

## ANNUAL GOVERNANCE STATEMENT FOR THE PLAN YEAR ENDED 31 DECEMBER 2022

### INTRODUCTION

This annual statement from the Trustee for the year ending 31 December 2022 (the “Plan Year”) confirms that:

1. the Plan’s default arrangement was not reviewed during the Plan Year and was last reviewed in the Plan Year ending 31 December 2021. Changes were made with effect from late 2021 so that the default arrangement(s) remained suitable for most members, including the introduction of funds that consider financially material Environmental, Social and Governance factors.
1. returns on investments (net of charges and transactions costs) for both the default arrangements and the self-select funds are disclosed, and they have performed broadly in line with expectations.
2. core member financial transactions were processed promptly and accurately.
3. charges and transaction costs borne by members are disclosed.
4. the cumulative effect of costs and charges on members’ pension pots are illustrated.
5. the Plan provided good value for members and various actions were taken during the year to improve value for members; and
6. the Trustee has kept its knowledge and understanding of the Plan and pensions matters up-to-date and together with the advice received from its advisers, enabling the Trustee to properly exercise its functions.

The rest of this statement outlines in more detail the Trustee’s management of the Plan and the basis for the above statements.

Please note that because of changes to International Manager employment arrangements, pension contributions into the Plan ceased from 1 March 2018 and the Plan was closed to new members. Note that the Plan is not being used as a qualifying pension scheme for auto-enrolment purposes.

### FOR THE RECORD

This annual statement for the Plan Year has been prepared by the Trustee of the HSBC Globetrotter Retirement Benefits Plan in accordance with:

- Regulation 23 of the Occupational Pension Schemes (Scheme Administration) Regulations 1996 (SI 1996/1715) (referred to as the “Administration Regulations”) as amended
- The Occupational Pension Schemes (Administration and Disclosure) (Amendment) Regulations 2018 (SI 2018/233); and
- supporting guidance issued by the Department for Work and Pensions (“DWP”) and The Pensions Regulator.

### NOTIFICATION TO MEMBERS REGARDING THE PUBLICATION OF THIS STATEMENT

The Trustee is required to publish relevant parts of this Annual Governance Statement online. A full copy of this statement for the Plan Year, including the full Statement of Investment Principles and Implementation Statement, is available at: <https://www.zioinfosite.com/en/hsbc2020>

In the annual benefit statements for the year ending 31 December 2022, issued on 28 March 2023 Plan members were directed to the above online microsite for this purpose.

Signed on behalf of the Trustee

Sarah Horan  
**DIRECTOR**  
Chair of Trustees

**Date:** 28 July 2023

Jennifer Adams  
**DIRECTOR**

**Date:** 28 July 2023

### 1. DEFAULT INVESTMENT ARRANGEMENTS

Details of the Plan's default arrangements are set out in the Plan's current Statement of Investment Principles ("SIP") approved by the Trustee at a meeting dated 8 November 2021 and signed by Directors of the Trustee on 9 November 2021. The full SIP is included as part of this statement as Appendix 1. A copy of the SIP can also be accessed via this link: <https://www.zioinfosite.com/en/hsbc2020>

There have been no changes to the default arrangements during the Plan year.

Where the term "default arrangement" is used in this statement, it is intended to refer to default arrangements as defined in regulation 23 of the Occupational Pension Schemes (Scheme Administration) Regulations 1996.

#### **Review of the Plan default investment strategy**

As noted above, the Plan's default arrangement was not reviewed in the Plan Year but the last review was completed and approved by the Trustee on 8 November 2021. This included the introduction of funds that consider financially material Environmental, Social and Governance factors.

Prior to the last review, the previous lifestyle strategy was designed with the assumption that members would purchase a guaranteed income for life (an annuity). For this reason, members would reach retirement with a portfolio of cash and bonds. Our analysis suggested that members in this Plan are more likely to choose flexible drawdown on retirement (keeping their account invested while drawing an income). As such, members' risk profiles indicate a balanced exposure to primarily growth assets is more suitable in the lead up to retirement.

Additionally, based on the Trustee's investment beliefs, the Trustee asked its investment adviser to consider Environmental, Social and Governance (ESG) financial factors and stewardship (including voting rights and engagement activities for underlying holdings) in the Plan's lifestyle strategy design and fund selection. These are important financial and risk factors for future member outcomes.

The aims and objectives of the Trustee in respect of the investments in the default arrangement are set out in the SIP and are as follows:

#### **1.1 Lifestyle Strategy**

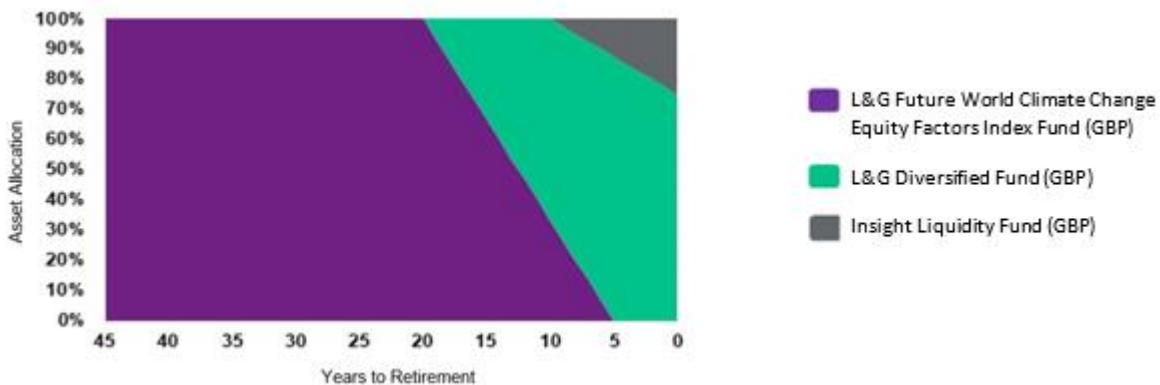
The aim of the Lifestyle Strategy is to provide a default investment arrangement for members who do not make their own investment decisions or would prefer using an investment strategy designed by the Trustee rather than setting their own investment strategy from the self-select menu. A lifestyle strategy has therefore been designed to consider membership demographics and risk tolerance as these change throughout a member's time in the Plan. The objectives of the Lifestyle Strategy are to provide members with:

- the opportunity for growth when they are over 20 years from retirement (Growth Phase);
- between 20 and 10 years ahead of retirement, an investment strategy that is gradually weighted towards to a diversified growth fund. This will help to reduce investment risk, while still offering potential for growth, as this is a period when members' capacity to take risk is decreasing (Accumulation Phase); and
- capital preservation in the Pre-retirement Phase, over the final 10 years before retirement and at the ending asset allocation of the lifestyle strategy, by introducing an allocation to cash, while aiming to deliver growth above inflation at lower levels of volatility than equities through an allocation to a diversified growth fund. At retirement, a member is invested in 75% diversified growth fund and 25% cash, recognising that members' life expectancy means some investment risk is appropriate at retirement and as there is flexibility to withdraw savings as and when they wish.

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- The aims, objectives and policies mentioned above together constitute the “default strategy” – what the Plan terms its “Lifestyle Strategy”. The Lifestyle Strategy is intended to ensure that assets are invested in the best interests of all members, providing members with exposure to an appropriate balance of investment risk and return which is adjusted over time, as retirement approaches.
- The Lifestyle Strategy is designed so that members who do not choose to actively manage their own investments are not unduly exposed to risk, including inflation risk, conversion risk or capital risk. The SIP sets out the Trustee’s policies in relation to the kinds of investments that should be held, risks (including how these are measured and managed) and the expected return on investments.

The changes in fund mix as retirement approaches is set out in the diagram below, and the precise mix of funds shown in the table that follows:



| Years to Selected Retirement Age | L&G Future World Climate Change Equity Factors Index Fund (GBP) (%) | L&G Diversified Fund (GBP) (%) | Insight Liquidity Fund (GBP) (%) |
|----------------------------------|---------------------------------------------------------------------|--------------------------------|----------------------------------|
| Greater or equal to 20 years     | 100.0                                                               | 0.0                            | 0.0                              |
| 19 years                         | 93.3                                                                | 6.7                            | 0.0                              |
| 18 years                         | 86.7                                                                | 13.3                           | 0.0                              |
| 17 years                         | 80.0                                                                | 20.0                           | 0.0                              |
| 16 years                         | 73.3                                                                | 26.7                           | 0.0                              |
| 15 years                         | 66.7                                                                | 33.3                           | 0.0                              |
| 14 years                         | 60.0                                                                | 40.0                           | 0.0                              |
| 13 years                         | 53.3                                                                | 46.7                           | 0.0                              |
| 12 years                         | 46.7                                                                | 53.3                           | 0.0                              |
| 11 years                         | 40.0                                                                | 60.0                           | 0.0                              |
| 10 years                         | 33.3                                                                | 66.7                           | 0.0                              |
| 9 years                          | 26.7                                                                | 70.8                           | 2.5                              |
| 8 years                          | 20.0                                                                | 75.0                           | 5.0                              |
| 7 years                          | 13.3                                                                | 79.2                           | 7.5                              |
| 6 years                          | 6.7                                                                 | 83.3                           | 10.0                             |
| 5 years                          | 0.0                                                                 | 87.5                           | 12.5                             |
| 4 years                          | 0.0                                                                 | 85.0                           | 15.0                             |
| 3 years                          | 0.0                                                                 | 82.5                           | 17.5                             |
| 2 years                          | 0.0                                                                 | 80.0                           | 20.0                             |
| 1 year                           | 0.0                                                                 | 77.5                           | 22.5                             |
| 0 years                          | 0.0                                                                 | 75.0                           | 25.0                             |

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### 1.2 Legal & General Diversified Fund – a second default arrangement

As part of the investment review completed in 2021, changes were made to the self-select fund range, and some funds that had previously been available to members were closed and replaced with new funds. These changes meant that members' investments in a legacy diversified growth fund (BNY Mellon Multi-Asset Diversified Return Fund (GBP)) were transferred to the Legal & General Diversified Fund (GBP) without members needing to give their consent. As a result, this fund is therefore deemed a second default arrangement.

