed that no further payments needed to be made by the Company. In addition, the Scheme continues to benefit from a capped guarantee from Shell Group Holding Limited until 2033 although, based on the current funding position, that guarantee is expected to fall away from 2029.

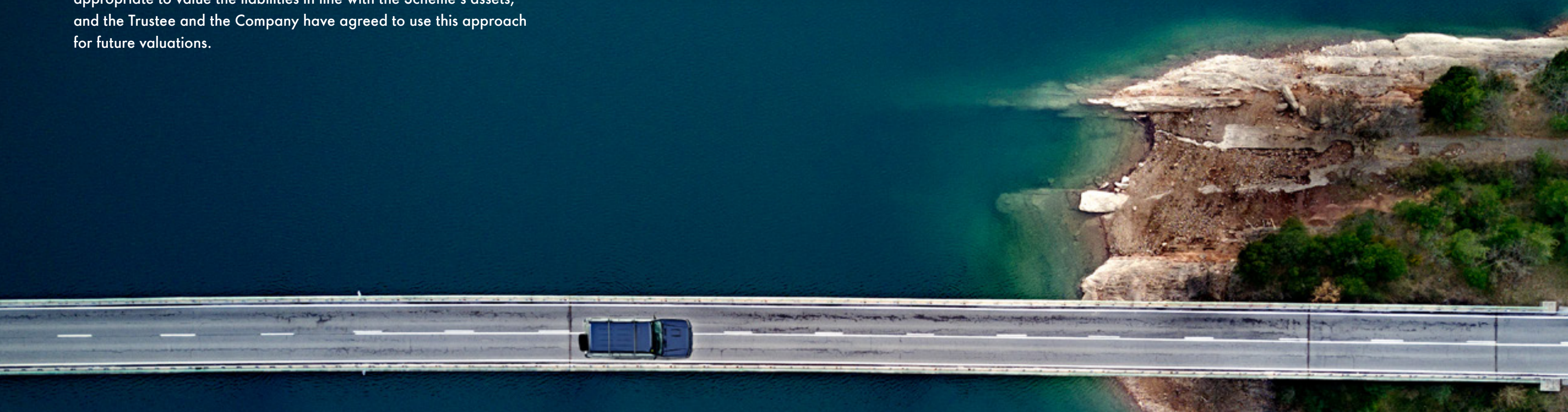
The buy-in insurance policy, purchased by the Trustee in September 2024, is expected to cover all of the Scheme's known current and future benefit payments. The value of this policy is shown in the Scheme's Report and Accounts by calculating the expected benefit payments it covers on the statutory solvency basis. As the policy provides for the Scheme's current and future benefit payments, it's appropriate to value the liabilities in line with the Scheme's assets, and the Trustee and the Company have agreed to use this approach for future valuations.

## Change in the ongoing funding position

The funding level has increased from 105% at 31 March 2024 to 107%. This is mainly because the price the Trustee paid for the buy-in insurance policy in September 2024 was lower than the value of the Scheme's liabilities, on a Technical Provisions basis, at the same date.

We expect the funding position at the next actuarial valuation and future updates to be more stable, since the buy-in policy (which makes up the majority of the Scheme's assets) will be valued in line with the Scheme's liabilities.

The next formal valuation of the Scheme will be at 31 March 2026.





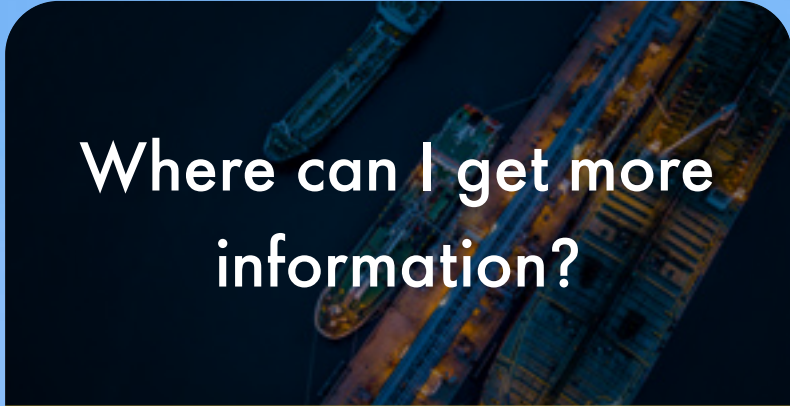
## Payments to employers

No surplus payments have been paid from the Scheme to the participating employers during the past 12 months, or at any time.



