

# Corporate Pensions Newsletter – April 2025

For trustees and employers



In our latest newsletter, we give an update on the performance of our With-Profits fund, let you know how you can help encourage your members to manage their pension plan, tell you about the regulatory changes that came into place on 6 April 2025, remind you about our standard fund range and let you know how you can add an extra layer of protection to your email communications to us.

## Our With-Profits Fund Bonus Declaration for 2024

In 2024, the Prudential With-Profits Fund returned 7.3% before tax, charges and the effects of smoothing. This describes the main asset pool in our With-Profits Sub-Fund, which is relevant to the vast majority of our customers.

### What this means for Bonuses?

This year, we're keeping Annual Bonus rates at the same level as we declared last year, which will continue to add to the guaranteed benefits of customers' plans. Most customers will benefit from increases in Final Bonus rates, so will see an increase in the value of their plans.

### How we achieved this?

Our Fund was able to capture positive returns in some places and avoid difficulty in others, being invested in a wide range of globally diversified assets. Its performance added to its already strong longer-term record, relative to its peers.

## Keeping members engaged with their pension

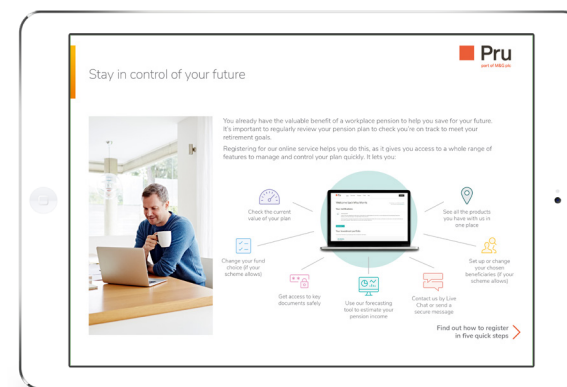
It's important to encourage your members to manage their pension online, so they can check they're on track to meet their future plans and see what more they can do. Our online service gives members the opportunity to take control of their pension plan easily, and make informed decisions with access to a range of features and tools.

We've created a flyer for you to share with your members, where they can find out about registering for our online service and making the most of their pension. To access the flyer, visit [pru.co.uk/myworkplacepensiononline](https://pru.co.uk/myworkplacepensiononline)






To find out more about our With-Profits Bonus Declaration, visit our website below:

**With-Profits Bonus Declaration (Prudential)**



## Regulatory updates

Here's a summary of some of the recent items of interest:

Autumn 2024 budget	<p>The UK, Scottish and Welsh parliament's budget changes came into effect on 6 April 2025. Some aspects of the budgets for Scotland and Wales are set and controlled by the Scottish and Welsh governments, especially in respect of income tax bands and rates. While the Wales provisions remain in line with the UK provisions, the Scottish parliament have set different thresholds and rates. You can find details of the latest tax rates, including the provisions for Scotland and Wales here:</p> <p> <b>Rates and thresholds for employers 2025 to 2026 (GOV.UK, March 2025)</b></p> <p>While some of the UK budget provisions were an announcement of no change from the 2024/2025 provisions, the Chancellor stated that the government's intention to uprate income tax and National Insurance (NI) thresholds in line with inflation from 6 April 2028.</p>
National Minimum Wage	<p>National Minimum Wage increased by 6.7%, from £11.44 per hour to £12.21 per hour for those age 21 and over. Details of the National Minimum Wage rates can be found here:</p> <p> <b>National Minimum Wage and National Living Wage rates (GOV.UK)</b></p> <p>If your employees are able to use salary sacrifice arrangements for approved pension contributions, childcare, share purchases, bicycle or car schemes, you'll need to check whether their salary after the salary sacrifice is applied, remains above the National Minimum Wage threshold. You may need to adjust salary sacrifice agreements, if their pay after the sacrifice is less than the revised National Minimum Wage.</p>
National Insurance (NI) Contributions	<p>Employer NI contribution rates increased by 1.2% to 15%, which combined with the lowering of employer thresholds, has made it more expensive for employers to employ staff. Details of the revised employer thresholds and contribution rates can be found here:</p> <p> <b>Rates and thresholds for employers 2025 to 2026 (GOV.UK, March 2025)</b></p>