The change to the self-select fund range was based on the Trustee's review of the Plan's investment strategy and fund range, as well as advice from the Plan's Investment Consultant. The Trustee remains satisfied that this fund is a suitable arrangement for members, forming part of the overall self-select fund range which provides members access to assets with a range of risk and expected return characteristics. The objective of the Legal & General Diversified Fund (GBP) is to achieve long-term capital growth with lower risk than investing in global equities.

Members can either invest into the Lifestyle Strategy or the self-select fund range but cannot invest in both at the same time within the same policy (contribution type). However, members can hold the Legal & General Diversified Fund (the second default arrangement) alongside other self-select fund range options at the same time.

#### **The self-select funds**

The Trustee also provides a self-select menu, which is important given that over 85% of members currently select their own funds. There were no changes made to the range of funds available to members during the Plan year.

The following funds, both of which are being included in the Lifestyle Strategy, are also made available as self-select funds:

- Legal & General Future World Climate Change Equity Factors Index Fund (GBP)
- Legal & General Diversified Fund (GBP)

In addition to the above funds, a range of other funds are available as self-select funds as outlined below.

#### **Net Investment Performance**

The Trustee is required to report on the net investment returns for the Plan's default arrangements and for each self-select fund in which members have assets invested during the Plan Year. The figures for net investment returns used in the tables below are based on those provided by Zurich International Life Limited ("Zurich") over the past five years to 31 December 2022.

For the arrangements where returns vary with age, such as the Lifestyle Strategy, the returns are shown over a 1-, 3- and 5-year basis for a member aged 25, 45 and 55, and are calculated using a weighted average of returns, where appropriate.

When preparing this section of the Statement, the Trustee has taken account of the DWP's statutory guidance on "Completing the annual Value for Members assessment and Reporting of Net Investment Returns".

The annual benefit statement for the Plan Year issued to members on 28 March 2023 contained information as to how and where members can access this net investment performance information online.

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### **Default arrangement – Lifestyle Strategy**

| <b>Lifestyle Strategy</b> | <b>Age of member</b> | <b>Last 1 Years (% p.a.)</b> | <b>Last 3 Years (% p.a.) *</b> | <b>Last 5 Years (% p.a.) *</b> |
|---------------------------|----------------------|------------------------------|--------------------------------|--------------------------------|
|                           | <b>25</b>            | -7.1                         | 6.8                            | -                              |
|                           | <b>45</b>            | -7.1                         | 6.8                            | -                              |
|                           | <b>55</b>            | -8.4                         | -                              | -                              |

\*Performance information on a 3 and 5 year basis is not available for the Lifestyle Strategy, as the underlying funds used were added to the Plan in December 2021. Although the 3 year period for the L&G Future World Climate Change Equity Factors Index Fund has been provided, this information is not available for the L&G Diversified Fund GBP.

### **Default arrangement – Diversified Growth Fund**

| <b>L&amp;G Diversified Fund (GBP)*</b> | <b>Last 1 Years (% p.a.)</b> | <b>Last 3 Years (% p.a.)</b> | <b>Last 5 Years (% p.a.)</b> |
|----------------------------------------|------------------------------|------------------------------|------------------------------|
|                                        | -9.0                         | -                            | -                            |

\*Following the closure of the BNY Mellon Multi-Asset Diversified Return Fund (GBP), members were transferred into the Legal & General Diversified Fund (GBP) without consent. As a result, this fund is deemed a second default arrangement. In addition, as this fund was introduced in December 2021, 3 and 5 year performance information is not available

### **Self-select funds**

| <b>Fund</b>                                                                | <b>Last 1 Years (% p.a.)</b> | <b>Last 3 Years (% p.a.)</b> | <b>Last 5 Years (%p.a.)</b> |
|----------------------------------------------------------------------------|------------------------------|------------------------------|-----------------------------|
| HSBC Islamic Global Equity Index                                           | -25.2                        | 6.1                          | 8.4                         |
| <b>Insight Liquidity (GBP)</b>                                             | 1.1                          | 0.4                          | 0.5                         |
| Insight Liquidity Fund (EUR)                                               | -0.1                         | -0.4                         | -0.5                        |
| Insight Liquidity (USD)                                                    | 1.5                          | 0.6                          | 1.1                         |
| iShares Continental European Equity Index (GBP)                            | -6.9                         | 5.5                          | 4.9                         |
| iShares Developed World Index (GBP)                                        | -8.2                         | 8.1                          | 8.5                         |
| iShares GiltTrak (GBP)                                                     | -23.9                        | -7.9                         | -3.5                        |
| iShares Pacific ex Japan Equity Index (GBP)                                | -5.8                         | 6.2                          | 5.0                         |
| iShares US Equity Index (GBP)                                              | -10.1                        | 10.5                         | 11.2                        |
| JPM Global Natural Resources (GBP)*                                        | 31.3                         | 16.4                         | 9.4                         |
| <b>L&amp;G Diversified Fund (GBP)</b>                                      | -9.0                         | -                            | -                           |
| L&G Diversified Fund (USD)                                                 | -14.0                        | 0.3                          | 2.3                         |
| <b>L&amp;G Future World Climate Change Equity Factors Index Fund (GBP)</b> | -7.1                         | 6.8                          | -                           |
| PIMCO GIS Global Investment Grade Credit EUR Hedged (EUR)                  | -17.4                        | -5.6                         | -2.4                        |
| PIMCO GIS Global Investment Grade Credit GBP Hedged (GBP)                  | -16.3                        | -4.8                         | -1.5                        |

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| Fund                                              | Last 1 Years (%<br>p.a.) | Last 3 Years (%<br>p.a.) | Last 5 Years<br>(%p.a.) |
|---------------------------------------------------|--------------------------|--------------------------|-------------------------|
| PIMCO Global Bond (USD)*                          | -11.4                    | -2.0                     | 0.6                     |
| Vanguard Emerging Markets Stock Index (GBP)       | -10.3                    | 0.2                      | 0.6                     |
| Vanguard FTSE UK All Share Index Unit Trust (GBP) | 0.3                      | 2.2                      | 2.8                     |
| Vanguard Global Bond Index (EUR)                  | -15.1                    | -4.7                     | -2.1                    |
| Vanguard Global Bond Index (GBP)                  | -14.1                    | -3.9                     | -1.1                    |
| Vanguard Global Bond Index (USD)                  | -13.0                    | -3.3                     | -0.1                    |
| Vanguard Japan Stock Index Fund (GBP)             | -6.3                     | 2.1                      | 2.4                     |

Notes: fund in **bold** are included in the Lifestyle Strategy.

\*Funds closed to additional investment from December 2021.

Performance data sourced from Zurich International Life Limited. 10 year performance figures were requested but were not available at the time of publishing this report.

### **Review of investment performance (default arrangements and self-select funds)**

The performance of all funds available in the Plan (both the default arrangements and self-select funds) is monitored by the Trustee using six-monthly investment reports provided by the Plan's appointed investment adviser, Willis Towers Watson ("WTW").

The investment reports provide details of the funds used within the Plan, covering past performance, and providing comparisons to the appropriate benchmarks of the individual funds. A benchmark is an index (e.g. the FTSE 100 index) against which the performance of a fund may be measured.

The key areas covered in the reports are:

- Investment market background;
- Analysis of the funds used by the Plan's members;
- Fund performance over a standard set of time periods, both short and longer term; and
- Report of funds underperforming their benchmark and their comparable peers.

WTW provides its opinion on the performance of the funds and their suitability to the Plan for the consideration of the Trustee. The Trustee has considered the impact of performance on different groups of members and is satisfied that performance is in line with the aims and objectives of the default arrangements and self-select funds offered by the Plan for all groups.

## **2. PROMPT AND ACCURATE PROCESSING OF CORE FINANCIAL TRANSACTIONS**

Zurich International Life Limited ("Zurich") is the Plan administrative practitioner and investment platform provider.

Member record keeping duties are delegated to Zurich by the Trustee. The Trustee has service level agreements ("SLAs") in place with Zurich which cover the required accuracy and timeliness of the processing of all core member financial transactions and queries. The SLAs are outlined below.

| Service description        | Target for completion (days) |
|----------------------------|------------------------------|
| General Servicing          | 3                            |
| Lifestyle Strategy Changes | 10                           |
| Leaver notification        | 3                            |
| Withdrawals                | 5-7                          |
| Complaints                 | 2-5                          |

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|                                          |     |
|------------------------------------------|-----|
| Zurich International online site queries | 3-5 |
|------------------------------------------|-----|

The SLAs over the period across all the above items are shown below, and the Trustee is pleased to see a strong improvement in the Plan Year compared to the previous year. As can be seen below, Q2 2022 SLA performance was lower than other quarters due to two out of seven password reset requests for the Zurich international online site not being met within SLA.

