Lloyd's Register Superannuation Fund Association (LRSFA)

Chairman's Annual Governance Statement

1 April 2025 to 31 March 2026

Money Purchase Section of LRSFA

1. Introduction

I am pleased to present the Trustee's Statement of Governance, covering the period 1st April 2025 to 31st March 2026, the 2025/26 Fund year ("the Fund Year").

This statement has been prepared by the Trustee of the Fund (the "Trustee") in accordance with regulation 23 of the Occupational Pension Schemes (Scheme Administration) Regulations ("the Administration Regulations") 1996 (as amended). It describes how the Trustee has met the statutory governance standards in relation to:

- The default arrangement(s);
- The requirements for processing financial transactions;
- The assessment of charges and transaction costs;
- Net returns of the investment options; and
- The requirement for trustee knowledge and understanding,

2. Default arrangement

As at 31 March 2026, the following arrangement was the Fund's "default arrangement" for the purposes of Administration Regulations:

- Standard Life Sustainable Multi Asset Universal SLP, which is a lifestyle strategy containing:
  - Standard Life Sustainable Multi Asset Growth Pension Fund
  - Standard Life Sustainable Multi Asset Pre Retirement Pension Fund
  - Standard Life At Retirement – Universal Pension Fund

Starting 15 years before the Selected Retirement Age, investments gradually transition from the Growth
Fund into the Pre-Retirement Fund. At 10 years prior to retirement, the strategy is fully allocated to the
Pre-Retirement Fund, it then gradually switches into the At Retirement Fund as retirement approaches. A
full breakdown of the switching process is detailed in the Statement of Investment Principles.

2.1 Statement of Investment Principles

Appended to this statement is a copy of the Fund's latest Statement of Investment Principles ("SIP") governing decisions about investment for the purposes of the default arrangement, prepared in accordance with regulation 2A of the Occupational Pension Schemes (Investment) Regulations 2005

(the "Statement of Investment Principles"). The SIP was last reviewed and updated in January 2025 to reflect the name changes of two Standard Life self-select funds that are available to DC Scheme members.

2.2 Review of the default arrangement

The Trustee undertakes a review of the strategy and performance of the default arrangement on a quarterly basis. This includes consideration of the extent to which the default arrangement has performed in line with the aims and objectives of the SIP. The Trustee also regularly monitors and reviews the suitability of the DC investment options available to members.

Following a triennial review of the Scheme's default investment strategy in Q1 2024, the Trustee decided to change the default investment option (also known as the 'low involvement option'), close the legacy lifestyles and update the self-select investment options. The Trustee, having obtained professional advice, concluded that the changes would provide better long-term retirement outcomes, incorporate sustainable investment principles, reduce fees, and offer greater choice for members who wish to make their own investment decisions. The next triennial review is due Q1 2027.

The key changes were as follows:

- Default investment strategy was switched from the LR Flexible Retirement Strategy to Standard Life's off-the-shelf default option, Standard Life Sustainable Multi Asset Universal SLP.
- Legacy lifestyle strategies were closed and replaced with the introduction of Standard Life's alternative lifestyle arrangements with differing retirement targets.
- Self-select fund range was enhanced by adopting Standard Life's Master Trust fund range, increasing the number of options and breadth of choice.

The current default arrangement has a TER of 0.16 – 0.17% p.a. which was reviewed against the Charge Cap regulation and was confirmed to be compliant with the regulations.

3. Requirements for processing financial transactions

The Trustee regularly monitors core financial transactions of the Fund via the Fund administrator's administration report, which is provided on a quarterly basis. These include the investment of contributions, fund switches, transfers in and out of the Fund and payments out of the Fund. As part of this monitoring, all financial transactions are measured for accuracy and timeliness against a service level agreement (SLA) put in place between the Fund and the administrator. This monitoring is carried out by the Trustee on a quarterly basis. Based upon the above, the Trustee is satisfied that the Fund's core financial transactions have been processed during the Scheme Year (covering from 1 April 2025 to 31 March 2026) promptly and accurately, within the agreed SLA and demonstrated to the Trustee on a quarterly basis.

