

# Protecting the future of the BOC Pension Scheme

## Frequently asked questions

### New scheme for Gist members – death and early retirement benefits

- 1. The special newsletter states that the benefits I receive out of two schemes would be the same as Gases members receive out of one scheme. Please can you explain this?**

Under the proposal, Gist members would build up benefits in the new Gist scheme from 1 April 2011. The benefits built up before 1 April 2011 would remain in the current Scheme. This means that you would become a 'deferred' member of the current Scheme in respect of your pre-1 April 2011 pensionable service, as well as building up benefits as an active member of the new Gist scheme from that date.

As mentioned in the special newsletter, the total benefits payable from the two schemes would be calculated from 1 April 2011 to be the same as the benefits payable to Gases members from the current Scheme from 1 April 2011. The way this would work is as follows.

On normal retirement, the following would be payable:

- a normal retirement deferred pension from the current Scheme in respect of your pre-1 April 2011 pensionable service; and
- a normal retirement active pension from the new Gist scheme in respect of your post-1 April 2011 pensionable service.

Deferred members of the current Scheme receive different benefits to active members on death or early retirement on ill-health, incapacity or redundancy grounds. To ensure that the total benefits payable from the two schemes would be calculated from 1 April 2011 to be the same as the benefits payable to Gases members from the current Scheme from 1 April 2011, the new Gist scheme benefit would:

- be calculated including both your pre 1-April 2011 pensionable service built up in the current Scheme and your post 1-April 2011 pensionable service built up in the new Gist scheme; and
- a deduction would then be made equal to the benefit payable by the Gases scheme on the event of your death or early retirement.

#### Legal notes

1. The description of the Scheme's benefits is only a summary. If there is any discrepancy between the description of benefits in this communication and the Scheme's formal governing documents (as amended from time to time) then the formal governing documents will prevail.
2. The current proposed changes may alter during the course of consultation, and you will receive a further communication at the end of the consultation process to explain the Company's final plans.
3. This communication is issued by The BOC Group Limited on behalf of all affected Scheme members - The BOC Group Limited, BOC Limited, BOC Healthcare Limited, Gist Limited and Linde CryoPlants Limited.