## No intervention by the Pensions Regulator

The Pensions Regulator has the power to step in if a scheme's funding plan raises concerns. These powers include changing how benefits build up in future, adjusting the funding target, setting the terms of the recovery plan or imposing a contributions schedule. The Regulator has not used any of these powers in relation to the Scheme.



## Where can I get more information?

If you have any questions or would like more information, please contact the Scheme administrator.



# Scheme noticeboard

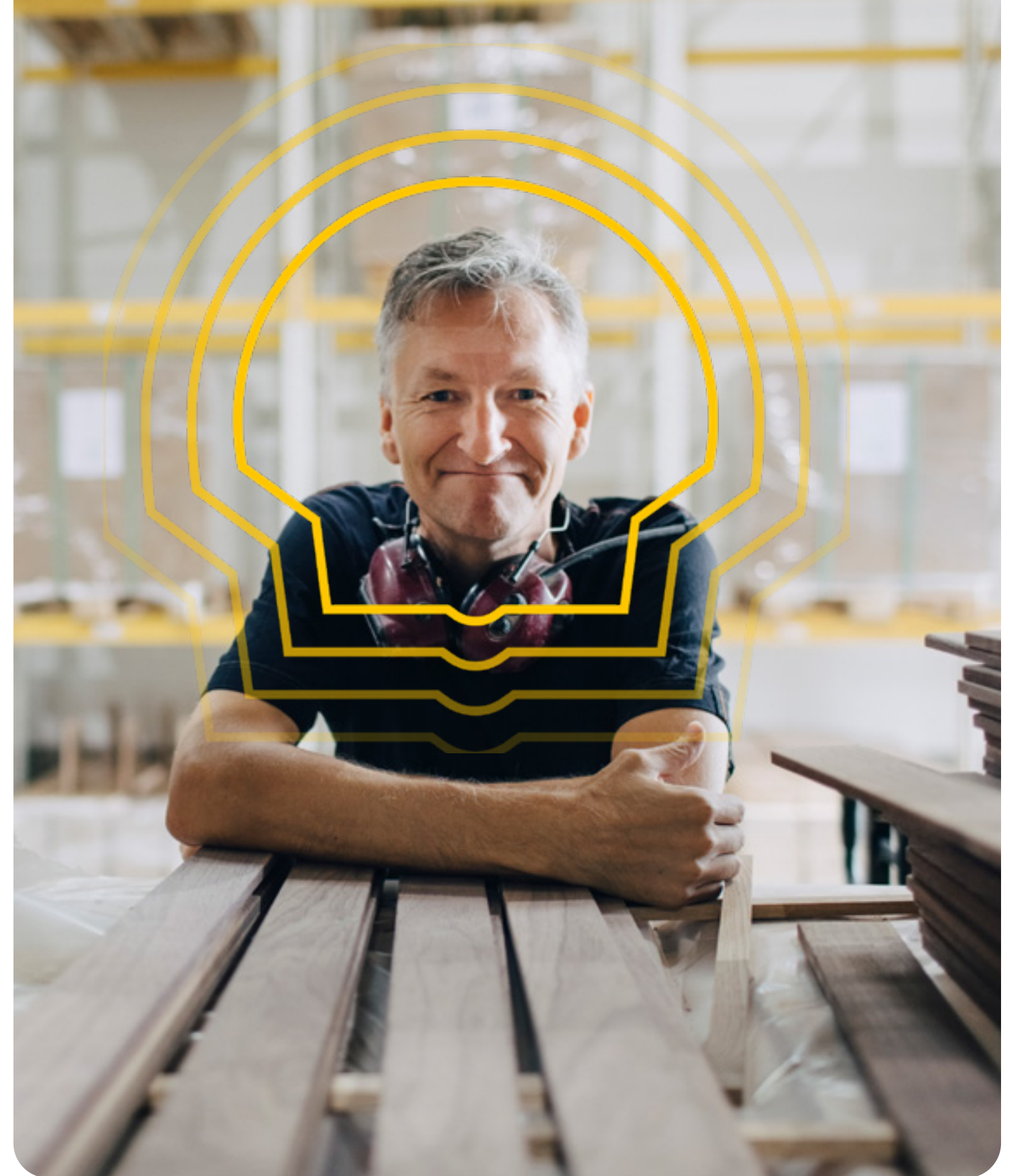
## Your pension: on demand

Clarity from BW is the easiest way to keep track of your pension and stay up to date with the latest news from the Scheme.

You can use the Clarity from BW portal to:

- view and update your personal details
- change or update your mailing preferences
- update your expression of wish
- see the value of your deferred pension
- check the balance of your AVC fund
- request a retirement quote or transfer value (non-pensioners only)
- view your pension payslips and P60 (pensioners only)
- change your bank account details (pensioners only).

If you haven't registered yet, you can create an account.



# Equality in pensions

Between 1978 and 1997, employers could 'contract out' of part of the State pension scheme. In return for providing a Guaranteed Minimum Pension (GMP), both employers and employees paid lower National Insurance contributions.

There are two GMP exercises that the Trustee is required to carry out. As reported in the last edition of Pensions News, the first exercise, GMP rectification, was completed in 2024. The second, GMP equalisation, is in progress and nearly complete.

In October 2018, a High Court ruling required pension schemes to fix inequalities in how GMP was built up between 17 May 1990 and 5 April 1997. When this part of your pension was earned, the GMP amounts for men and women were different. This can lead to small differences in the total Scheme pension paid. Due to the way the Trustee is addressing GMP equalisation, no pensions have or will decrease as a result of this exercise.