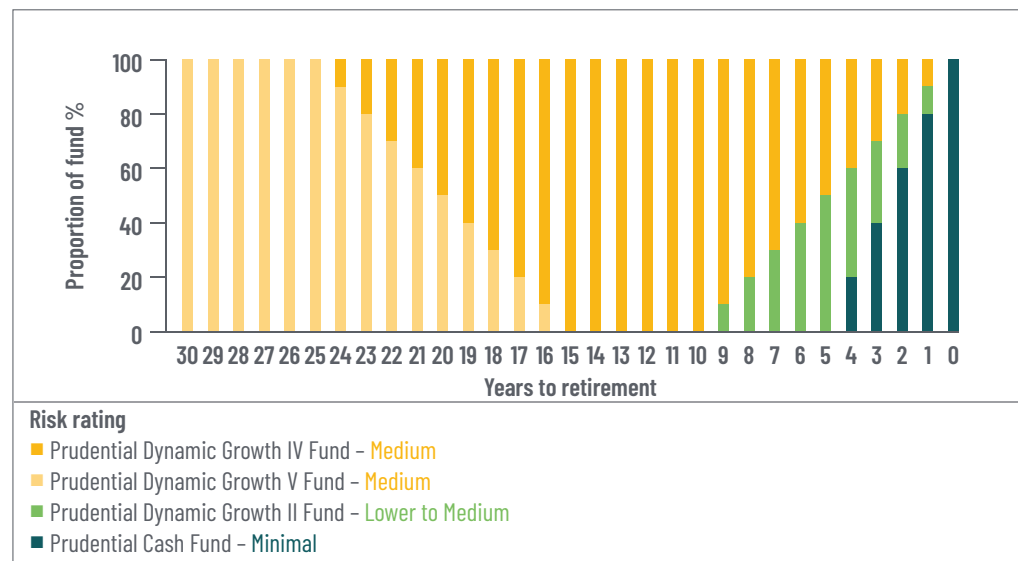


## Our workplace pensions fund range

It's important to review the suitability of your investment funds to ensure they're still aligned with your scheme's investment strategy. We offer a standard fund range to you and your members, which include 33 funds and 4 lifestyle options for you to choose from. By clicking on the fund names in the table below, you can find out about each of the funds and how they're performing. If you're considering reviewing your fund range, it may be worth reassessing what's available. If you're interested in making changes to your fund range, please contact us at [corporate.pensions.enquiries@prudential.co.uk](mailto:corporate.pensions.enquiries@prudential.co.uk)

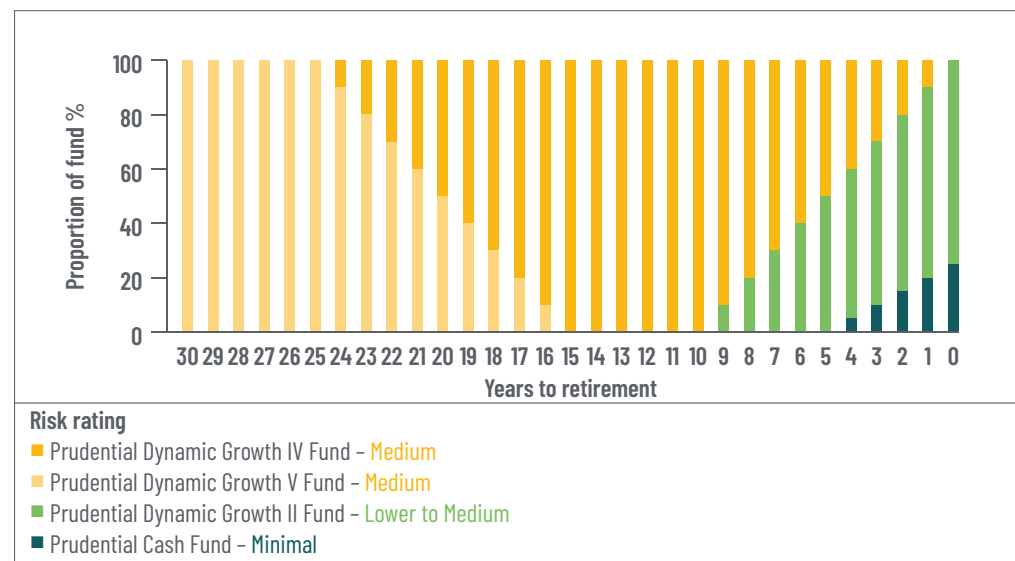
Higher Risk Funds		
Specialist equity funds that focus on set geographical regions or a particular type of share e.g. shares of smaller companies or those that conform to certain criteria.		
<a href="#">BlackRock Aquila Emerging Markets Equity S3</a>	<a href="#">BlackRock Aquila UK Equity Index S3</a>	<a href="#">BlackRock Aquila Pacific Rim Equity S3</a>
<a href="#">LGIM FTSE4Good UK Equity Index S3</a>	<a href="#">Prudential Europe Equity Index S3</a>	<a href="#">Prudential Japan Equity Index S3</a>
<a href="#">Prudential North America Equity Index S3</a>	<a href="#">Prudential UK Equity S3</a>	<a href="#">Prudential UK Equity Index S3</a>
Medium to Higher Risk Funds		
A diverse geographical spread of equity investment offered or have multi-asset strategies with a specialist focus (e.g. ethical). The equity funds will have greater overseas exposure and underlying volatility than the 'medium risk' sector.		
<a href="#">BlackRock Aquila World ex-UK Index S3</a>	<a href="#">HSBC Islamic Global Equity Index S3</a>	<a href="#">LGIM FTSE4Good Developed Equity Index S3</a>
<a href="#">Prudential Dynamic Global Equity Passive S3</a>	<a href="#">Prudential Global Equity S3</a>	<a href="#">Prudential International Equity S3</a>
<a href="#">Prudential Long Term Growth Index S3</a>	<a href="#">Prudential Overseas Equity Index S3</a>	<a href="#">Prudential Positive Impact S3</a>
Medium Risk Funds		
May invest in multi-asset strategies with a higher weighting in equities (or with significant derivative use), while funds investing mainly in property, high yield or government bonds (such as UK Gilts) are also in this category.		
<a href="#">Prudential Discretionary S3</a>	<a href="#">Prudential Dynamic Growth IV S3</a>	<a href="#">Prudential Dynamic Growth V S3</a>
<a href="#">Prudential Index-Linked S3</a>	<a href="#">Prudential Index-Linked Passive S3</a>	<a href="#">Prudential Long Dated Corporate Bond S3</a>
<a href="#">Prudential Long Term Bond S3</a>	<a href="#">Prudential Long-Term Gilt Passive S3</a>	
Lower to Medium Risk Funds		
May invest in corporate bonds or multi-asset strategies with a higher weighting in corporate bonds (and other comparable strategies).		
<a href="#">Prudential All Stocks Corporate Bond S3</a>	<a href="#">Prudential Dynamic Growth I S3</a>	<a href="#">Prudential Dynamic Growth II S3</a>
<a href="#">Prudential Dynamic Growth III S3</a>	<a href="#">Prudential Fixed Interest S3</a>	<a href="#">Prudential With-Profits</a>
Minimal Risk Funds		
May invest in a combination of deposits, money market instruments and other types of interest bearing securities.		
<a href="#">Prudential Cash S3</a>		

