

BACB DC Retirement Plan (“the Plan”)

Chair’s Statement – Year ended 31 March 2024

In accordance with the requirements of the Occupational Pension Schemes (Charges and Governance) Regulations 2015 (“the Regulations”), the Trustees are required to provide a statement relating to the governance of the defined contribution benefits within the Plan.

This Chair’s statement sets out how we have embraced statutory governance standards which are central to the operational aspects of the defined contribution (“DC”) benefits held under the BACB DC Retirement Plan (“the Plan”).

This statement should be read in conjunction with the Statement of Investment Principles (“SIP”) for the Plan dated September 2022. These documents are designed to help members achieve a good outcome from their pensions savings. Andrew Cole (representing BESTrustees) has been appointed Chair of the Trustees for the purposes of this statement.

This statement covers the period from 1 April 2023 to 31 March 2024

Background to the Plan’s benefits

The Plan is a wholly insured scheme as defined in Regulation 8 (2) of The Occupational Pension Schemes (Investment) Regulations 2005. As a result, the assets held by the Trustees of the Plan are in a policy of insurance held with Standard Life Assurance Limited (the “Provider”). A wholly insured scheme is where all the assets (excluding cash held in the Trustees bank account) are held in one or more qualifying insurance policies

The sponsoring employer meets the costs of governance and oversight, members meet investment management, administration charges and any associated at retirement costs such as annuity broking (where this option is chosen).

At retirement, members can take 25% of their benefits from the Plan as a tax-free lump sum, using the full range of retirement freedoms to access the remainder. Where members elect to take income drawdown, a transfer to an alternative arrangement with Standard Life will need to be arranged.

Governance of the default investment arrangement

As of 31 March 2024, the DC funds under management with Standard Life were as follows:

Standard Life	Unique fund identifier	Funds under management (£)
Sustainable Multi Asset Universal – Default investment strategy		
Standard Life Sustainable Multi Asset (PP) Pension Fund	CCHD	£13,648,250.32
Standard Life Sustainable Multi Asset Pre-Retirement (PP Universal) Pension Fund	KKFF	£1,019,771.78
Standard Life At Retirement - Universal (PP 10 Year) Pension Fund	JJHA	£1,712,790.84
Standard Life Black Rock 50:50 Global Equity II Universal Lifestyle – Previous default investment strategy		
Standard Life BlackRock Managed (50:50) Global Equity Pension Fund	JO	£1,848.697.18

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Standard Life At Retirement (Multi Asset Universal) Pension Fund	F9	£114,486.32
Standard Life Deposit and Treasury Pension Fund	G4	£37,780.89
Total		£18,381,777.33
Self-Select Fund Range		
Standard Life Sustainable Multi Asset (PP) Pension Fund	CCHD	£347,617.97
SL BlackRock ACS World ex UK Equity Tracker Pension Fund	JQ	£268,643.47
SL BlackRock Ascent Life US Equity Pension Fund	K3	£229,663.88
Standard Life Overseas Equity Pension Fund	GZ	£202,210.71
Standard Life At Retirement (Multi Asset Universal) Pension Fund	F9	£196,376.35
SL abrdn UK Smaller Companies Pension Fund	KR	£191,887.80
SL Vanguard US Equity Pension Fund	GGMJ	£178,485.95
SL Baillie Gifford UK and Worldwide Equity Pension Fund	KI	£171,202.69
SL abrdn MyFolio Managed IV Pension Fund	DDNP	£168,600.94
SL Schroder US Mid Cap Pension Fund	CX	£133,733.58
Standard Life At Retirement - Universal (PP 10 Year) Pension Fund	JJHA	£127,978.72
SL abrdn MyFolio Managed III Pension Fund	AAAF	£117,707.57
SL HSBC Islamic Global Equity Index Pension Fund	JB	£104,305.39
Standard Life Global Equity 50:50 Pension Fund	HT	£91,708.50
Standard Life Mixed Bond Pension Fund	FP	£88,989.58
SL Blackrock ACS Japan Equity Tracker Pension Fund	NK	£84,335.75
SL Schroder Global Emerging Markets Pension Fund	5W	£82,188.41
Standard Life 30:70 Global Equity Tracker (Vanguard) Pension Fund	BBMP	£81,610.95
SL BNY Mellon Multi-Asset Growth Pension Fund	KM	£79,762.60
Standard Life North American Equity Pension Fund	FK	£78,988.46
All other investments in the full fund range (33)		£961,202.05
Total		£3,987,201.32