The Trustee's Annual Report and Financial Statements are independently audited annually by the Fund's auditor, Crowe U.K. LLP.

4. Assessment of member-borne charges and transaction costs

4.1 Level of member-borne charges and transaction costs

The Trustee is required to set out the on-going charges incurred by members in this Statement, which are annual management charges plus any additional fund expenses, such as custody costs, but

excluding transaction costs. This is also known as the total expense ratio ("TER"). The TER is paid by the members and is reflected in the unit price of the funds.

The Trustee is also required to disclose the level of any transaction costs. These are incurred when the Fund's investment managers buy and sell assets within funds but are exclusive of any costs incurred when members invest in and switch between funds. The charges and transaction costs have been supplied by Isio, based on information provided by Standard Life as the appointed investment platform provider. When preparing this section of the statement the Trustee has taken account of statutory guidance.

Fund	TER (%)	2025/26 transaction costs (%)	Total costs (%)
Standard Life Sustainable Multi Asset Growth Pension Fund	0.160	0.047	0.207
Standard Life Sustainable Multi Asset Pre Retirement Pension Fund	0.170	0.045	0.215
Standard Life At Retirement - Universal Pension Fund	0.170	0.043	0.213
Standard Life Sustainable Multi Asset Pre Retirement (Lump Sum) Pension Fund	0.170	0.038	0.208
Standard Life At Retirement - Lump Sum Pension Fund	0.170	0.004	0.174
Standard Life Sustainable Multi Asset Pre Retirement (Annuity) Pension Fund	0.170	0.030	0.200
Standard Life At Retirement - Annuity Pension Fund	0.160	0.022	0.182
Standard Life Sustainable Multi Asset Pre Retirement (Drawdown) Pension Fund	0.170	0.043	0.213
Standard Life At Retirement - Drawdown Pension Fund	0.170	0.041	0.211
Standard Life Active Corporate Bond (LR) Pension Fund	0.210	0.157	0.367
Standard Life Active Gilt (LR) Pension Fund	0.210	0.072	0.282
Standard Life Annuity Purchase (LR) Pension Fund	0.200	0.002	0.202
Standard Life ESG Sterling Corporate Bond Index (LR) Pension Fund	0.230	0.000	0.230
Standard Life Global Sukuk (LR) Pension Fund	0.640	0.000	0.640
Standard Life Global Total Return Credit (LR) Pension Fund	0.750	0.471	1.221
Standard Life Index Linked Gilt Index (LR) Pension Fund	0.200	0.015	0.215
Standard Life Passive Corporate Bond (LR) Pension Fund	0.210	0.071	0.281
Standard Life Passive Gilt (LR) Pension Fund	0.200	0.047	0.247
Standard Life Active Emerging Markets Equity (LR) Pension Fund	0.990	0.343	1.333
Standard Life Global Equity 50:50 (LR) Pension Fund	0.210	0.019	0.229
Standard Life Global Equity Opportunities (LR) Pension Fund	0.780	0.180	0.960
Standard Life Overseas Equity (LR) Pension Fund	0.220	0.035	0.255
Standard Life Passive Emerging Markets Equity (LR) Pension Fund	0.410	0.025	0.435
Standard Life Passive Global Equity 50:50 (LR) Pension Fund	0.170	0.007	0.177
Standard Life Passive Overseas Equity (LR) Pension Fund	0.170	0.023	0.193
Standard Life Shariah Global Equity (LR) Pension Fund	0.340	0.028	0.368
Standard Life Screened Index World Equity (LR) Pension Fund	0.190	0.000	0.190
Standard Life Active UK Equity (LR) Pension Fund	0.200	0.000	0.200
Standard Life Passive UK Equity (LR) Pension Fund	0.210	-0.010	0.200
Standard Life Screened Index UK Equity (LR) Pension Fund	0.190	0.000	0.190
Standard Life Deposit & Treasury (LR) Pension Fund	0.150	0.004	0.154
Standard Life Ethical (LR) Pension Fund	0.200	0.141	0.341