Zurich continues to work closely with the Trustee to better understand the Plan through training and ongoing communications, as well as providing a stable servicing team assigned to the Plan. Zurich provides feedback received from members via their quarterly governance/stewardship reports to the Trustee. They also have a quality assurance and controls team in place which checks the work carried out by the servicing team.

|         |         |         |         |
|---------|---------|---------|---------|
| Q1 2022 | Q2 2022 | Q3 2022 | Q4 2022 |
| 100%    | 88.24%% | 100.0%  | 100.0%  |

Within the overall service SLAs set out above, the Trustee specifically and closely monitors the processing of core financial transactions of the Plan via Zurich’s quarterly administration reports. Since the Plan is closed to new members and contributions, these transactions include fund switches, transfers out of the Plan, lifestyle strategy adjustments and other payments from the Plan to, or in respect of, members or beneficiaries. The Trustee is pleased to report that performance against the SLAs in place with the Trustee which covers transactions of this nature were 100% for all transfers, withdrawals, lifestyle strategy changes and member-initiated switches (which are processed online). Generally, there are a low volume of transactions as a closed Plan with a relatively young population: for example, only one member transferred out during the year.

Based on the evidence above and ongoing reporting received and reviewed throughout the Plan year, the Trustee is satisfied that core financial transactions have been processed promptly and accurately during the reporting period.

### 3. MEMBER CHARGES AND TRANSACTION COSTS

Charges in relation to the administration of the Plan are incurred by the Plan administrator and are borne solely by the employer, together with any applicable statutory levies. In addition, all costs associated with the Trustee’s exercise of its duties, including fees payable to their legal, investment, taxation and other advisers consulted in governing the Plan are also borne solely by the employer.

Investment management fees deducted from the funds by the investment managers are borne by the Plan members. These are the explicit charges of the fund and they vary depending on the type of investments held.

In accordance with Regulation 25(1)(a) of the Administration Regulations, the Trustee calculated the charges and, so far as they were able to do so, the transaction costs, borne by the members of the Plan for the Plan Year. For these purposes “charges” means all Plan investment charges borne by the members, excluding transaction costs. Transaction costs are those incurred as a result of buying or selling investments within funds (see below) and are in addition to the “charges”.

#### **3.1 Charges and transaction costs members pay**

The Total Expense Ratio (“TER”) is the charges borne by members expressed as a percentage of the fund value. The TERs and the transaction costs currently applicable to the Plan’s Lifestyle Strategy are as follows:

| <b>Member borne charges and transaction costs<br/>LIFESTYLE STRATEGY</b> |                   |                                 |
|--------------------------------------------------------------------------|-------------------|---------------------------------|
| <b>Age / Years from retirement</b>                                       | <b>TER (% pa)</b> | <b>Transaction costs (% pa)</b> |
|                                                                          |                   |                                 |

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|                                               |      |      |
|-----------------------------------------------|------|------|
| 30 year old member (35 years from retirement) | 0.23 | 0.04 |
| 45 year old member (20 years from retirement) | 0.23 | 0.04 |
| 50 year old member (15 years from retirement) | 0.22 | 0.03 |
| 55 year old member (10 years from retirement) | 0.22 | 0.01 |
| 60 year old member (5 years from retirement)  | 0.20 | 0.00 |

The TERs and the transaction costs borne by members in the second default arrangement, the Diversified Growth Fund, were as follows in the Plan Year:

| Fund name                  | 2022 TER (%) | 2021 TER (%) | 2022 Transaction Costs (%) |
|----------------------------|--------------|--------------|----------------------------|
| L&G Diversified Fund (GBP) | 0.21         | 0.21         | 0.00                       |

The TERs and the transaction costs currently applicable to the Plan's full investment fund menu available to members are as follows.

### Investment Charges:

| Fund name                                                  | 2022 TER (%) | 2021 TER (%) | 2022 Transaction Costs (%) |
|------------------------------------------------------------|--------------|--------------|----------------------------|
| L&G Diversified Fund (GBP)                                 | 0.21         | 0.21         | 0.00                       |
| L&G Diversified Fund (USD)                                 | 0.31         | 0.31         | 0.43                       |
| HSBC Islamic Global Equity Index (USD)                     | 0.58         | 0.58         | 0.00                       |
| iShares Continental European Equity Index (GBP)            | 0.10         | 0.11         | 0.07                       |
| iShares Developed World Index (GBP)                        | 0.05         | 0.06         | -0.03                      |
| iShares Pacific ex Japan Equity Index (GBP)                | 0.12         | 0.14         | 0.05                       |
| iShares US Equity Index (GBP)                              | 0.10         | 0.10         | -0.01                      |
| L&G Future World Climate Change Equity Factors Index (GBP) | 0.23         | 0.23         | 0.04                       |
| Vanguard FTSE UK All Share Index Unit Trust (GBP)          | 0.05         | 0.05         | -0.01                      |
| Vanguard Emerging Markets Stock Index (GBP)                | 0.11         | 0.19         | 0.06                       |
| Vanguard Japan Stock Index Fund (GBP)                      | 0.05         | 0.05         | 0.02                       |
| JPM Global Natural Resources (GBP)*                        | 1.02         | 1.02         | 0.89                       |
| PIMCO GIS Global Investment Grade Credit USD Hedged (USD)  | 0.49         | 0.49         | 0.09                       |
| PIMCO GIS Global Investment Grade Credit EUR Hedged (EUR)  | 0.49         | 0.49         | 0.16                       |

| Fund name                                                 | 2022 TER (%) | 2021 TER (%) | 2022 Transaction Costs (%) |
|-----------------------------------------------------------|--------------|--------------|----------------------------|
| PIMCO GIS Global Investment Grade Credit GBP Hedged (GBP) | 0.49         | 0.49         | 0.16                       |
| PIMCO Global Bond (USD)*                                  | 0.49         | 0.49         | 0.13                       |
| PIMCO Global Bond (EUR)*                                  | 0.49         | 0.49         | 0.20                       |
| Vanguard Global Bond Index (GBP)                          | 0.05         | 0.05         | 0.12                       |



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|                                  |      |      |      |
|----------------------------------|------|------|------|
| Vanguard Global Bond Index (EUR) | 0.05 | 0.05 | 0.12 |
| Vanguard Global Bond Index (USD) | 0.05 | 0.05 | 0.12 |
| iShares GiltTrak (GBP)           | 0.07 | 0.07 | 0.03 |
| Insight Liquidity (EUR)          | 0.10 | 0.10 | 0.00 |
| Insight Liquidity (GBP)          | 0.10 | 0.10 | 0.00 |
| Insight Liquidity (USD)          | 0.10 | 0.10 | 0.00 |

### Notes:

*The funds highlighted in blue are those used in the-Lifestyle Strategy.*

*\*These funds were closed to additional investments from December 2021.*

### **3.2 Transaction costs**

Transaction costs are the costs incurred at the investment level by the investment managers within the funds on the Plan's investment menu, whether part of the default arrangement or chosen by members from the broader range.

In order to meet each fund's investment objective, it will sometimes be necessary to buy and sell underlying investments. In doing so, the fund may need to pay broker commissions and transfer taxes (such as stamp duty reserve tax (SDRT)). In the case of shares, broker commissions and transfer taxes are paid by the fund on each transaction. In the case of fixed income securities such as bonds, transaction costs are incurred indirectly through what is known as the dealing spread – the difference between the prices paid to buy and sell the underlying investments in the fund.

Comparing the portfolio transaction costs for a range of funds may give a false impression of the relative costs of investing in them for the following reasons:

- Transaction costs do not necessarily reduce returns and indeed some are positive for the year (indicated by the – sign in the above table). The net impact of dealing is the combination of the effectiveness of the manager's investment decisions in improving returns and the associated costs of investment.
- Historic transaction costs are not an effective indicator of the future impact on performance.
- Transaction costs for buying and selling investments due to other investors joining or leaving the fund may be recovered by investors over time.

The Trustee can report that it received transaction cost data from all the fund managers. The data was provided in a number of different formats (i.e. using a variety of established industry templates) but the total transaction cost figures were calculated using the slippage methodology. Transaction costs ranged from -0.03% to 0.89%. The slippage methodology calculates a difference in the value of an asset and the price paid and includes both explicit and implicit costs. These implicit costs essentially equate to the difference between the arrival price (mid-price in the market at the time the trade was initiated with a broker) and the execution price (the price achieved over the whole trade, which if done in multiple executions would be averaged).

The JPM Global Natural Resources (0.89%) fund had the highest transaction cost out of the total fund range, and it was higher than in the previous year (2021: 0.54%). We understand that the annual turnover for this fund was higher this year than JPM would typically expect owing to the volatile market conditions seen over 2022, inflows at the beginning of the year and a rotation during the year to reduce their overweight exposure to energy. Directly comparable data remains difficult to obtain, making meaningful assessments on absolute and relative value challenging to undertake. The Trustee is discussing this with their investment advisers.

### **3.3 The impact of charges and transaction costs on members' retirement savings**

The Government and Regulators -have previously reviewed the transparency of costs and charges for Investors and have introduced legislation to make these costs more visible. The Trustee of the Plan is required to produce an illustration for members that projects the effects of all costs and charges on the value of their

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pension pot.

This includes transaction costs which are a necessary part of buying and selling a fund's underlying investments, in order to achieve their investment objective. These are not new or additional charges. They have always been there, within the unit price of members' funds, but these can now be seen and compared against similar funds so members can understand their impact potential on their investment return into the future.