The summary of assets under management is as follows:

	Assets Under Management
Current and previous default option	£18,381,777.33
Self-Select funds	£3,987,201.32
Total	£22,368,978.65

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The Plan has a designated default option, i.e. a series of funds into which contributions are placed without the member having made a choice as to where the contributions are allocated. The specific funds used for each member are determined by the member’s age. The Plan uses a combination of Standard Life’s funds in the default arrangement. These are highlighted in the above tables.

The default arrangement is a ‘lifestyle’ strategy, which de-risks members’ investments from a specified number of years before their selected retirement age. This means that investments gradually move from higher-risk funds into more stable funds (like bonds and cash), while also targeting a specific form of retirement benefit.

The Plan’s default arrangement was reviewed and changed to the Sustainable Multi Asset Universal Strategic Lifestyle Profile in September 2022. This was implemented by Standard Life via a gradual change in asset allocation. Members are fully invested in the Standard Life Sustainable Multi Asset Pension Fund up until 10 years from retirement, with the aim to deliver long-term growth. The fund currently invests in around 70% in equities and 23% in bonds. Some members remain in the initial legacy default through choice.

When members are 10 years away from retirement, their holdings start to be gradually transferred to the Standard Life Sustainable Multi-Asset Pre-Retirement Pension Fund. This is a lower risk multi-asset fund which Standard Life considers to be appropriate for members who are yet to decide on which outcome they would like at retirement. In the meantime, this fund aims to continue to provide investment growth at a lower level of risk than the Sustainable Multi Asset Fund.

Four years before the member approaches their selected retirement age, assets begin to move into the Standard Life Sustainable Multi-Asset At-Retirement Pension Fund so that upon reaching retirement, a member is 100% invested in this fund. At retirement, the types of assets held are similar to those in the growth phase although, however, there is a greater focus on capital protection but still maintaining some growth assets to achieve a suitable level of growth.

By investing in this manner, the Trustees expect to deliver growth over the member’s lifetime within the Plan without excessive risk taking, with an increased focus in the final ten years of reducing volatility to enable members approaching retirement to make financial plans for the period after retirement.

The asset allocation of the default fund across a range of age profiles is shown in the table below and has taken account of the statutory guidance.

Asset Allocation on 31 March 2024	Standard Life Sustainable Multi Asset Universal			
	Standard Life Sustainable Multi Asset Fund			Standard Life At Retirement Pension Fund
	An average 25-year-old (%)	An average 45-year-old (%)	An average 55-year-old (%)	An average person, 1 day before SPA* (%)
Cash	0.0%	0.0%	0.0%	5.0%
Bonds	23.3%	23.3%	23.3%	56.3%
Listed Equity	69.9%	69.9%	69.9%	34.1%
Private Equity	0.0%	0.0%	0.0%	0.0%

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Infrastructure	0.0%	0.0%	0.0%	0.0%
Property	6.8%	6.8%	6.8%	4.6%
Private Debt	0.0%	0.0%	0.0%	0.0%
Other	0.0%	0.0%	0.0%	0.0%

Source Standard Life *State pension age

Legacy default

In addition to the designated default arrangement above, some members are still invested in a legacy default lifestyle arrangement - Standard Life Black Rock 50:50 Global Equity II Universal Lifestyle.

Up until 5 years from the member’s selected retirement age, savings are fully invested in the Standard Life BlackRock Managed (50:50) Global Equity Pension Fund. This is a passively managed equity fund which invests 50% of assets into UK equities and the remaining 50% to overseas equities.

Once a member is five years from their selected retirement age, their savings begin to move into the Standard Life At-Retirement (Multi-Asset Universal) Pension Fund.