Standard Life Global Diversified Growth (LR) Pension Fund	0.780	1.295	2.075
Standard Life Property (LR) Pension Fund	0.310	-0.141	0.169
Standard Life Future Advantage 1 Pension Fund	0.200	0.045	0.245
Standard Life Future Advantage 2 Pension Fund	0.190	0.041	0.231
Standard Life Future Advantage 3 Pension Fund	0.200	0.048	0.248
Standard Life Future Advantage 4 Pension Fund	0.190	0.045	0.235
Standard Life Future Advantage 5 Pension Fund	0.180	0.048	0.228

The transaction costs used in the illustrations, as defined in regulation 2(1) of the Occupational Pension Schemes (Charges and Governance) Regulations 2015, should be based on an average of the previous 5 years' transaction costs or, where data is available for fewer than 5 years, an average of transactions costs over the years for which data is available. Where the transaction costs for a fund is a negative number for
any one-year period, this is assumed to be 0 in the calculation of the average transaction costs for that fund.
In practice, a negative number means the returns on the fund have been positively affected by the transaction costs. The transaction costs cover the period from 1 April 2024 to 31 March 2026.

Illustrations about the cumulative effect of costs and charges on member savings within the Fund are set out in the Appendix.

4.2 Value assessment

In accordance with regulation 25(1) (b) of the Administration Regulations, the Trustee has assessed the extent to which the charges and transaction costs set out in 4.1 above represent good value for members.

The Trustee is committed to ensuring that members receive value for money from the Fund. The Trustee, with the support of its advisers, Isio, undertook a value for members' assessment. In addition, the Trustee's objective in respect of targeting "best member outcomes" applies when providing value for members.

In line with previous years, there were seven areas of DC governance categories that the Trustee reviewed, and a weighted score was applied to each. Using this balanced scorecard demonstrated that LRSFA should be placed in the top grouping of DC Funds based on Isio's assessment of the Fund compared to their knowledge of the wider market, with particular strengths in Fund design, contributions and associated benefits, administration and education and engagement.

The assessment which took place looked at whether the total costs of the Fund membership represent value for money. In accordance with the Pensions Regulator's DC Code of Practice, with relevant legislation available at the time of this statement, the Trustee concluded that the Fund's overall benefits and options represent value for money in comparison to the costs payable by members for the following reasons:

- Charges for the Fund's default investment strategy are below the charge cap of 0.75% per year, currently 0.16 - 0.17%;
- Members have access to low investment fund management charges, which the Trustee believes balances low charges with a sophisticated investment strategy;
- Members do not pay professional adviser costs or any costs associated with governing the Fund;

- There is a wide range of funds for members to invest in, including main and alternative asset classes.
- The quality of administration provided by Standard Life was of a high standard relative to other providers over the year and the Trustee have access to an online analytics tool so they have real time access to governance information on the Fund;
- The Fund has a flexible and very competitive contribution structure;
- Members have access to Salary Exchange and the full employer National Insurance saving is passed back to the member through additional salary; and
- The Fund's communications are clear and informative, and are supplemented by the Trustee through a specialist communications consultant. It is noted that an annual member survey is carried out and the Fund has previously won two external awards for its communications.

The assessment noted that the Fund does not provide access to the full range of retirement options from within the scheme, with members having to transfer out if they wish to draw an income directly from their fund (known as Flexi Access Drawdown). The Trustee keeps this under review and is aware of the proposed Pension Schemes Bill which will require the Trustees to offer retirement solutions to members.

5. Net investment returns

The Occupational Pension Schemes (Administration, Investment, Charges and Governance Amendment) Regulations 2021 introduces new requirements for Trustees of DC pension schemes. From 1 October 2021, the Trustee are required to calculate and state the return on investments from their default and self-select funds, net of transaction costs and charges. The Trustee calculated the return on investments, having regard to the statutory guidance, as far as they were able to do so.

Below are the annualised net investment returns to 31 March 2026 for all funds where no lifestyling takes place.