### 3.3.1 The Lifestyle Strategy – cost illustrations

For the Lifestyle Strategy, the following table is an illustration of the impact that ongoing charges and transaction costs can have on members' pots over time. These illustrations were prepared with regard to the statutory guidance provided to Trustees. The assumptions used as the basis for this illustration are shown below the table.

| Example Member              | Years | Effect for 30 yr old member (35 years from retirement) |               | Effect for 45 yr old member (20 years from retirement) |               | Effect for 50 yr old member (15 years from retirement) |               | Effect for 55 yr old member (10 years from retirement) |               | Effect for 60 yr old member (5 years from retirement) |               |
|-----------------------------|-------|--------------------------------------------------------|---------------|--------------------------------------------------------|---------------|--------------------------------------------------------|---------------|--------------------------------------------------------|---------------|-------------------------------------------------------|---------------|
|                             |       | Before charges                                         | After charges | Before charges                                         | After charges | Before charges                                         | After charges | Before charges                                         | After charges | Before charges                                        | After charges |
| Member (Lifestyle strategy) | 1     | 52,400                                                 | 52,100        | 52,300                                                 | 52,100        | 52,200                                                 | 51,900        | 51,900                                                 | 51,800        | 51,600                                                | 51,500        |
|                             | 3     | 57,400                                                 | 56,500        | 57,200                                                 | 56,300        | 56,600                                                 | 56,000        | 55,800                                                 | 55,400        | 54,700                                                | 54,400        |
|                             | 5     | 62,900                                                 | 61,300        | 62,300                                                 | 60,900        | 61,300                                                 | 60,200        | 59,600                                                 | 58,900        | 57,900                                                | 57,400        |
|                             | 10    | 79,100                                                 | 75,100        | 76,400                                                 | 73,400        | 73,100                                                 | 70,900        | 69,000                                                 | 67,500        | N/A                                                   | N/A           |
|                             | 15    | 99,600                                                 | 92,000        | 91,000                                                 | 86,400        | 84,600                                                 | 81,400        | N/A                                                    | N/A           | N/A                                                   | N/A           |
|                             | 20    | 124,100                                                | 112,000       | 105,400                                                | 99,100        | N/A                                                    | N/A           | N/A                                                    | N/A           | N/A                                                   | N/A           |
|                             | 25    | 152,200                                                | 135,000       | N/A                                                    | N/A           | N/A                                                    | N/A           | N/A                                                    | N/A           | N/A                                                   | N/A           |
|                             | 30    | 181,300                                                | 158,900       | N/A                                                    | N/A           | N/A                                                    | N/A           | N/A                                                    | N/A           | N/A                                                   | N/A           |
|                             | 35    | 210,000                                                | 182,400       | N/A                                                    | N/A           | N/A                                                    | N/A           | N/A                                                    | N/A           | N/A                                                   | N/A           |

Key assumptions:

- Starting pot size: £50,000 on 31 December 2022 (this is the median amount for members of the Plan)
- Inflation is 2.5% pa
- Normal retirement date is 65 years old.
- Contributions are zero.
- Projected returns for each of the three funds comprising the Lifestyle Strategy over time are shown in Appendix 2.
- Investment return in real terms: is the effective annual growth rate of the fund after adjusting for the inflation rate. They are shown in today's terms.
- Figures start with a member aged 30 years old and upwards.
- Investment costs and other charges for the Plan Year were provided to WTW from Zurich.
- The calculations were provided by WTW in May 2023.

#### How to read the table above

This default is a lifestyle strategy. Until 20 years from retirement, you are invested in the Legal & General Future World Climate Change Equity Factors Index Fund (100%). From that point, your pension savings are gradually switched over 19 years so that at age 65, you are invested in the Legal & General Diversified Fund GBP (75%) and the Insight Liquidity Fund GBP (25%).

Here is an example. If you are 30 years old (i.e. 35 years before your selected retirement age, see column one above) and remain invested in the default arrangement for 10 years, the projections show you will have a pot of approximately £79,100 before charges have been deducted (based on the assumptions), but taking inflation into account (i.e. in real terms). After all costs and charges (including transaction costs) have been deducted, the projected pot is £75,100.

The table above is not a projection of your own pension plan. Please refer to your annual account statement

## ANNUAL GOVERNANCE STATEMENT FOR THE PLAN YEAR ENDED 31 DECEMBER 2022

for an estimate of your pension. All the figures illustrated here are only examples and are not guaranteed – they are not minimum or maximum amounts. You could get back more or less than this and you may also get back less than the amount you have invested.

For the second default arrangement, the Legal & General Diversified Fund (GBP) the following table is an illustration of the impact that ongoing charges and transaction costs can have on members' pots over time. These illustrations were prepared with regard to the statutory guidance available to the Trustee. The assumptions used as the basis for this illustration are the same as those shown on the previous page for the lifestyle strategy:

| Example Member     | Years | LGIM Diversified Fund (GBP) |               |
|--------------------|-------|-----------------------------|---------------|
|                    |       | Before charges              | After charges |
| 30 year old member | 1     | 51,900                      | 51,700        |
|                    | 3     | 55,800                      | 55,400        |
|                    | 5     | 60,000                      | 59,400        |
|                    | 10    | 71,900                      | 70,500        |
|                    | 15    | 86,200                      | 83,600        |
|                    | 20    | 103,400                     | 99,300        |
|                    | 25    | 124,000                     | 117,900       |
|                    | 30    | 148,700                     | 139,900       |
|                    | 35    | 178,300                     | 166,100       |

### 3.3.2 The self-select fund range – cost illustrations

For cost and charges illustrations for the full investment range available to members in the Plan, please see Appendix 2. These illustrations were prepared with regard to the statutory guidance available to the Trustee and show the charges that apply to the various investment funds available to members through Globetrotter. The illustrations show how charges and transaction costs could affect the growth of members' pension pots. No new contributions being paid into members' pension accounts in this Plan. Illustrations are shown for all the funds available in the Plan's investment menu, including the three funds that make up the Lifestyle Strategy.

The Trustee has also made certain assumptions – which are set out on the first three pages of Appendix 2 – that underpin the illustrations. The Trustee agreed these assumptions having considered advice on the issues from WTW.

Members should be aware that such assumptions may or may not hold true, so the illustrations at Appendix 2 do not promise what could happen in the future. This means that the information contained in this statement is not a substitute for the individual and personalised illustrations which are provided to members each year by the Plan.

## 4. VALUE FOR MEMBERS ASSESSMENT

### 4.1 Areas of focus for Value for Members during the Plan Year

The Trustee is committed to continuous improvement in the value it provides to members and sees the Annual Governance Statement as an opportunity to review and report on progress on any areas that were identified as in need of attention.

During the Plan Year to 31 December 2022, the Trustee's actions related to those area highlighted in last year's report, as follows:

- Closely monitoring the performance of the scheme practitioner and investment platform provider, Zurich, with the aim of maintaining service levels at acceptable standards.

### 4.1 Value for members assessment

In accordance with Regulation 25(1)(b) of the Administration Regulations, the Trustee has assessed the extent

## ANNUAL GOVERNANCE STATEMENT FOR THE PLAN YEAR ENDED 31 DECEMBER 2022

to which the charges and transaction costs borne by the members, as disclosed above, represent good value for members.

The Trustee is committed to ensuring that members receive good value from the Plan having had regard to the DWP’s guidance on value for members and net investment returns. Good value encompasses an appraisal of the value of key features and benefits of the Plan and relates this to all costs incurred by Plan members. As mentioned above, a result of the move to Zurich, the charges members pay for some of the investment options remained the same or have been significantly reduced given the strength of Zurich’s buying power with fund managers. It is not just the charges and transaction costs that are considered, but other factors that contribute to members’ experiences such as fund administration and member services.

The Trustee commissioned WTW to carry out an independent value for members assessment in respect of the reporting period, in line with the Code of Practice requirements and DWP statutory guidance, to support the Trustee in their own assessment of the Plan. This assessment included a comparison of the reported costs and charges as well as investment performance (net of fees) against three other schemes. In line with the DWP guidance, each of these three schemes needed to be:

- An occupational pension scheme with total assets greater than £100 million, or
- A personal pension scheme, which is not an investment-regulated pension scheme.

For the purposes of this comparison, the Trustee selected:

- An occupational pension scheme with total assets over £100 million,
- A government backed master trust, and
- A master trust offered through an insurance company.

These three comparator schemes should, in theory, be able to take on the assets of the Plan if the Plan was to wind up. However, given the fact that the administration and other Plan governance charges and expenses are met by the employer, rather than being borne by members, who pay only the costs and charges related to their particular investment choices, and the international nature of the membership it would be difficult to find a scheme which, in practice, offers members comparable terms.

### Assessment

The three areas looked at were 1) costs and charges, 2) net investment returns and 3) plan governance, administration, and communication. Under each area, the assessment included a review of the relevant benefits and services provided by the Plan and how they compared to the three other schemes. Each component of the three areas was given a rating of **good value**, **fair value** or **poor value**, and a total rating.