In the final three years before retirement, some savings are moved in the Standard Life Deposit and Treasury Pension Fund. This strategy leaves members invested in the Standard Life At-Retirement (Multi-Asset Universal) Pension Fund and the Standard Life Deposit and Treasury Fund with an asset allocation of 75% and 25% respectively upon reaching retirement.

Whilst a small proportion of the Plan’s members remain invested in this arrangement, it is still appropriately monitored and dealt with accordingly.

The asset allocation of the legacy default fund across a range of age profiles is shown in the table below and has taken account of the statutory guidance.

Asset Allocation on 31 March 2024	Standard Life Black Rock 50:50 Global Equity II Universal Lifestyle			
	Standard Life BlackRock Managed (50:50) Global Equity Pension Fund			Standard Life At Retirement Pension Fund (75%) Standard Life Deposit and Treasury Pension Fund (25%)
	An average 25-year-old (%)	An average 45-year-old (%)	An average 55-year-old (%)	An average person, 1 day before SPA* (%)
Cash	0.0%	0.0%	0.0%	17.5%
Bonds	0.0%	0.0%	0.0%	49.2%
Listed Equity	100.0%	100.0%	100.0%	29.7%
Private Equity	0.0%	0.0%	0.0%	0.0%
Infrastructure	0.0%	0.0%	0.0%	0.0%

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Property	0.0%	0.0%	0.0%	3.6%
Private Debt	0.0%	0.0%	0.0%	0.0%
Other	0.0%	0.0%	0.0%	0.0%

Source Standard Life *State pension age

Within the default investment arrangement there have been no performance-based fees incurred during the Plan year, which would be calculated in accordance with Regulation 25(1)(a) of the Administration Regulations 1996.

The SIP is prepared in accordance with Regulation 2A of the Occupational Pension Schemes (Investment) Regulations 2005 and was updated by the Trustees and published in September 2022, at the time of the last investment review. A copy of the latest SIP (and the Scheme’s Implementation Statement) is available at the following website:

<https://www.bacb.co.uk/compliance/pension-scheme-death-benefits>

The SIP sets out the aims and objectives of the default options as well as providing details of all investment options that are available to members. Based on the data provided by Standard Life, around 80% of member’s assets are currently invested within the current default and legacy arrangements.

One of the key responsibilities is to ensure that, based on the aims and objectives of the default arrangement; the default strategy is designed in the best interests of all members. Individual preferences can be addressed by the member choosing their own funds within a suitable range.

The Plan’s investment strategy was last formally reviewed in September 2022. The review was triggered when Standard Life proposed a change to the default arrangement. These changes increased the level of risk in the growth phase of the default by increasing equity exposure and introducing a higher focus on ESG factors. The Trustees reviewed the sustainability of this change. This is described further in the updated Statement of Investment Principles (SIP) dated September 2022, a copy of which is submitted alongside this governance statement.

Value for members

Under the Occupational Pension Schemes (Administration, Investment, Charges and Governance) (Amendment) Regulations 2021, trustees of schemes providing DC benefits are required to carry out an assessment of their scheme’s value for members.

Following The Pensions Regulator’s (‘the Regulator or ‘TPR’) guidance, an assessment of value for members has been carried out for the Plan which considered the following aspects.

- Costs and charges
- Net investment performance
- Governance and administration

Looking firstly at cost and charges, whilst that the current charges members pay are reasonably competitive, they could be further improved to provide better value for members when looking at the wider marketplace.

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Turning to net investment returns, the default investment strategy performs well over the most recent 12-month period however, longer term comparative performance fares less well. Looking at three of the most popular self-select funds indicates reasonable performance but generally not exceeding comparator funds.

Finally, the Plan is well governed and administered meeting the Regulator’s minimum standards in this specific area of assessment.