We are writing to all pensioners affected by this change and applying the increase where needed. If you are a deferred member of the Scheme, there is no immediate change to your benefits.

# Pension increases

Pensions are reviewed every April. Normally, your pension goes up in line with inflation, based on the Retail Prices Index (RPI) for the previous September. In April 2025, an increase of 2.7% was applied. The next increase to pensions in payment will be in April 2026.





# Protecting yourself from pension and cyber scams

With pension scams and cybercrime on the rise, we want to remind you how to protect yourself against fraudsters.

Scammers can sound professional and well-informed. They have convincing websites, reviews and documents that look genuine. Their offers may seem attractive, but they are designed to trick you into giving away your personal information or even transferring your pension.

To protect yourself even further, particularly from scammers who might approach you online, it's important that you:

- use strong passwords for all your online accounts (tip: use three random words to create a single password that is difficult to crack)
- never share your password with anyone
- turn on two-factor authentication (2FA) wherever possible – this adds an extra layer of security
- install the latest security updates to your browser software and personal computing devices
- check links carefully before clicking them
- be suspicious of anyone who asks for your bank account or credit card details.

## Common pension scam tactics include:

- contact out of the blue
- promises of high or guaranteed returns
- free pension reviews
- access to your pension before age 55
- pressure to make a quick decision.

You can find more information about pension scams and how to avoid them at [fca.org.uk/scamsmart](https://www.fca.org.uk/scamsmart)

If you think you have been a victim of fraud, you should report it to Action Fraud, the UK's national fraud and internet crime reporting centre, on 0300 123 2040.