The Trustee concluded that **the Plan offers good value for members**, for the reasons set out in the table below. As mentioned above, the administration and other Plan governance charges and expenses are met by the employer, rather than being borne by members, who pay only the costs and charges related to their particular investment choices. This makes a significant difference to the cost to members.

|                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|-----------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>1.Costs and charges</p> <p><b>Good value</b></p> | <ul style="list-style-type: none"> <li>➤ The total expense ratio for the Plan’s default investment strategy was <b>good value</b> when benchmarked against the total expense ratio for the default investment strategy of the 3 comparator schemes. In addition the total expense ratio for the largest self-select funds (based on assets under management) and the remaining self-select funds provide <b>good value</b>.</li> <li>➤ The Plan’s default arrangement TER of 0.23%pa in the growth phase was lower than each of the three comparator funds.</li> <li>➤ It is noted that the default arrangement now incorporates consideration of materially financial environmental, social and governance factors.</li> <li>➤ Transaction costs incurred in the default investment strategy were assessed as <b>good value</b> against the 3 comparator schemes. The Plan’s transaction cost for the default investment strategy for a member aged 45 was 0.04%. One of the comparator schemes offered a transaction cost of 0.02% but the other two funds were higher at 0.07% and 0.05% respectively. The transaction costs for the five largest self-select funds and the remaining self-select fund range also provide <b>good</b></li> </ul> |
|-----------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

**ANNUAL GOVERNANCE STATEMENT FOR THE PLAN YEAR ENDED 31 DECEMBER 2022**

|                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                  | <p><b>value</b> with the majority of the transaction costs being lower when compared to the comparator schemes.</p> <ul style="list-style-type: none"> <li>➤ All Plan governance and administration costs (except for ongoing fund charges and transaction costs) are met by the employer.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <p>2. Net investment returns</p> <p><b>Good value</b></p>        | <ul style="list-style-type: none"> <li>➤ The default investment strategy has produced better net returns over the one and three year periods to 31 December 2022 in comparison to the default funds of the 3 comparator schemes, and is assessed as providing <b>good value</b>. Because the Plan's default investment strategy was materially changed in December 2021, performance figures over a five year period is not available.</li> <li>➤ The five largest self-select funds (based on assets under management) are assessed as providing <b>good value</b> as performance has been broadly in line with than the 3 comparator schemes (i.e. +/-0.5% p.a.) on a one, three and five year basis to 31 December 2022.</li> <li>➤ As a result, we would assess that the net investment returns for the default and self-select fund range have provided <b>good value</b> to members.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <p>3. Administration and governance</p> <p><b>Fair value</b></p> | <ul style="list-style-type: none"> <li>➤ The key features of a range of services, including governance, administration and communications have been assessed and 86% of the key features are available under the Scheme. This score is an improvement against last year's assessment and is assessed as <b>fair value</b>.</li> <li>➤ The Trustee monitors the promptness and accuracy of core financial transactions by meeting with the administrators monthly to discuss Plan activity and receiving monthly reports on administration processes. Member queries and requests are dealt with promptly with the required input and expertise of the Plan advisers provided to ensure that members are given clear and helpful information relating to their Plan benefits. The Trustee continues to monitor the administrator's service delivery standards. The administrator has confirmed that their external assurance report for the year to 31 December 2021 did not identify any material concerns.</li> <li>➤ Plan data is of a high standard with annual reports run by the Plan administrators to assess the common and scheme specific data for the Plan based on the Pensions Regulator requirements. These reports are shared with the Trustee and any necessary action taken thereafter. The Trustee has worked with HSBC to review the administrator's cyber security controls during the Plan year to ensure Plan data continues to be held securely.</li> <li>➤ Trustee meetings are held at least three times a year with formal minutes taken and maintained.</li> <li>➤ The current default investment strategy was put in place in December 2021 following an assessment of its appropriateness for the demographic profile of the Plan membership. The Plan booklet sets out clearly each stage of the investment profile of the fund depending on years to retirement.</li> <li>➤ The Trustee's investment adviser provided advice on Environmental, Social and Governance (ESG) financial factors and stewardship (including voting rights and engagement activities for underlying holdings) when the Plan's lifestyle strategy was designed and funds selected. The Trustee considers these to be important financial and risk factors for future member outcomes.</li> <li>➤ In terms of investment governance, the Trustee is provided with regular update reports from the Plan administrators and the Plan investment advisers in terms of which funds are utilised by members and on</li> </ul> |

## ANNUAL GOVERNANCE STATEMENT FOR THE PLAN YEAR ENDED 31 DECEMBER 2022

|  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|--|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  | <p>investment performance. Members have access to a range of educational material online through the Zurich education hub and are provided with an annual investment focused newsletter.</p> <ul style="list-style-type: none"><li>➤ As set out below, the Trustee keeps its knowledge, understanding and skills up to date and dedicates sufficient time to running the Plan.<ul style="list-style-type: none"><li>• Formal Trustee meetings are held at least three times per year with ad hoc meetings held in between as and when necessary.</li><li>• ITS Limited is represented by two Trustee directors and are supported by the wider ITS team. This brings diversity of thought, skills, experience and background to the decision making for the Plan.</li><li>• The Chair of the Trustee Board is a very experienced chair and an accredited professional trustee.</li><li>• As accredited professional trustees, both the lead director and second director representing ITS Limited carry out a minimum amount of formal continuous professional development each year. This keeps their knowledge up to date.</li><li>• The Plan has a continuous programme for the review of advisers. The employer attends each Trustee's meeting and is kept up to date on Plan developments on a timely basis.</li></ul></li><li>➤ In terms of member communications, during the year the Trustee has:<ul style="list-style-type: none"><li>• Introduced an integrated Simpler Member Benefit Statement.</li><li>• Introduced bi-annual newsletters which provide clear and timely guidance to members. The Trustee monitors the members' engagement with the newsletters, which is generally high.</li><li>• Increased the number of Expression of Wish forms completed by members to a rate higher than the industry average.</li></ul></li><li>➤ Members receive comprehensive tax support from Deloitte paid for by the Company, which is of value to an internationally mobile membership base.</li><li>➤ The Trustee conducts regular campaigns seeking beneficiary nominations, with high response rates, and these are trending upwards.</li><li>➤ The Trustee has a conflicts of interest policy which is reviewed annually and considered at each Trustee's meeting to ensure that any Trustee or adviser conflict is recorded.</li></ul> |
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## ANNUAL GOVERNANCE STATEMENT FOR THE PLAN YEAR ENDED 31 DECEMBER 2022

### ANNUAL GOVERNANCE STATEMENT FOR THE SCHEME YEAR ENDED 31 DECEMBER 2022

In reflecting on the value for money that the Plan's overall benefits and options represent, the Trustee considered how this could be further improved and identified the following areas:

|                |                                                                                                                                                                               |
|----------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Governance     | ➤ The Trustee will assess the Plan's governance framework against compliance with the anticipated provisions of the General Code (to be published by the Pensions Regulator). |
| Administration | ➤ The Trustee will continue to closely monitor the provision of administration services.                                                                                      |
| Communications | ➤ The Trustee will continue to issue member newsletters covering relevant investment and pensions topics.                                                                     |

In accordance with The Pensions Regulator's current Defined Contribution Code of Practice (no. 13) and with relevant legislation available at the time of the statement, the Trustee concluded that the charges borne by members and the Plan's overall benefits and options represent good value for money for members.

#### 5. TRUSTEE KNOWLEDGE AND UNDERSTANDING (TKU)

The Pensions Act 2004 requires trustees and trustee directors to:

- (a) have sufficient knowledge and understanding of pensions and trust law and the principles relating to the funding and investment of occupational schemes; and
- (b) be conversant with their scheme's documentation (including the trust deed and rules, the SIP and other documents setting out the trustees' current policies).

The Pensions Regulator has published a Code of Practice on Trustee Knowledge and Understanding to assist trustees and trustee directors on this matter which became effective from 28 July 2017. This section of the statement sets out how the requirements for knowledge and understanding have been met during the Plan Year.

##### **5.1 Trustee Appointment**

From 20 December 2019, the Sponsor appointed Independent Trustee Services Limited (ITS Ltd) as sole corporate trustee to the Plan going forward. Since ITS Ltd had been chair of the previous Trustee since April 2017, it is familiar with the Plan and therefore able to provide continuity of governance for the Plan and its members.

During 2022, the lead director was Dianne Day, an experienced professional trustee specialising in defined contribution plans. She was supported by Paul Bourdon, Director of ITS Ltd, to provide peer review and back-up, as well as Susan Barber, Senior Trust Officer. Both Dianne and Paul are accredited professional trustees with the Association of Professional Pension Trustees (APPT), since 1 July 2020. Accreditation is renewed annually pending evidence of adherence to the APPT professional requirements, including codes of conduct, training, and adherence to fit and proper standards. Of note is the requirement to follow the Code of Practice for Professional Corporate Sole Trustee appointments.

Paul and Susan provide co-authorisation of documents or decisions according to the delegated authorities issued by the board of ITS Ltd. Key information regarding the Plan is made available to all ITS Ltd support team members via secure document folders, as well as the sharing of ongoing scheme documents such as minutes and papers, to ensure both support director and trust officer are fully familiar with the Plan.

##### **5.2 Trustee training**

## **ANNUAL GOVERNANCE STATEMENT FOR THE PLAN YEAR ENDED 31 DECEMBER 2022**

As accredited professional trustees, Dianne and Paul carry out a minimum number of hours of continuous professional development ("CPD") each year. This is documented, logged and shared with the APPT each year as part of the professional trustee accreditation renewal process.

This CPD covers a range of topical pension topics to keep Dianne and Paul's knowledge up to date.

