

COMPOUND

The pension that **works...**



Welcome to Compound

Compound is your new workplace pension provider, a modern, easy-to-use pension designed to help you understand, grow, and stay on top of your pension.

Instead of your pension feeling like a deduction on your payslip, Compound gives you a clear view, smart tools to see your future, and the ability to bring all your old pensions together in one place. Our mission is simple: give you more control, more clarity, and more confidence in your financial future.

Why have you been enrolled?

You've been enrolled into your workplace pension because you meet the government's auto-enrolment criteria:

- You're earning over £192 per week (or £833 per month)
- You're aged 22 or over
- You're under the state pension age

If you don't want to be part of the pension scheme, you can opt out.

If you stay opted in, you'll build up your own personal pension for retirement. Your Compound pension always belongs to you - even if you leave the company in the future.

So, how does it work?

Every time you get paid:

- You contribute
- Your employer contributes
- The government adds tax relief

All together, this builds your pension automatically. You don't need to do anything to receive the tax relief, Compound claims it for you.

You can log in anytime to:

- Check your balance & projections
- View contributions
- Update your beneficiaries
- Find and combine old pension pots

If you have any questions, please reach out to support@compoundapp.co.uk.

Getting started

When does my Compound pension start?

Your employer will confirm the exact start date of your Compound pension. We will also send you a welcome email when your pension has been set up, with all the information you need to get started.

What happens to my old pension?

If you've joined Compound because your employer switched providers (or you've got old pensions from previous jobs) here's what you can do:

- **Keep them where they are** if you prefer
- **Combine them into your Compound account** to keep everything in one place
- **Use our Pension Radar tool** to track down old pots (even if you've lost the details)

How can I download the Compound app?

Managing your pension should feel as easy as checking your bank, and that's exactly what our app is designed for.

You can download it from the **Google Play Store** or the **Apple App Store**.

With the app, you can:

- **See your future:** Use our forecast tools to get a clear picture of your potential retirement income and what it could cover, including the State Pension.
- **Find and combine old pensions:** Tap *Find my pensions* to locate and move over your old workplace pensions - even if you're missing some details.
- **Watch your money grow:** See where your pension is invested, how it's performing, and switch strategies whenever you like.

What happens if I change jobs?

Your Compound pension is yours to keep. If you change jobs, your pension simply becomes your personal pension - and every penny that's been paid in stays with you.

FAQ's

What if I don't want to join the scheme?

If you don't want to be in the pension scheme, you'll need to **opt out**.

You can do this within one month of being enrolled - either from the date you received your welcome email or the date your enrolment letter arrived (whichever is later).

Opting out is straightforward: just follow the steps in your Compound welcome email.

If you opt out during this one-month window, any money you've already paid in will be refunded in your next payday. If you opt out after the one-month window, the money already in your pension stays in your Compound account, and you'll be able to transfer it to another provider at any time.

If you opt-out but change your mind later, you can rejoin at any time. Just let your employer know and they will re-enrol you.

What happens if I leave the scheme?

If you leave or stop contributing, your employer may **automatically re-enrol** you in the future - usually every three years, if you meet the eligibility criteria.

This is a government requirement designed to help people restart saving if their situation has changed. If you're re-enrolled, your employer will let you know - and you can choose to stay in or opt out again.

If I stay in, do I have to pay in?

Yes, but you're not doing it alone.

- You contribute **5%** of your salary.
- Your employer also adds **3%**.
- Plus, you may get **extra tax relief** from the government

Overall, you'll get a minimum of **8%** of your earnings paid into your Compound pension, however you and your employer can choose to pay more.

Will the amount I contribute change?

Yes, it can, because your pension contributions are a percentage of your earnings, the amount you and your employer pay will go **up or down automatically** if your pay changes.

The Compound Pension Plans

Invest your pension in one of our plans, provided by some of the world's leading fund managers. You can change your plan whenever you like in the Compound app, just visit the "plans" section and choose the plan you like.

Vanguard Target Retirement Plans

Our default plans, ideal if you'd rather not manage your own investments.

We automatically place you into the Target Retirement fund that matches your age and expected retirement date. The fund manager changes the fund over time to suit your needs, in line with the date you want to retire.

All-in annual fee of 0.75%.

Vanguard LifeStrategy Plans

A range of Vanguard funds investing in differing levels of equities (companies) based on your risk tolerance.

All-in annual fee of 0.73%.

Vanguard US Growth Plan

A plan that allocates 100% of investments into US equities (companies) only with the aim of long term investment growth.

All-in annual fee of 0.61%.

Vanguard Global Growth Plan

A plan that allocates 100% of investments into equities (companies) from across the world with the aim of long term investment growth.

All-in annual fee of 1.03%.

HSBC Shariah Compliant Plan

A plan that allocates 100% of investments into equities (companies) that are compliant with Shariah law.

All-in annual fee of 1.13%.

BlackRock Sustainable Plan

A plan that aims to have a positive impact on the world by investing in companies with the highest ESG ratings

All-in annual fee of 0.63%.