# An update on pensions dashboards

Work on the government's pensions dashboards programme continues. When launched, the dashboards will show you all your pensions not yet in payment in one secure place online, including workplace pensions and your State pension.

The dashboards are designed to help you:

- easily keep track of any pensions not yet in payment
- find lost pensions you may have forgotten about
- see your total pension savings in one place.

The dashboards aren't available yet, and the public launch isn't expected until 2027 at the earliest. Behind the scenes, pension schemes across the UK, including ours, are preparing to connect to the service when it goes live.

In the meantime, it's a good idea to check that your personal details, such as your address and contact number, are up to date. You can do this by logging in to the [Clarity from BW portal](#). If you have not registered for a Clarity account, you will need to [create an account](#). Keeping your details current will help make sure you see the most accurate and complete information when the dashboards become available.

## Normal minimum pension age to increase

You may have heard that the government is raising the Normal Minimum Pension Age from 55 to 57 from 6 April 2028. This is the earliest age most people can take their pensions. However, this doesn't affect your BG Pension Scheme pension. That's because the BG Pension Scheme allows members to draw an early retirement pension from the age of 55 under its Rules, and the law says we can continue to offer this as a 'protected pension age' to existing members.

If you're considering transferring your pension to another scheme, it's worth bearing in mind that you may lose your protected pension age.

# Financial highlights

Every year, the Trustee prepares accounts that show how much money has gone into and out of the Scheme during the year. The table below summarises the key figures for the year to 31 March 2025.

|                                       |         |
|---------------------------------------|---------|
| Value of the Scheme at 1 April 2024   | £1,357m |
| Investment income                     | £28m    |
| Benefits paid to members              | (£52m)  |
| Change in market value of investments | (£89m)  |
| Value of the Scheme at 31 March 2025  | £1,244m |

You can download the full report from [pensions.shell.co.uk/bg-pension-scheme](https://pensions.shell.co.uk/bg-pension-scheme)



# Investment update

## The Scheme's year

Over the year to 31 March 2025, the Scheme purchased a buy-in insurance policy to secure current and future benefit payments. This policy replaces the majority of the assets previously held by the Scheme.