### **5.3 Ongoing TKU during the Plan Year**

The Trustee has demonstrated the following key areas of TKU during the Plan Year:

#### ***5.3.1 A working knowledge of the trust deed and rules***

The Trustee maintains a working knowledge of the trust deed and rules and consults the relevant documents regarding their specific application as the need arises. During the Plan Year, the Trustee consulted the trust deed and rules, and its legal advisers, in response to particular events or member issues, such as determining eligibility in certain circumstances in response to benefit access requests from members.

In addition, the Plan rules were amended during the Plan year to permit the payment of an Uncrystallised Funds Pension Lump Sum from the Plan. This amendment increased the Trustee's knowledge and awareness of the relevant part of the trust deed and rules.

#### ***5.3.2 A working knowledge of the current SIP***

Following the amendments to the investment strategy implemented in 2021, the Trustee, advised by its appointed investment adviser WTW, has continued to monitor the performance and costs of the strategy. To support this, WTW provides quarterly reports enabling the Trustee to understand and assess the investment strategy.

#### ***5.3.3 A working knowledge of all documents setting out the Trustee's current policies***

The Trustee has a variety of policies that guide the operation of the Plan and its decision-making. All Trustee policies are scheduled for regular review within the Plan Calendar maintained by the Plan Secretary to guide both trustee training and policy development. For example, the data protection policy was updated in the Plan year.

#### ***5.3.4 Sufficient knowledge and understanding of the relevant principles relating to the investment of occupational schemes***

During the Plan Year, particular areas on which the Trustee received investment training included the requirements of the Pension Regulator's impending General Code, pensions dashboard and data requirements, upcoming changes to Statutory Money Purchase Illustrations, the impact of world events (eg Russian invasion, energy crisis and inflation) on investment markets, and diversity, equity and inclusion in pension plan decision-making and communications. This ongoing training assists the Trustee to stay updated with investment markets as well as the specific principles guiding investments within pension schemes.

#### ***5.3.5 Sufficient knowledge and understanding of pension and trust law***

The Trustee looked ahead using the Plan calendar to particular events and legislative changes, and training was undertaken in anticipation of these matters. Topics covered various consultations by the Pensions Regulator and their potential impact on the Plan, such as proposals for a different approach to assessing value for members, the combined code of practice/effective system of governance; scam prevention and the application of new transfer regulations; stronger nudge requirements for members accessing benefits and transition arrangements to a new minimum pension age.

### **5.4 Evaluation of training effectiveness**

ITS Ltd is a professional provider of independent governance services to pension schemes, and Dianne is a specialist in defined contribution workplace schemes. As part of ITS Ltd's professional practice standards, the lead director (Dianne Day) is required to undertake relevant ongoing training each year and to log this with her professional body (APPT) and firm. The training comprises a mix of internal bespoke issues, external



## **ANNUAL GOVERNANCE STATEMENT FOR THE PLAN YEAR ENDED 31 DECEMBER 2022**

training and industry seminars, and assessed online education. This ensures that the lead director is aware of important upcoming developments in pensions obligations and can lead and support the Trustee board effectively, supplemented with input from investment and legal advisers.

All advisers provide feedback to the lead director on training needs and gaps. The lead director has a formally documented Annual Governance Review with the support director, where training needs are assessed and plans revised.

### **5.5 Evaluation of the Trustee Board's effectiveness**

The Board's effectiveness is also examined at each meeting through a review of the Plan Calendar, to ensure that all key governance and compliance items are being addressed on a timely basis. The Plan Calendar and Risk Register are reviewed quarterly against the Pension Regulator's Code of Practice 13, and its six guidance booklets, to ensure that all key governance issues are being addressed comprehensively.

#### **Training outcomes**

The above combined knowledge and understanding of the Trustee, together with advice received from professional, expert advisers, enables the Trustee to properly exercise its functions as Trustee of the Plan in the following ways:

- the knowledge, understanding and advice is directly relevant to the Trustee's functions in relation to the Plan.
- it supports and facilitates good decision-making in line with the Plan rules and legislation;
- it supports effective administration and investment of the Plan's assets; and
- it ensures that the Trustee is up-to-date with the latest legislative requirements, guidance and industry practice relating to the Plan.

#### **LOOKING AHEAD**

New issues come along continually, from additional regulatory compliance requirements to external factors, and the Trustee's calendar must be sufficiently flexible to respond to contingencies. The Trustee continues to follow guidance provided by the Pensions Regulator and remains in continuous dialogue with the Plan's sponsor, administrators and advisers to monitor members' investments, particularly in light of the war in Ukraine and associated investment market volatility and inflation. Members have been provided with relevant and updated information on their online pension account, where they can review their investment strategy at their convenience. In addition, bi-annual newsletters are now issued to members to keep them informed of current issues and developments potentially impacting the Plan.

In addition, the Trustee has been discussing the proposed introduction by the Pensions Regulator of a new combined Code of Practice. Trustees will be expected to complete an assessment of how their pension arrangements compares to the legal requirements and expectations set out in this Code. The final Code is expected to be available during 2023, following which the Trustee will work with its advisers to undertake a review of the Plan against the Code.

# ANNUAL GOVERNANCE STATEMENT FOR THE SCHEME YEAR ENDED 31 DECEMBER 2022

## APPENDIX 1 STATEMENT OF INVESTMENT PRINCIPLES

November 2021

### Introduction

1. This document is the Statement of Investment Principles (“Statement” or “SIP”) prepared by the Trustee of the HSBC Globetrotter Retirement Benefits Plan (“the Plan”) in accordance with the requirements of Section 35 of the Pensions Act 1995 (as amended) and the Occupational Pension Schemes (Investment) Regulations 2005 and the Occupational Pension Schemes (Charges and Governance) Regulations 2015. This Statement is intended to set out the investment strategy, including the investment objectives and investment policies, which the Trustee adopts when selecting investments for Plan members. It outlines the Trustee’s processes for the selection, monitoring and evaluation of the investment options offered by the Plan.
2. The sole corporate Trustee of the Plan, Independent Trustee Services Limited (the “Trustee”), will review this Statement at least once every three years and without delay after any significant change in investment policy. Before finalising this SIP, the Trustee has consulted with the Sponsoring Employer, HSBC Asia Holdings BV (“Employer”), and obtained and considered written professional advice from Willis Towers Watson, the Plan’s Investment Consultant. However, the ultimate power and responsibility for deciding investment policy lies solely with the Trustee.
3. The Plan’s assets are held in Trust. The Trustee is responsible for the investment of the Plan’s assets and its investment powers are set out in the Plan’s Trust Deed. Whilst the Trustee may consult with the Employer on its decisions regarding the Plan’s assets and investment strategy, there is no scope for the Employer to limit the Trustee’s power of investment.
4. The Trustee invests the assets of the Plan through a series of pooled investment vehicles offered through a bundled defined contribution pension policy with Zurich International Life. Life policies based in the Isle of Man are held with Zurich International Life, which in turn invest in these pooled investment vehicles.

### Plan Governance

#### Trustee

5. The Trustee is responsible for the investment of the Plan’s assets. The Trustee is responsible for some decisions and delegates the balance, within the framework documented in the SIP.

The Trustee has overall responsibility for the Plan’s investments which includes the following duties and responsibilities:

- Ensuring the Plan complies with legislation and regulation including reviewing the Plan’s compliance with the SIP on an annual basis, or immediately after any change in strategy
- Considering proposed changes and agreeing final changes to the SIP. Consulting with the Employer before amending the SIP
- Appointing and providing oversight of third-party advisors to the Plan including the Investment Consultant, Fund Provider, and investment managers

**APPENDIX 1  
STATEMENT OF INVESTMENT PRINCIPLES (continued)**

- Determining and reviewing the Plan's investment strategy on an ongoing basis, including reviewing at least every three years, or without delay following any meaningful change to the investment policy, the Plan, the membership, or the default arrangements
- Preparing member communications relating to investment matters

**Investment Consultant**

6. The Investment Consultant advises the Trustee in the following areas:
  - Reviewing any amendments to the SIP
  - Undertaking project work, as required, including review of investment strategy and policy (including the range of funds)
  - Reviewing the ongoing suitability of the Plan's default arrangements
  - Ongoing monitoring and selection of the Plan's investment managers
  - Monitoring investment market outlook and potential implications for the Plan's investments

**Fund Provider and Investment Managers**

7. The Trustee delegates the day-to-day administration and management of the Plan's investments to the fund platform provider (the "Fund Provider"), Zurich International Life Limited, and the investment managers. The Trustee invests the assets through a series of pooled investment vehicles offered through a bundled policy with the Fund Provider and accessed by holding life policies with the Fund Provider.

The investment managers' roles in practice include the responsibility to:

- Manage the assets for each investment fund within the investment guidelines, objectives and restrictions set out for that pooled fund but, subject to that, exercising discretion as appropriate when investing in the portfolio
- Have regard to the need for diversification of investments so far as appropriate and to the suitability of investments
- Inform the Fund Provider of any planned changes in the performance objective and guidelines of any pooled fund used by the Plan before they occur
- Appoint custodians for the assets managed in the underlying pooled funds.

The Fund Providers' responsibilities include:

- Providing the Trustee with a quarterly statement of the assets and cash flows and a quarterly report on the results of past actions
- Informing the Trustee of any changes in the performance objective or guidelines of any underlying pooled funds used by the Plan as soon as practicable
- Making the Trustee aware of any developments within the investment proposition.