## Lifestyle options



### Prudential Dynamic Growth Lifestyle targeting cash

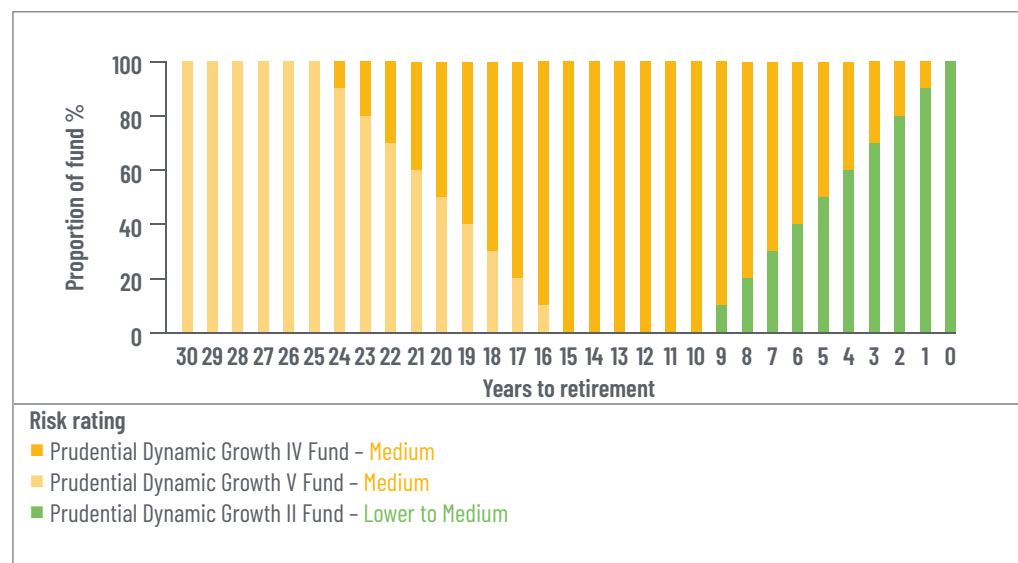
- For those intending to take their pension as a single or series of cash lump sums.
- Those considering this option, will need to think about if they'll have sufficient income to meet their needs at retirement.