Fund	3 Month (%)	1 Year (%)
Standard Life Sustainable Multi Asset Growth Pension Fund	-3.2	14.9
Standard Life Sustainable Multi Asset Pre Retirement Pension Fund	-2.3	12.2
Standard Life At Retirement - Universal Pension Fund	-1.5	9.3
Standard Life Sustainable Multi Asset Pre Retirement (Lump Sum) Pension Fund	-2.7	11.2
Standard Life At Retirement - Lump Sum Pension Fund	0.2	3.2
Standard Life Sustainable Multi Asset Pre Retirement (Annuity) Pension Fund	-2.7	11.2
Standard Life At Retirement - Annuity Pension Fund	-2.3	1.6
Standard Life Sustainable Multi Asset Pre Retirement (Drawdown) Pension Fund	-2.7	11.2
Standard Life At Retirement - Drawdown Pension Fund	-1.8	8.4
Standard Life Active Corporate Bond (LR) Pension Fund	-1.6	4.3
Standard Life Active Gilt (LR) Pension Fund	-2.2	2.3
Standard Life Annuity Purchase (LR) Pension Fund	-2.1	2.4
Standard Life ESG Sterling Corporate Bond Index (LR) Pension Fund	-1.8	4.0
Standard Life Global Sukuk (LR) Pension Fund	-1.6	3.7

Standard Life Global Total Return Credit (LR) Pension Fund	-1.0	4.3
Standard Life Index Linked Gilt Index (LR) Pension Fund	0.3	2.5
Standard Life Passive Corporate Bond (LR) Pension Fund	-1.7	4.1
Standard Life Passive Gilt (LR) Pension Fund	-2.1	2.2
Standard Life Active Emerging Markets Equity (LR) Pension Fund	2.7	32.8
Standard Life Global Equity 50:50 (LR) Pension Fund	-0.9	18.9
Standard Life Global Equity Opportunities (LR) Pension Fund	-8.0	-0.6
Standard Life Overseas Equity (LR) Pension Fund	-4.2	17.3
Standard Life Passive Emerging Markets Equity (LR)Pension Fund	3.2	25.8
Standard Life Passive Global Equity 50:50 (LR) Pension Fund	-0.7	18.6
Standard Life Passive Overseas Equity (LR) Pension Fund	-3.8	15.8
Standard Life Shariah Global Equity (LR) Pension Fund	-6.8	17.1
Standard Life Screened Index World Equity (LR) Pension Fund	-5.1	12.8
Standard Life Active UK Equity (LR) Pension Fund	2.7	20.9
Standard Life Passive UK Equity (LR) Pension Fund	2.3	21.2
Standard Life Screened Index UK Equity (LR) Pension Fund	-1.6	13.9
Standard Life Deposit & Treasury (LR) Pension Fund	0.9	4.1
Standard Life Ethical (LR) Pension Fund	-6.9	0.1
Standard Life Global Diversified Growth (LR) Pension Fund	-0.2	11.6
Standard Life Property (LR) Pension Fund	0.7	3.7
Standard Life Future Advantage 1 Pension Fund	-1.0	6.3
Standard Life Future Advantage 2 Pension Fund	-1.6	9.3
Standard Life Future Advantage 3 Pension Fund	-2.3	11.8
Standard Life Future Advantage 4 Pension Fund	-2.9	14.0
Standard Life Future Advantage 5 Pension Fund	-3.2	16.6

Below are the annualised net investment returns to 31 March 2026 for the default arrangement where lifestyling takes place, assuming a retirement age of 65.

Default lifestyle

Age of member at beginning of period (years)	3 Months (%) *31 December 2025 - 31 March 2026*	1 Year (%) *1 April 2025 – 31 March 2026*
25	-3.2	14.9
45	-3.2	14.9
55	-2.3	12.2

6. Asset Allocation Disclosure

Trustees are required to disclose a breakdown of the asset allocation of the default investment strategy for the scheme. The below table sets out the asset allocation of the default across the core asset classes noted as:

- Cash
- Bonds

- Listed Equities
- Private Equities
- Infrastructure
- Property
- Private debt
- Other (any assets which do not fall into the above)

Within the below table, the Trustees have provided a further breakdown within some of these broader categories.