Given that the Plan invests in pooled funds, the safekeeping of the underlying assets is undertaken by parties selected by the fiduciary managers of the pooled funds.

## **Investment Objectives, Risk, and Investment**

### **Strategy Investment Objectives**

8. The Trustee recognises that members have differing investment needs which may change during members' working lives and that individual members have different attitudes to risk. As such, the Trustee aims to provide a range of investment options to allow members to make their own investment decisions based on their individual circumstances.
9. The following encapsulates the Trustee's objectives:
  - To provide a range of investment funds that should enable members to tailor their own investment strategy to meet their own individual retirement needs and risk and return requirements.
  - To offer funds which facilitate diversification and long-term capital growth.
  - To offer funds that enable members to reduce risk in their investments as they approach retirement.
  - To provide a default investment option for members who do not make their own investment decisions or would prefer using an investment strategy designed by the Trustee rather than setting their own investment strategy from the self-select menu. A lifestyle option has therefore been designed to consider membership demographics and risk tolerance as this changes throughout a member's time in the Plan. The objectives of the lifestyle option are to provide members with:
    - a) the opportunity for growth when they are over 20 years from retirement (**Growth Phase**);
    - b) between 20 and 10 years ahead of retirement, an investment strategy that is gradually weighted towards to a diversified growth fund. This will help to reduce investment risk, while still offering potential for growth, as this is a period when members' capacity to take risk is decreasing (**Accumulation Phase**); and
    - c) capital preservation in the **Pre-retirement Phase**, over the final 10 years before retirement and at the ending asset allocation of the lifestyle strategy, by introducing an allocation to cash, while aiming to deliver growth above inflation at lower levels of volatility than equities through an allocation to a diversified growth fund. At retirement, a member is invested in 75% diversified growth fund and 25% cash, recognising that members' life expectancy means some investment risk is appropriate at retirement and as there is flexibility to withdraw savings as and when they wish.

- A second default fund – the LGIM Diversified Fund (GBP) – was created in December 2021 through the mapping of member balances from a legacy diversified growth fund. The objective of the LGIM Diversified Fund (GBP) is to achieve long-term capital growth with lower risk than investing in global equities. More detail on this second default fund is set out at paragraph 17 below.

## Risk

10. The Trustee recognises that, in a defined contribution arrangement, members assume the investment risks and that members are exposed to different types of risks at different stages of their working life. Investment risks inherent within the Plan include:
  - **Inflation risk** - the risk that investments do not provide a return at least in line with inflation such that the real (i.e. post inflation) value of the members' contributions, and ultimately, benefits erode over time. This is managed by the provision of growth seeking investment options with higher expected returns than inflation.
  - **Pension conversion risk** - When a member retires, they may use their account to secure a pension. The cost of buying a pension varies from time to time and depends partly on the price of bonds. By switching their investments into a fund that invests in bonds when they are close to retirement, members can help to protect against this risk.
  - **Capital risk** – the risk that the value of the investment will fall in value over any period of time. The Trustee has made available cash funds denominated in three major world currencies for the purpose of managing this risk. In addition, this risk is managed by ensuring the investment options are sufficiently diversified and members can construct a diversified portfolio using a number of different asset classes.
  - **Manager risk** - the risk that the chosen investment managers underperform their respective benchmarks which will ultimately result in lower returns for members. This is managed by offering passively managed investment funds and through consideration of the appropriate number of actively managed funds, as well as ongoing monitoring of the investment managers.
  - **Market risk** - the risk that the funds made available to members may be sensitive to market movements which can lead to losses (as well as gains) in the value of a member's investment/benefit. This is managed by allowing members to invest in a range of diversified assets in different countries/regions such that risk is not excessively concentrated to any market.
  - **Operational risk** – the Trustee regularly considers and monitors risks inherent in the Plan's operations.
  - **Concentration risk** - the risk of holding a large proportion of assets in a single investment manager, strategy, asset class or geography. This is managed through the selection of broad-based funds that show internal diversification, as well as by offering the members a fund range which provides for reasonable diversification.
  - **Liquidity risk** – the risk that assets are not easily realisable such that cash is not readily available to meet cash flow requirements. The Trustee has had regard to this in selecting appropriate funds and in designing the lifestyle strategy. This is managed through investing in daily dealt funds which ensure holdings can be sold quickly.

- **Opportunity cost risk** – the risk that members fail to take enough investment risk when appropriate to do so and thereby are left with a lower level of retirement benefit than they might otherwise have achieved. The Trustee has made available a range of growth seeking funds which provide opportunities for capital growth in both the individual fund range and the growth phase of the lifestyle strategy.
- **Currency risk** - funds made available to members may have the ability to invest in overseas assets which are denominated in currencies other than Sterling, which is the Plan's currency. Therefore, there is a risk that the relative movements in Sterling and other currencies leads to losses (or gains) in the value of a member's investment. This is managed by providing members with fund options that invest in both Sterling and non-sterling assets and by offering currency-hedged bond funds in the self-select range that hedge the overseas currency risk. In addition, as members are globally mobile, the country in which they retire and the currency in which they wish their retirement benefits to be paid is unknown. To manage this risk, the Trustee has analysed the membership demographics and surveyed the membership and based on this has also made available US Dollar and Euro denominated fund options within the self-select range.
- **Retirement objective mismatch risk** – the risk that members' investment allocation in the years prior to retirement does not match their retirement objectives, exposing members to inefficient or uncertain outcomes. The Trustee has made available one lifestyle strategy with an ending asset allocation that provides both potential for growth above inflation at lower levels of volatility than equities and an element of capital preservation through some exposure to cash. Additionally, a range of fund options is offered in the self-select range to help members manage this risk.
- **Environmental, Social and Governance (ESG) risk:** Management of investments with regard to ESG factors, including but not limited to climate change, can impact performance and member outcomes. ESG factors are currently explicitly integrated in the investment fund used for the growth phase of the default lifestyle and that is also available within the self-select fund range.

The Trustee seeks to offer a lifestyle strategy and self-select options which allow members to mitigate the above investment-related risks. However, the Trustee acknowledges that it is not possible to mitigate all of these risks at the same time. The Trustee continues to monitor these risks as part of the ongoing monitoring of investment managers and the investment review activities outlined in this SIP.

### **Investment Strategy**

11. The Trustee aims to provide members with a reasonable degree of freedom over the investment policy of their account. This allows members to tailor their own investment strategy in line with their own preferences and/or individual needs. The range of funds is across the major asset classes, and the differing characteristics of the asset classes ensures that members have broad access to market returns which cater for the evolving risks members face, including both active and passively managed options.
12. The Trustee will determine the range of funds to be made available to meet a range of member needs considering the risks set out above.
13. The Trustee believes that the range of funds offers adequate diversification and is appropriate for the Plan given there is a wide range of fund options that show internal diversification and meet different member needs (e.g. by offering a range of growth seeking, mixed-asset and capital protection asset classes). The Trustee has taken advice from its Investment Consultant to ensure the investment options are suitable and will regularly review the suitability of the funds. From time to time the Trustee may change the investment managers or investment options, where appropriate.

14. The funds available are expected to provide an investment return relative to an appropriate level of risk. The Trustee believes that the range of funds offered should provide the range of returns suitable for the membership as a whole. The investment options include the following assets and have the following risk and expected return characteristics:
- **Equities** – expected to produce returns in excess of rates of salary and price inflation in the medium to long-term. Capital values may be highly volatile in the short-term.
  - **Diversified assets** – expected to produce returns in excess of rates of salary and price inflation in the medium to long-term. Capital values may be volatile in the short-term although this is expected to be less than for equities.
  - **Bonds** – capital values are likely to be less volatile than equities but tend to produce lower returns in the medium to long-term that may not exceed rates of salary and price inflation. The value of bonds is expected to move broadly in line with the price of annuities, providing some protection to the ‘purchasing power’ of a member’s account near retirement when used to provide a pension income (annuity).
  - **Cash** – low risk to capital and asset values are easily realisable with limited investment returns associated with the low risk nature of the assets. There is a risk that the lower expected returns on cash may not exceed rates of salary and price inflation in the medium to long-term.
15. Within the Plan, members’ accounts are held in funds which can be realised to provide pension benefits on retirement, or earlier on transfer to another pension arrangement.

### **Default Options**

16. The Trustee provides a main default option for those members that do not make their own investment decisions. The default lifestyle strategy is designed to offer the potential for growth above inflation in earlier years by investing in equities then gradually and automatically reduce risk by investing in diversified assets and cash as a member approaches their selected retirement age. At retirement, the allocation of 75% diversified assets and 25% cash provides both potential for growth above inflation at lower levels of volatility than equities and an element of capital preservation through some exposure to cash. The default has been designed to consider the demographics, risk profile and expected retirement objectives of the Plan’s membership.
17. As part of the investment changes implemented in December 2021, changes were made to the self-select fund range, and some funds that had previously been available to members were closed and replaced with new funds. These changes meant that members’ investments in a legacy diversified growth fund (BNY Mellon Multi-Asset Diversified Return Fund (GBP)) were transferred to the LGIM Diversified Fund (GBP) without members needing to give their consent. As a result, this new fund is therefore deemed a second default option. This change to the self-select fund range was based on the Trustee’s review of the Plan’s investment strategy and fund range, as well as advice from the Plan’s Investment Consultant. The Trustee is satisfied that this fund is a suitable option for members, forming part of the overall self-select fund range which provides members access to assets with a range of risk and expected return characteristics.
18. Members can either invest into the default lifestyle strategy or the self-select fund range but cannot invest in both at the same time within the same policy (contribution type). However, members can hold the LGIM Diversified Fund (the second default option) alongside other self-select fund range options at the same time.