Overall, given the need to pass all three sections, the Plan did not quite meet the value for members requirements across all areas being assessed. As a result, the Trustees are considering their options to improve value for members over the coming months

Charges and transaction costs

Costs and annual charges borne by members’ funds may have a significant impact on their accumulated pension funds, so it is important to keep these to a minimum. To help with this objective the Government has imposed a charge cap of 0.75% p.a. from 6 April 2015 for the default investment option of all arrangements being used to meet auto enrolment requirements. This cap does not include transaction costs. We have considered this cap in connection with all members and not just active members.

The annual ongoing bundled charges levied by the pension provider and deducted from members’ investment depends on the funds used and the table below shows this charge.

In addition to these explicit member charges, members may also incur transaction costs. Transaction costs are defined in regulations as the costs incurred because of buying, selling, lending or borrowing investments and they can have a significant impact on members’ fund values.

Transaction costs are typically categorized as explicit costs or implicit costs. Explicit costs are directly observable e.g. taxes such as stamp duty. Implicit costs cannot be observed in the same way but will result in a reduction in the total amount of money invested e.g. buying and selling spreads and market impact and can have a significant impact on net returns.

The costs and charges made available to us are reviewed on an annual basis by our advisers, First Actuarial. This review covers both the default arrangement and the self-selected option chosen by members.

Due to the methodology used in calculating transaction costs, these costs may be negative, therefore having a positive impact on the fund. The transaction costs incurred as disclosed by Standard Life are shown in the table below as of 31 March 2024.

Standard Life Fund	Unique fund identifier	Total Expense Ratio (TER) (%)	Transaction costs (%) *	Total costs (% pa)
Standard Life Sustainable Multi Asset Universal				
Standard Life Sustainable Multi Asset (PP) Pension Fund	CCHD	0.25	0.08	0.33
Standard Life Sustainable Multi Asset Pre-Retirement (PP) Universal Pension Fund	KKFF	0.25	0.13	0.38

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Standard Life At Retirement - Universal (PP 10 Year)	JJHA	0.25	0.14	0.39
Standard Life Black Rock 50:50 Global Equity II Universal Lifestyle				
Standard Life BlackRock Managed (50:50) Global Equity Pension Fund	JO	0.31	0.03	0.34
Standard Life At Retirement (Multi Asset Universal)	F9	0.27	0.19	0.46
Standard Life Deposit and Treasury Pension Fund	G4	0.27	0.08	0.35
Self Select Fund Range				
Standard Life Sustainable Multi Asset (PP) Pension Fund	CCHD	0.25	0.08	0.33
SL BlackRock ACS World ex UK Equity Tracker Pension Fund	JQ	0.27	0.06	0.33
SL BlackRock Ascent Life US Equity Pension Fund	K3	0.77	0.02	0.79
Standard Life Overseas Equity Pension Fund	GZ	0.27	0.17	0.44
Standard Life At Retirement (Multi Asset Universal) Pension Fund	F9	0.27	0.19	0.46
SL abrdn UK Smaller Companies Pension Fund	KR	0.67	0.24	0.91
SL Vanguard US Equity Pension Fund	GGMJ	0.28	-0.01	0.27
SL Baillie Gifford UK and Worldwide Equity Pension Fund	KI	0.57	0.13	0.70
SL abrdn MyFolio Managed IV Pension Fund	DDNP	0.07	0.17	0.24
SL Schroder US Mid Cap Pension Fund	CX	1.10	0.48	1.58
Standard Life At Retirement - Universal (PP 10 Year) Pension Fund	JJHA	0.25	0.14	0.39
SL abrdn MyFolio Managed III Pension Fund	AAAF	0.07	0.22	0.29
SL HSBC Islamic Global Equity Index Pension Fund	JB	0.57	0.00	0.57
Standard Life Global Equity 50:50 Pension Fund	HT	0.27	0.09	0.36
Standard Life Mixed Bond Pension Fund	FP	0.27	0.11	0.38
SL Blackrock ACS Japan Equity Tracker Pension Fund	NK	0.27	0.03	0.30
SL Schroder Global Emerging Markets Pension Fund	5W	1.24	0.32	1.56
Standard Life 30:70 Global Equity Tracker (Vanguard) Pension Fund	BBMP	0.27	0.03	0.30

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SL BNY Mellon Multi-Asset Growth Pension Fund	KM	0.57	0.02	0.59
Standard Life North American Equity Pension Fund	FK	0.27	0.07	0.34
SL Vanguard FTSE Developed World ex UK Pension Fund	KKFK	0.28	-0.01	0.27

*Transaction costs rounded to 2 decimal places

Cumulative costs and charges

The Trustees have conducted an analysis of the cumulative impact of the member-borne costs and charges within the various investment funds for typical members of the Plan, which is set out in the Appendix A.