Asset Class	Strategic Asset Allocation (%)			
	25 year old	45 year old	55 year old	1 day prior to State pension age
Cash			1.3	2.5
Bonds			29.2	58.2
Fixed Interest Government bonds			*5.5*	*10.9*
Index-linked government bonds			*2.0*	*4.0*
Investment grade bonds			*17.9*	*35.8*
Non-investment grade bonds			*3.8*	*7.5*
Securitised credit				
Listed equities	92.7	92.7	63.2	34.0
UK equities	*7.5*	*7.5*	*5.1*	*2.7*
Developed Market equities	*77.5*	*77.5*	*52.9*	*28.4*
Emerging markets	*7.7*	*7.7*	*5.3*	*2.8*
Private equities				
Venture capital				
Growth equity				
Buyout / Leveraged funds				
Infrastructure				
Property	7.4	7.4	6.3	5.3
Private debt				
Other				
Total	100.0	100.0	100.0	100.0

Note: Asset allocations based on fund holdings of the default strategy as at 31 March 2026.

7. Trustee knowledge and understanding

The Trustee's own knowledge and understanding (TKU), together with the advice which is available to it through its adviser, enables it to properly exercise its functions as Trustee of the Fund. Where gaps are identified in TKU relevant training is organised and provided.

The Trustee has quarterly meetings in order to discuss legislative changes relating to pensions and trust law and requirements in order to meet its objectives.

During each Fund Year the Trustee meets for a training session covering a specific topic, the topics change from year to year with a continued focus on the funding principles with past years covering investment and legal scenarios.

All the key documents and policies relating to the Fund including its Trust Deed and Rules and Statement of Investment Principles, are kept electronically, are kept up to date and are available to the Board for reference at all times, and consulted as necessary, including during meetings. The Trustee reviews all documents setting out the Trustee's current policies as appropriate to ensure they have a good working knowledge of these documents.

The Trustee board have also kept their TKU up to date from attendance at a number of training sessions/seminars, both during board meetings as well as externally run sessions by advisers of the Fund.

The Trustee is advised by a number of specialist advisers and regularly seeks input from them where specialist knowledge is required. The Trustee carries out a regular review of its advisers to ensure that its advisers remain appropriate to the needs of the Fund.

During the Fund Year, the Trustee has met the requirements of sections 247 and 248 of the 2004 Act (requirements for knowledge and understanding) and will be putting in place further training requirements for the next Scheme Year by formally adopting an enhanced training schedule. The Trustee considers that the combined knowledge and understanding of its trustee directors, along with the advice it receives from its advisers, allows it to properly exercise its functions.

Nicholas Godden
Chairman to the Board of the Trustee
Lloyd's Register Superannuation Trustees Limited

APPENDIX

Illustrations of the effect of costs and charges

Background

The next few pages contain the required illustrations about the cumulative effect of costs and charges on member savings within the Fund over a period of time. The illustrations have been prepared having regard to statutory guidance.

As each member has a different amount of savings within the Fund and the amount of any future investment returns and future costs and charges cannot be known in advance, the Trustee has had to make a number of assumptions about what these might be. The assumptions are explained in the Notes section below the illustrations.

Members should be aware that such assumptions may or may not hold true, so the illustrations do not promise what could happen in the future. This means that the information contained in this Chair's Statement is not a substitute for the individual and personalised illustrations which are provided to members each year by the Fund.

Key points to note

The tables below illustrate the potential impact that costs and charges might have on different investment options provided by the Fund. Not all investment options are shown - the Trustee has chosen illustrations which it believes will provide an appropriate representative sample of the different investment choices that members can make.

In each of the illustrations, the "Before charges" column gives the hypothetical value of the investments if members were able to invest in funds at no cost. However, there will always be some cost to investing. This is because the organisations which manage the funds charge fees for their services, and because buying and selling the stocks and shares which drive the funds' performance also has a cost. The "After all costs and charges deducted" column reflects the performance of the funds after these costs have been deducted.

In the illustrations, we have shown the projections for the following:

1. The default lifestyle strategy
2. The fund with the highest charges (Standard Life Global Diversified Growth (LR) Pension Fund)
3. The fund with the lowest charges (Standard Life At Retirement - Lump Sum Pension Fund)
4. The fund with the lowest expected return (Standard Life Deposit & Treasury (LR) Pension Fund)
5. The fund with the highest expected return (Standard Life Passive Global Equity 50:50 (LR) Pension Fund)

Member projections – the default lifestyle arrangement

The table sets out how the pension pot of members currently aged 18 and 45 will increase over time, with and without charges. Please see the Notes below for more details.

Active member – ongoing contributions assumed invested in the default lifestyle strategy				
	18-year-old member		45-year-old member	
Years from 31/3/26	Before charges (£)	After all costs and charges deducted (£)	Before charges (£)	After all costs and charges deducted (£)
1	5,450	5,440	56,919	56,788
3	13,360	13,299	89,653	89,115
5	21,834	21,674	124,719	123,561
10	45,755	45,092	223,701	219,925
15	74,165	72,539	332,237	324,214
20	107,908	104,710	437,357	423,763
25	147,983	142,417		
30	195,580	186,612		
35	252,110	238,430		
40	315,612	295,860		
45	372,774	346,437		
47	392,178	363,244		

NOTES

1. Projected pension pot values are shown in today's terms, and do not need to be reduced further for the effect of future inflation.
2. Retirement is assumed to be at age 65.
3. The starting pot size is assumed to be £1,694 for the 18-year-old member and £41,378 for the 45-year-old member.
4. Inflation is assumed to be 2.5% each year.
5. For the 18-year-old member, the illustrations assume ongoing contributions of £3,634 each year; this is based on a salary of £27,950 and total contributions of 13%. For the 45-year-old member, the illustrations assume ongoing contributions of £13,853 each year; this is based on an average salary of £60,230 and total contributions of 23%.
6. Values shown are estimates and are not guaranteed.
7. The projected growth rates (gross of fees, reduced for inflation) for the default strategy at various periods to retirement are:

   3.5% for periods up to 15 years to retirement

   3.5% when a member is 10 years from retirement

   2.5% when a member is 5 years from retirement

   1.5% when a member is at their retirement age

   The projected growth rate is not shown for every period to retirement above. The projected growth rate which would apply at a point in time is the weighted average of the underlying funds held by the member.
8. The charges assumed for each fund are the current charges as shown in the Chair's Statement. The transaction costs used are based on an average of transactions costs over the period from 1 April 2024 to 31 March 2026.

Individual fund projections – the funds with the highest and lowest charges

18-year-old member				
Years from 31/3/26	Standard Life Global Diversified Growth (LR) Pension Fund (Highest Charging Fund)		Standard Life At Retirement - Lump Sum Pension Fund (Lowest Charging Fund)	
	Before charges (£)	After all costs and charges deducted (£)	Before charges (£)	After all costs and charges deducted (£)
1	5,380	5,309	5,310	5,304
3	12,919	12,480	12,488	12,451
5	20,685	19,576	19,594	19,502
10	41,145	36,985	37,050	36,720
15	63,185	53,935	54,075	53,367
20	86,929	70,437	70,678	69,461

25	112,508	86,503	86,871	85,022
30	140,064	102,145	102,662	100,067
35	169,749	117,373	118,063	114,613
40	201,729	132,200	133,082	128,677
45	236,180	146,635	147,730	142,274
47	250,694	152,302	153,487	147,586

45-year-old member				
Years from 31/3/26	Standard Life Global Diversified Growth (LR) Pension Fund (Highest Charging Fund)		Standard Life At Retirement - Lump Sum Pension Fund (Lowest Charging Fund)	
	Before charges (£)	After all costs and charges deducted (£)	Before charges (£)	After all costs and charges deducted (£)
1	55,955	54,973	54,989	54,906
3	85,768	81,945	82,008	81,690
5	116,483	108,631	108,757	108,115
10	197,392	174,107	174,469	172,639
15	284,555	237,854	238,555	235,023
20	378,453	299,918	301,054	295,338

The tables above show the projected pots for a member aged 18 and a member aged 45 invested in the above funds. The Standard Life Global Diversified Growth (LR) Pension Fund has the highest charges of all funds available, while the Standard Life At Retirement - Lump Sum Pension Fund has the lowest charges of all funds available. Please read the Notes below for more details around the assumptions used.

Individual fund projections – the funds with the highest and lowest expected returns

18-year-old member				
Years from 31/3/26	Standard Life Passive Global Equity 50:50 (LR) Pension Fund (Highest Returning Fund)		Standard Life Deposit & Treasury (LR) Pension Fund (Lowest Returning Fund)	
	Before charges (£)	After all costs and charges deducted (£)	Before charges (£)	After all costs and charges deducted (£)
1	5,450	5,444	5,310	5,303
3	13,360	13,321	12,488	12,449
5	21,834	21,732	19,594	19,496
10	45,755	45,331	37,050	36,699
15	74,165	73,123	54,075	53,321
20	107,908	105,855	70,678	69,383
25	147,983	144,403	86,871	84,903
30	195,580	189,801	102,662	99,901
35	252,110	243,267	118,063	114,392
40	319,250	306,234	133,082	128,396
45	398,992	380,392	147,730	141,927
47	434,932	413,622	153,487	147,211

45-year-old member				
Years from 31/3/26	Standard Life Passive Global Equity 50:50 (LR) Pension Fund (Highest Returning Fund)		Standard Life Deposit & Treasury (LR) Pension Fund (Lowest Returning Fund)	
	Before charges (£)	After all costs and charges deducted (£)	Before charges (£)	After all costs and charges deducted (£)
1	56,919	56,835	54,989	54,901
3	89,653	89,309	82,008	81,669
5	124,719	123,979	108,757	108,073
10	223,701	221,259	174,469	172,520
15	341,261	335,826	238,555	234,795
20	480,886	470,753	301,054	294,970

The tables above show the projected pots for a member aged 18 and a member aged 45 invested in the above funds. The Standard Life Passive Global Equity 50:50 (LR) Pension Fund has the highest expected return of all funds available, while the Standard Life Deposit & Treasury (LR) Pension Fund has the lowest expected return of all funds available. Please read the Notes below for more details around the assumptions used.

Notes on member illustrations

1. The illustrations show the how the pots grow for an 18-year-old member (the youngest member) and a 45-year-old member (which is the median age of Scheme members). The projections are to age 65 (i.e. in 47 and 20 years' time respectively).
2. The starting pot size for the 18-year-old member is assumed to be £1,693, which is the expected starting pot for a member who has just been auto-enrolled into the Scheme. For the member aged 45, we have used the median sized pot which is currently £41,378.
3. Projected pension pot values are shown in today's terms, and do not need to be reduced further for the effect of future inflation.
4. Inflation is assumed to be 2.5% each year.
5. For the 18-year-old member, the illustrations assume ongoing contributions of £3,634 each year; this is based on a salary of £27,950 and total contributions of 13%. For the 45-year-old member, the illustrations assume ongoing contributions of £13,853 each year; this is based on an average salary of £60,230 and total contributions of 23%.
6. Salary is assumed to increase each year at the same rate as inflation.
7. Values shown are estimates and are not guaranteed.
8. Transaction costs are based on data provided by Standard Life and are an average of transactions costs over the period from 1 April 2024 to 31 March 2026.
9. The projected growth rates (gross of fees, reduced for inflation) for each fund are shown in the table below. These are consistent with the rates used in the Statutory Money Purchase Illustration (SMPI) Assumptions when preparing the annual benefit statements.

Fund	Return assumption above inflation (p.a.)
Standard Life Sustainable Multi Asset Growth Pension Fund	3.50%