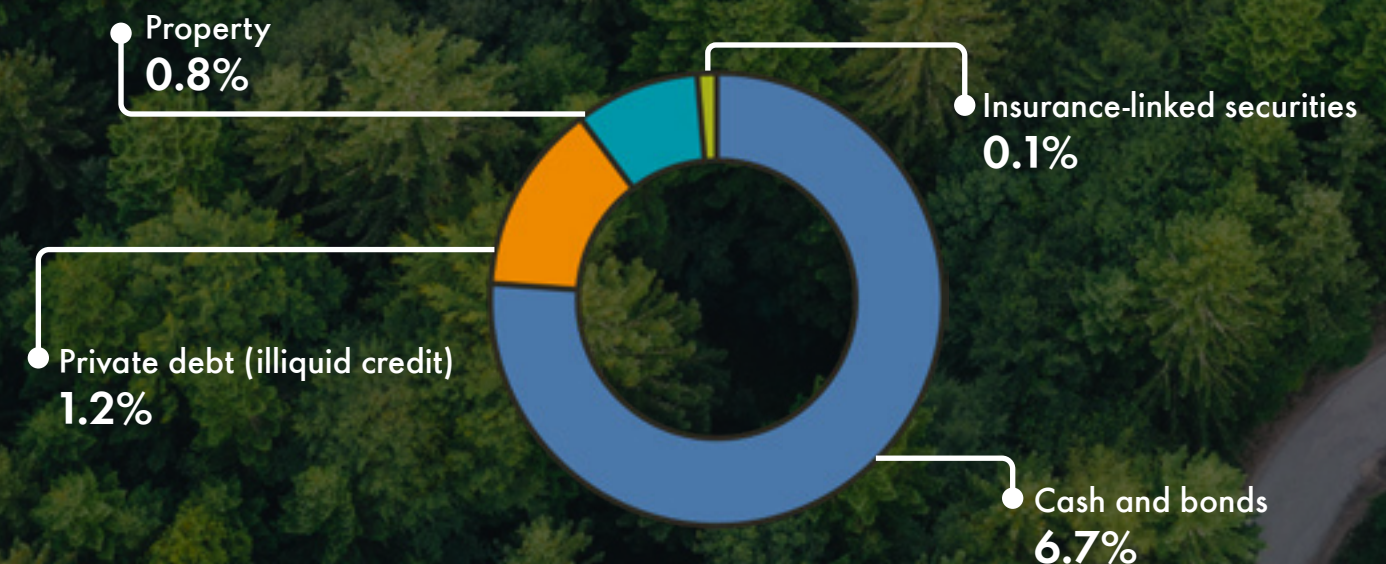


If you would like to know more about the investment strategy, you can find a copy of the Scheme's Statement of Investment Principles (SIP) at [pensions.shell.co.uk/bg/pension-scheme](https://pensions.shell.co.uk/bg/pension-scheme)

### How were the Scheme's assets invested at 31 March 2025?



### Other assets



# Climate change report

The Trustee believes it is important to look at environmental, social and governance (ESG) factors when selecting the Scheme's investments. This means that, when selecting investments, it will look at many different factors, such as sustainable business practices, environmental and climate change impacts, and other social and governance considerations.

We are pleased to share that our Climate Change Report for 2025 is now available. The report shows how the Trustee assesses, monitors and manages the Scheme's exposure to climate risks and opportunities. You can download the full report from [pensions.shell.co.uk/bg-pension-scheme](https://pensions.shell.co.uk/bg-pension-scheme)

In September 2024, the Scheme invested in a buy-in policy with L&G. This means L&G now funds members' benefits under the policy and manages the investments that support that funding. While the Scheme no longer directly controls these investments, the Trustee will monitor L&G's approach to climate change. At this point in time, the Trustee is satisfied with the way L&G is managing climate change and ESG factors.





## Do you have AVCs with Aegon?

If you have Additional Voluntary Contributions (AVCs) with Aegon, it's worth taking a few moments to check in on your investments. Even if you're not thinking of retiring yet, your plans or financial goals may have changed over time, and it's important that your investments still suit your needs.

This year, Aegon made some changes to its LifePath funds. If you're invested in one of these funds, you should have received a letter from Aegon explaining what's changed. Don't forget you can check the balance of your AVC fund at any time through the [Clarity from BW portal](#) or by logging in to your Aegon account.

One important thing to check is your 'target retirement date'. This is the year that Aegon assumes you'll access your AVC pot. If that date is out of sync with your actual plans, your investments may not be aligned with when you intend to use the money. You can review and update your target date by logging in to your Aegon account.

### Thinking about retirement?

If you're approaching retirement, now is the time to start thinking about how you'd like to use your AVCs. Your AVC fund can be used in a variety of ways. It could boost your cash lump sum or even provide extra income. The right choice depends on your overall financial situation and retirement goals.

If you're unsure, it may be helpful to speak to a regulated financial adviser before making any decisions. You can find one through [MoneyHelper](#).

# Contact us

If you have any questions about the Scheme or your benefits, please contact the Scheme administrator, Barnett Waddingham.

**Email us:**

BGPS@Barnett-Waddingham.co.uk

**Call us:**

0800 004 2009 (UK only)

+44 (0) 1494 788 814 (from overseas)

**Write to us:**

BG Pension Scheme

Barnett Waddingham LLP

Decimal Place

Chiltern Avenue

Amersham

Buckinghamshire HP6 5FG

The Data Protection Act 2018 is a law that gives you more control over how your personal information is collected, stored, shared and used. You can read our Privacy policy, which explains how your data is used by or on behalf of the Trustee of the BGPS, at [pensions.shell.co.uk/bg-pension-scheme.html](https://pensions.shell.co.uk/bg-pension-scheme.html)