Net investment returns for the Plan

The following table reflects the performance of each fund over varying periods based on investment after charges have been deducted and has considered the statutory guidance when preparing this section of the statement. They have been calculated on a geometric basis, assume a £10,000 investment fund and are to 31 March 2024.

Standard Life Fund	1 year	5 years	10 years	15 years	20 years	Since Launch
Standard Life Sustainable Multi Asset Universal Lifestyle						
Standard Life Sustainable Multi Asset (PP) Pension Fund	15.24	5.47	5.80	N/A	N/A	N/A
Standard Life Sustainable Multi Asset Pre-Retirement (PP Universal) Pension Fund	10.99	3.59	4.84	N/A	N/A	N/A
Standard Life At Retirement - Universal (PP 10 Year) Pension Fund	9.96	3.30	N/A	N/A	N/A	N/A
Standard Life Black Rock 50:50 Global Equity II Universal Lifestyle						
Standard Life BlackRock Managed (50:50) Global Equity Pension Fund	13.29	8.05	8.16	10.63	N/A	8.17
Standard Life Deposit and Treasury Pension Fund	4.87	1.37	0.77	0.60	N/A	0.65
Standard Life At Retirement (Multi Asset Universal) Pension Fund	8.38	3.16	4.48	4.79	5.13	5.18

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Self-Select Fund Range						
Standard Life Sustainable Multi Asset (PP) Pension Fund	15.24	5.47	5.80	N/A	N/A	N/A
SL BlackRock ACS World ex UK Equity Tracker Pension Fund	25.00	13.28	13.04	13.62	N/A	12.02
SL BlackRock Ascent Life US Equity Pension Fund	29.11	15.23	15.58	15.99	11.46	15.22
Standard Life Overseas Equity Pension Fund	22.35	11.41	10.40	12.57	10.32	10.27
Standard Life At Retirement (Multi Asset Universal) Pension Fund	8.38	3.16	4.48	4.79	5.13	5.18
SL abrdn UK Smaller Companies Pension Fund	5.29	2.15	6.21	13.00	11.40	8.19
SL Vanguard US Equity Pension Fund	28.12	15.42	15.79	N/A	N/A	N/A
SL Baillie Gifford UK and Worldwide Equity Pension Fund	9.27	5.87	8.37	11.29	8.82	8.70
SL abrdn MyFolio Managed IV Pension Fund	9.75	4.39	5.44	N/A	N/A	6.20
SL Schroder US Mid Cap Pension Fund	15.20	9.99	11.92	N/A	N/A	11.52
Standard Life At Retirement - Universal (PP 10 Year) Pension Fund	9.96	3.30	N/A	N/A	N/A	N/A
SL abrdn MyFolio Managed III Pension Fund	8.25	3.32	4.49	N/A	N/A	5.40
SL HSBC Islamic Global Equity Index Pension Fund	31.75	16.93	15.36	14.24	N/A	13.87
Standard Life Global Equity 50:50 Pension Fund	14.04	7.83	7.42	10.58	8.38	7.94
Standard Life Mixed Bond Pension Fund	2.88	-1.80	1.72	3.62	3.82	2.87
SL Blackrock ACS Japan Equity Tracker Pension Fund	22.27	8.46	9.93	8.36	N/A	8.44

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SL Schroder Global Emerging Markets Pension Fund	4.59	3.19	6.40	7.66	N/A	4.00
Standard Life 30:70 Global Equity Tracker (Vanguard) Pension Fund	19.00	10.96	10.89	N/A	N/A	N/A
SL BNY Mellon Multi-Asset Growth Pension Fund	9.29	9.92	9.52	10.68	8.95	9.21
Standard Life North American Equity Pension Fund	28.71	14.96	15.00	15.55	11.50	14.11
SL Vanguard FTSE Developed World ex UK Pension Fund	23.87	13.10	12.94	N/A	N/A	N/A

Standard Life does not provide fund performance for 3-year periods.