### Prudential Dynamic Growth Lifestyle targeting retirement options

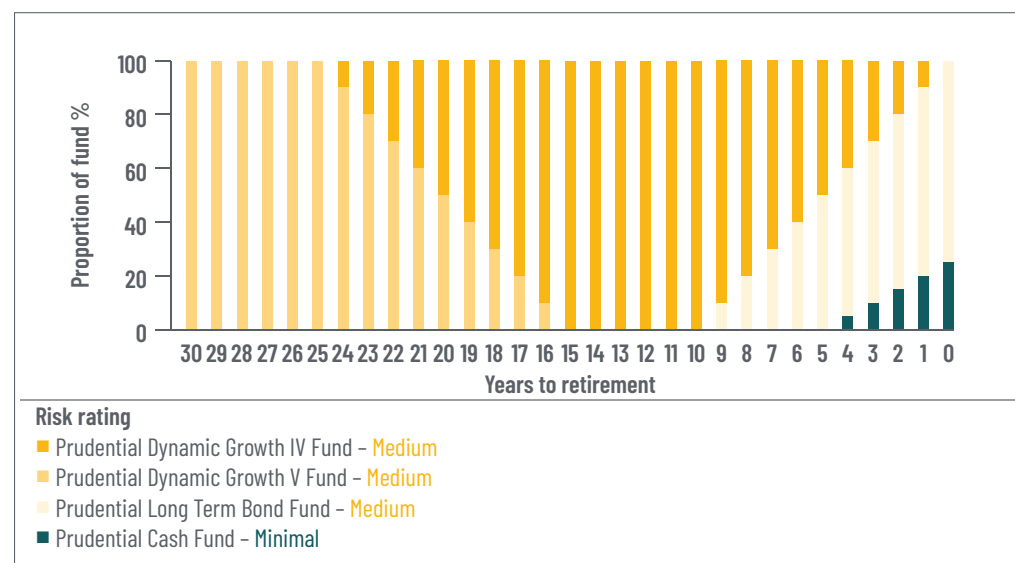
- For those that want a lifestyle option, but aren't sure how they might want to access their pension savings when they take their benefits.

## Lifestyle options



### Prudential Dynamic Growth Lifestyle targeting drawdown

- For those intending to keep their pension fund invested after retirement.
- Retirement will be funded from either the income generated from this investment or capital withdrawals during retirement.
- May be suitable for people with larger pension funds or other sources of retirement income.



### Prudential Dynamic Growth Lifestyle targeting annuity

- For those intending to buy an annuity at retirement.
- Most annuities provide a guaranteed income for life.
- The level of income is generally determined by age, size of pension savings, health and/or lifestyle, and prevailing interest rates when the benefits are taken.

## Introducing Transport Layer Security (TLS) to your organisation

Transport Layer Security (TLS) is a protocol that protects email communications by encrypting the data as it travels between computers. This ensures that emails remain secure and cannot be intercepted. If the computers exchanging data can't agree on how to encrypt the information, the connection may be blocked depending on the rules set by your system.

All modern email services include support for TLS. We currently support TLS versions 1.1 and 1.2.

### Why consider enforced TLS?

Enforcing TLS provides an extra layer of protection for sensitive email communications. It's useful for maintaining privacy and meeting security standards, which are essential for businesses.

Using TLS for all email communications ensures your messages are sent securely without needing extra tools to keep the content safe while in transit. It also means there's no need to rely on the Cisco Secure Email Encryption Service that we currently use. Emails marked as secure will be sent and received like regular messages, simplifying the process and improving the overall user experience.

### How to get started

If you're interested in using enforced TLS in your organisation, here's what you need to do:

- Check with your IT department if enforced TLS is supported.
- If your organisation is ready, contact us at **[corporate.pension.enquiries@prudential.co.uk](mailto:corporate.pension.enquiries@prudential.co.uk)** to let us know you'd like to proceed.
- Make sure you have your system administrator's contact details to hand when making the request – they'll need to assist during the setup process.
- We'll then submit the request to our internal security team for approval. Once approved, our IT team will collaborate with yours to set up enforced TLS for your email domain.
- We'll need confirmation from you that your respective security and privacy teams have approved this configuration to send messages securely to us.

## What other clients are saying about TLS

*"Wished we moved to sooner... it was there all the time, but we had never been made aware of it. Thought it was going to be complex to switch and take ages. It only took minutes for IT to change some background settings for us. It fits perfectly with our automaton plans – TLS has helped us move from creating email individual reports to bulk generation and an automated submission process. This saves c. 400 hours per year!" – Dataplan by Iris*

[pru.co.uk](https://pru.co.uk)

'Prudential' is a trading name of The Prudential Assurance Company Limited which is registered in England and Wales. Registered office at 10 Fenchurch Avenue, London EC3M 5AG. Registered number 15454. Authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority