

Dear Member

The William Hill Pension Scheme (the “Scheme”) Consultation outcome on the proposed changes to the Retirement Plan Section of the Scheme

In July, William Hill Organization Limited (the “Company” or “we”) wrote to you about our proposal to change some of the benefits currently payable from the Retirement Plan Section of the Scheme.

As part of our proposal, in July we started a 60-day consultation process, which included providing you with a detailed communication pack, holding interactive webinars and giving you the ability to send any questions or feedback to a dedicated mailbox. During this process we received a number of queries that mainly related to requests for further clarification on the proposals or specific individual benefit queries, which we shared some detail on within the Question and Answer document on the pensions website. We did not receive any feedback objecting to our proposals or suggesting any changes be made to them. The 60-day consultation process has now ended and we have decided to implement the benefit changes as originally proposed.

We see these changes as important and necessary to allow us to eventually fully secure your Retirement Plan Section benefits with Rothesay Life PLC (“Rothesay”), a regulated UK life insurer. We expect that the majority of affected members will benefit from the changes as a result of the top-up compensation that will be paid at the end of October.

Please note you are not required to take any further action at this time and the benefit changes will be made automatically on **1 November 2021**. For a reminder of the changes please refer back to the information pack sent to you on 27 July (this is also available on the pensions website).

We would like to thank you for your participation in the consultation process and for sharing your comments and feedback.

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Next Steps

No action is required from you in relation to the changes.

You will receive a top-up payment to your Pension Savings Plan pot on or around 31 October 2021.

The only exceptions to this are if you have retired or accepted an existing retirement quote by 31 October 2021 or have informed us that you would be impacted by additional tax charges if the top-up payment were made as proposed. If you have informed us that you are impacted by tax in this way we will contact you individually to provide further details.

From 1 November 2021, the benefits changes will come into effect.

In summary, we thank you again for your input into this consultation process. We will continue working with the Trustee towards our ultimate goal to fully secure your Retirement Plan Section benefits with Rothesay. If in the future steps are to be taken to fully secure your Retirement Plan Section benefits with Rothesay, you will be contacted at the relevant time with further information on what this would mean for you.

Yours sincerely

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William Hill

Kerry Asher
People Director - COO & HR Operations
William Hill