Given the de-risking strategy under the default lifestyle, the net investment returns for a 25,45 and 55 will be the same.

Core financial transactions

The processing of core financial transactions is regularly monitored by our administrators, Standard Life, who has implemented internal controls procedures that help ensure that such transactions are processed promptly and accurately.

The administration services monitored include the following “core financial transactions”:

- timely investment of contributions;
- transfers of assets relating to members into and out of the Plan;
- transfers of assets relating to members between different investments within the Plan; and
- payments from the Plan to, or in respect of, members.

Other activities covered include controls and procedures to manage the accuracy of investment allocations and the settlement of benefits. In addition, the prompt resolution by of any inconsistencies identified in accordance with the applicable service level agreement timeframes in place.

To help gain assurances that the administration is being dealt with promptly and accurately, we undertake on a regular basis the following with input from Standard Life:

- Monitoring services against contractual service level agreements (‘SLA’).
- Reviewing the quarterly governance reports provided by Standard Life.

During the period of this statement, 99% of core financial transactions have been processed accurately and promptly. 95% of tasks were completed within the 10-day SLA.

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Trustee knowledge & understanding

In accordance with Section 248 of the Pensions Act 2004, the Trustees, acting through their representatives, are required to maintain sufficient knowledge and understanding to fulfil their duties. All representatives are required to undertake continuous training evidenced by a training log, complete the Pensions Regulator’s Trustee Toolkit online training modules and certify a “fit and proper” test.

The Trustees are supported by independent and professional advisers who ensure that they are kept abreast of the latest legislative, regulatory and market developments that apply to the Plan. These advisory appointments are also periodically reviewed.

The Chair of Trustees representing the client is BESTrustees. They provide their staff with bespoke training involving external experts who present on a periodic basis on subjects including defined contributions arrangements. They also have sufficient knowledge and understanding of the relevant principles relating to the funding and investment of occupational pension schemes.

The Trustees have put in place arrangements for ensuring that they take personal responsibility for keeping themselves up to date with relevant developments and periodically carry out a self-assessment of training needs. In addition, the Trustees receive advice from professional advisers and the relevant skills and experience of those advisers is a key criterion when evaluating adviser performance or selecting new advisers.

During the year, the Trustees have met the requirements of Section 247 and 248 of the Pensions Act 2004 (requirement for knowledge and understanding) through training sessions.

The combination of trustee training, the appointment of a professional trustee and advice from professional advisers means that the Trustees can effectively exercise their role as Trustees of the Plan.

The Chair’s statement regarding DC governance was approved by the Trustees and signed on their behalf by:



Andrew Cole, BESTrustees

Chair of the Trustees

30th October 2024

How to contact the Trustees

If you have any further queries regarding the Plan, please contact:

Pensions Department

BACB

8-10 Mansion House Place, EC4N 8BJ London

Appendix A (youngest member current default)

The Trustees have taken account of the statutory guidance when preparing these illustrations. The assumptions used to calculate the cumulative pension costs are based on actual Plan information and are as set out under the tables.

Projected Pension Pot in today's money						
Years to NRA	Standard Life Sustainable Multi Asset Universal Lifestyle (default)		SL abrdn MyFolio Managed IV Pension Fund (lowest charges)		SL Schroder US Mid Cap Pension Fund (highest charges)	
	Before charges	After all costs and charges	Before charges	After all costs and charges	Before charges	After all costs and charges
1	£3,365	£3,358	£3,367	£3,362	£3,375	£3,344
3	£8,312	£8,267	£8,327	£8,291	£8,377	£8,180
5	£13,564	£13,447	£13,604	£13,509	£13,735	£13,217
10	£28,154	£27,673	£28,316	£27,928	£28,861	£26,753
15	£45,096	£43,933	£45,490	£44,548	£46,825	£41,748
20	£64,768	£62,519	£65,536	£63,704	£68,162	£58,361
25	£87,611	£83,762	£88,936	£85,785	£93,502	£76,766
30	£114,136	£108,042	£116,251	£111,237	£123,599	£97,157
35	£144,937	£135,795	£148,135	£140,573	£159,344	£119,747
40	£180,406	£167,214	£185,352	£174,388	£201,799	£144,774
45	£218,672	£200,212	£228,796	£213,365	£252,221	£172,501
47	£233,922	£213,033	£248,145	£230,574	£274,947	£184,412

Assumptions:

- Projected pension pot values are shown in today's terms and do not need to be reduced further for the effect of future inflation
- The starting pot size is assumed to be £1,000
- Inflation is assumed to be 2.5% each year
- Contributions are assumed from age 18 to 65 and increase in line with assumed earnings inflation of 2.5%, each year
- Values shown are estimates and are not guaranteed
- The projected growth rate for each fund are as follows:
 - Standard Life Sustainable Multi Asset (PP) Pension Fund 3.03% above inflation
 - Standard Life Sustainable Multi Asset Pre-Retirement (PP) 2.46% above inflation
 - Standard Life At Retirement - Universal (PP 10 Year) 2.17% above inflation
 - SL abrdn MyFolio Managed IV Pension Fund 3.18% above inflation
 - SL Schroder US Mid Cap Pension Fund 3.50% above inflation

- The illustration is based on the youngest member who has 47 years to go until their retirement at age 65. The member has a current salary of £23,000, has future contributions of 10% of salary and current fund value of £1,000

Appendix B (average member current default)

Projected Pension Pot in today's money						
Years to NRA	Standard Life Sustainable Multi Asset Universal Lifestyle (default)		SL abrdn MyFolio Managed IV Pension Fund (lowest charges)		SL Schroder US Mid Cap Pension Fund (highest charges)	
	Before charges	After all costs and charges	Before charges	After all costs and charges	Before charges	After all costs and charges
1	£49,412	£49,277	£49,457	£49,349	£49,605	£49,011
3	£79,301	£78,743	£79,487	£79,039	£80,106	£77,654
5	£111,031	£109,827	£111,434	£110,466	£112,779	£107,494
10	£199,173	£195,211	£200,510	£197,309	£205,009	£187,672
15	£301,523	£292,805	£304,486	£297,409	£314,550	£276,498
20	£417,102	£400,903	£425,857	£412,789	£444,650	£374,907
24	£514,991	£490,424	£537,417	£517,650	£566,102	£461,223

Assumptions:

- Projected pension pot values are shown in today's terms and do not need to be reduced further for the effect of future inflation
- The starting pot size is assumed to be £35,124
- Inflation is assumed to be 2.5% each year
- Contributions are assumed from age 41 to 65 and increase in line with assumed earnings inflation of 2.5%, each year
- Values shown are estimates and are not guaranteed
- The projected growth rate for each fund are as follows:
 - Standard Life Sustainable Multi Asset (PP) Pension Fund 3.03% above inflation
 - Standard Life Sustainable Multi Asset Pre-Retirement (PP) 2.46% above inflation
 - Standard Life At Retirement - Universal (PP 10 Year) 2.17% above inflation
 - SL abrdn MyFolio Managed IV Pension Fund 3.18% above inflation
 - SL Schroder US Mid Cap Pension Fund 3.50% above inflation
- The illustration is based on the youngest member who has 24 years to go until their retirement at age 65. The member has a current salary of £72,366, has future contributions of 18% of salary and current fund value of £35,124.

Appendix C (youngest member legacy default)

Projected Pension Pot in today's money						
Years to NRA	Standard Life Black Rock 50:50 Global Equity II Universal Lifestyle (legacy default)		SL abrdn MyFolio Managed IV Pension Fund (lowest charges)		SL Schroder US Mid Cap Pension Fund (highest charges)	
	Before charges	After all costs and charges	Before charges	After all costs and charges	Before charges	After all costs and charges
1	£3,375	£3,368	£3,367	£3,362	£3,375	£3,344
3	£8,377	£8,329	£8,327	£8,291	£8,377	£8,180
5	£13,735	£13,609	£13,604	£13,509	£13,735	£13,217
10	£28,861	£28,336	£28,316	£27,928	£28,861	£26,753
15	£46,825	£45,538	£45,490	£44,548	£46,825	£41,748
20	£68,162	£65,630	£65,536	£63,704	£68,162	£58,361
25	£93,502	£89,097	£88,936	£85,785	£93,502	£76,766
30	£123,599	£116,509	£116,251	£111,237	£123,599	£97,157
35	£159,344	£148,525	£148,135	£140,573	£159,344	£119,747
40	£201,799	£185,922	£185,352	£174,388	£201,799	£144,774
45	£248,934	£226,263	£228,796	£213,365	£252,221	£172,501
47	£262,798	£237,301	£248,145	£230,574	£274,947	£184,412

Assumptions:

- Projected pension pot values are shown in today's terms and do not need to be reduced further for the effect of future inflation
- The starting pot size is assumed to be £1,000
- Inflation is assumed to be 2.5% each year
- Contributions are assumed from age 18 to 65 and increase in line with assumed earnings inflation of 2.5%, each year
- Values shown are estimates and are not guaranteed
- The projected growth rate for each fund are as follows:
 - Standard Life BlackRock Managed (50:50) Global Equity Pension Fund 3.50% above inflation
 - "Standard Life At Retirement (Multi Asset Universal) 2.37% above inflation
 - Standard Life Deposit and Treasury Pension Fund -0.50% above inflation
 - SL abrdn MyFolio Managed IV Pension Fund 3.18% above inflation
 - SL Schroder US Mid Cap Pension Fund 3.50% above inflation
- The illustration is based on the youngest member who has 47 years to go until their retirement at age 65. The member has a current salary of £23,000 has future contributions of 10% of salary and current fund value of £1,000

Appendix D (average member – legacy default)

Projected Pension Pot in today's money						
Years to NRA	Standard Life Black Rock 50:50 Global Equity II Universal Lifestyle (legacy default)		SL abrdn MyFolio Managed IV Pension Fund (lowest charges)		SL Schroder US Mid Cap Pension Fund (highest charges)	
	Before charges	After all costs and charges	Before charges	After all costs and charges	Before charges	After all costs and charges
1	£49,605	£49,462	£49,457	£49,349	£49,605	£49,011
3	£80,106	£79,509	£79,487	£79,039	£80,106	£77,654
5	£112,779	£111,482	£111,434	£110,466	£112,779	£107,494
10	£205,009	£200,670	£200,509	£197,309	£205,009	£187,671
15	£314,549	£304,844	£304,485	£297,408	£314,549	£276,497
20	£443,196	£424,967	£425,856	£412,787	£444,648	£374,905
24	£541,715	£513,664	£537,415	£517,648	£566,100	£461,222

Assumptions:

- Projected pension pot values are shown in today's terms and do not need to be reduced further for the effect of future inflation
- The starting pot size is assumed to be £35,124
- Inflation is assumed to be 2.5% each year
- Contributions are assumed from age 41 to 65 and increase in line with assumed earnings inflation of 2.5%, each year
- Values shown are estimates and are not guaranteed
- The projected growth rate for each fund are as follows:
 - Standard Life BlackRock Managed (50:50) Global Equity Pension Fund 3.50% above inflation
 - "Standard Life At Retirement (Multi Asset Universal) 2.37% above inflation
 - Standard Life Deposit and Treasury Pension Fund -0.50% above inflation
 - SL abrdn MyFolio Managed IV Pension Fund 3.18% above inflation
 - SL Schroder US Mid Cap Pension Fund 3.50% above inflation
- The illustration is based on the youngest member who has 24 years to go until their retirement at age 65. The member has a current salary of £72,366, has future contributions of 18% of salary and current fund value of £35,124