### **Relationship with Investment Managers and Plan Provider**

19. In accordance with the Financial Services and Markets Act 2000, the Trustee will set general investment policy, but will delegate the responsibility for selection of specific investments to investment managers accessed via the Fund Provider, including the acquisition and realisation of investments. The investment managers shall provide the skill and expertise necessary to manage the investments of the Plan competently.
20. The Trustee delegates the day-to-day management of the assets to the Fund Provider and the investment managers. The Trustee is not involved in the investment managers' and the Fund Provider's day-to-day investment decisions and day-to-day management of the Plan's assets and does not directly seek to influence attainment of their performance targets.
21. The Trustee will, in considering advice from the Investment Consultant, review the suitability of the Plan's investments on an ongoing basis including the suitability of the appointed Fund Provider and the funds utilised. Following such review, the Plan's investments may be amended from time to time.
22. The Trustee monitors fund investment performance every six months through the receipt of reporting provided by the Investment Consultant.
23. The Trustee will select or deselect investment managers (via the Fund Provider's investment platform) based on the Trustee's view of the investment managers' ability to achieve performance objectives. In making this assessment, the Trustee will consider a number of qualitative and quantitative factors, as well as the views of the Investment Consultant.

#### **Environment, Social and Governance (ESG) factors and stewardship**

24. The Trustee recognises that sustainable investment factors, such as (but not limited to) environmental (including climate change related risks) social and governance (ESG) matters are financially material over the long-term. The Trustee has delegated the responsibility for the selection, retention and realisation of investments to the investment managers (within certain guidelines and restrictions as applicable to the investment objectives and guidelines of each of the investment funds available to Plan members). This includes consideration of all financially material factors, including ESG factors where permissible within applicable guidelines and restrictions. ESG factors are currently explicitly integrated in the investment fund used for the growth phase of the default lifestyle, considering in particular the time horizon of this strategy. This same fund is also available within the self-select fund range.
25. Non-financial ESG considerations are also reflected in the investment strategy. Through surveying the membership, it is clear the members view these matters as important. These views are taken into consideration in the self-select fund range.
26. The Trustee expects the Plan's investment managers to have effective stewardship, both through voting and engagement. The Trustee delegates the responsibility for the stewardship activities attaching to the investments (including voting rights and engagement activities with respect to relevant matters including capital structure of investee companies, actual and potential conflicts, other stakeholders and ESG impact of underlying holdings) to the Plan's investment managers. Annually, the Plan's investment managers are requested to provide information to the Trustee including voting policies, voting statistics and most significant votes on behalf of the Trustee. Investment managers are asked to define which criteria has been assessed to choose the most significant votes.



27. For the investments advised on by the Plan's Investment Consultant, the Trustee receives regular research and updates as part of its monitoring process. Sustainable investing, stewardship and ESG considerations are implicit in such research alongside other criteria. When considering the appointment of a new investment manager (via the Fund Provider), the Trustee, with input from the Plan's Investment Consultant, will consider the manager's approach to stewardship as one of the selection criteria, where relevant.
28. The investment strategy of the default arrangements has regard to the policies outlined in this section of the SIP.

### **Alignment with Investment Managers**

29. The Plan uses many different investment managers and mandates to implement its investment policies. The Trustee ensures that, in aggregate, the investment options are consistent with the policies set out in this Statement, in particular those required under regulation 2(3)(b) of the Occupational Pension Schemes (Investment) Regulations (2005). The Trustee will also ensure that the investment objectives and guidelines of any particular pooled vehicle are consistent with its policies, where relevant to the mandate in question.
30. To maintain alignment, investment managers are provided with the most recent version of the Plan's Statement of Investment Principles on an annual basis and the Trustee, with support from the Investment Consultant, will ask the investment managers on an annual basis to confirm if the management of the assets is consistent with those policies set out in this Statement, and as relevant to the mandate in question. To the extent there is any misalignment between the management of assets and the relevant policies in the Statement of Investment Principles, the Trustee will engage with the investment managers as part of this process.
31. Should the Trustee's monitoring process reveal that an investment manager's fund is not aligned with the Trustee's policies set out in this Statement (and as relevant to the mandate in question), in particular those required under regulation 2(3)(b) of the Occupational Pension Schemes (Investment) Regulations (2005), the Trustee will engage with the investment manager further to encourage alignment. This monitoring process includes specific consideration of the sustainable investment/ESG characteristics of the fund and the investment manager's engagement activities. If, following engagement, it is the view of the Trustee that the degree of alignment remains unsatisfactory, the manager will be considered for termination.
32. For most of the Plan's investment options, the Trustee expects the investment managers to invest with a medium to long time horizon, and to use their engagement activity to drive improved performance over these periods. The Trustee has selected certain investment funds where such engagement is not deemed appropriate, due to the nature of the strategy and/or the investment time horizon underlying decision making (for example, cash funds).
33. The Trustee appoints its investment managers (via an investment platform) with an expectation of a long-term partnership, which encourages active ownership of the Plan's assets. When assessing an investment manager's performance, the focus is on longer-term outcomes, and the Trustee would not expect to terminate an investment manager's appointment based purely on short term performance. However, an investment manager's appointment could be terminated within a shorter timeframe due to other factors such as a significant change in business structure or the investment team.
34. Investment managers are paid an ad valorem fee, in line with normal market practice, for a given scope of services which includes consideration of long-term factors and engagement.

35. The Trustee reviews the costs incurred in managing the Plan's assets on at least an annual basis, which includes the costs associated with portfolio turnover. There is no broad targeted portfolio turnover (how frequently assets within a fund are bought and sold by Investment managers) which the Trustee adheres to. The Trustee, with the help of the investment Consultants, will monitor that the level of portfolio turnover remains appropriate in the context of the investment managers' strategy and the Plan's investment strategy.

### Investment Arrangements

36. The Trustee provides one lifestyle strategy which works as follows:

In the **growth phase** of the lifestyle, a member's pension pot will be invested 100% in a growth fund until 20 years before a member's selected retirement age. The fund for this growth phase is the LGIM Future World Climate Change Equity Factors Index Fund (GBP) (further details on this fund are shown later in this document).

In the **accumulation phase**, which starts from 20 years to a member's selected retirement date, the lifestyle automatically switches into a diversified fund, that is expected to deliver long-term capital growth but with lower risk than the global equities in the growth phase. In this accumulation phase, the investments are switching into the LGIM Diversified Fund (GBP) (further details on this fund are shown later in this document).

In the **pre-retirement phase**, which starts from 10 years to a member's selected retirement age, the lifestyle also automatically starts switching into a cash fund that aims to maintain capital value. By the member's selected retirement age, the **at-retirement asset allocation** will be 75% LGIM Diversified Fund (GBP) and 25% Insight Liquidity Fund (GBP).

The lifestyle is the default strategy used in the Plan and has been designed based upon analysis of the demographics and risk profile of the Plan's membership and the expected retirement objectives of the membership. The availability of a default strategy to DC members does not constitute advice for any individual DC member. The table below shows how the asset allocation of the lifestyle strategy changes over the time to a member's selected retirement age:

| Years to Selected Retirement Age | LGIM Future World Climate Change Equity Factors Index Fund (GBP) (%) | LGIM Diversified Fund (GBP) (%) | Insight Liquidity Fund (GBP) (%) |
|----------------------------------|----------------------------------------------------------------------|---------------------------------|----------------------------------|
| Greater or equal to 20 years     | 100.0                                                                | 0.0                             | 0.0                              |
| 19 years                         | 93.3                                                                 | 6.7                             | 0.0                              |
| 18 years                         | 86.7                                                                 | 13.3                            | 0.0                              |
| 17 years                         | 80.0                                                                 | 20.0                            | 0.0                              |
| 16 years                         | 73.3                                                                 | 26.7                            | 0.0                              |
| 15 years                         | 66.7                                                                 | 33.3                            | 0.0                              |
| 14 years                         | 60.0                                                                 | 40.0                            | 0.0                              |
| 13 years                         | 53.3                                                                 | 46.7                            | 0.0                              |
| 12 years                         | 46.7                                                                 | 53.3                            | 0.0                              |
| 11 years                         | 40.0                                                                 | 60.0                            | 0.0                              |
| 10 years                         | 33.3                                                                 | 66.7                            | 0.0                              |
| 9 years                          | 26.7                                                                 | 70.8                            | 2.5                              |
| 8 years                          | 20.0                                                                 | 75.0                            | 5.0                              |
| 7 years                          | 13.3                                                                 | 79.2                            | 7.5                              |

|                |     |      |      |
|----------------|-----|------|------|
| <b>6 years</b> | 6.7 | 83.3 | 10.0 |
| <b>5 years</b> | 0.0 | 87.5 | 12.5 |
| <b>4 years</b> | 0.0 | 85.0 | 15.0 |
| <b>3 years</b> | 0.0 | 82.5 | 17.5 |
| <b>2 years</b> | 0.0 | 80.0 | 20.0 |
| <b>1 year</b>  | 0.0 | 77.5 | 22.5 |
| <b>0 years</b> | 0.0 | 75.0 | 25.0 |

37. The fund benchmark and performance objectives of the current fund range are set out below. The funds listed below can be self-selected by members who wish to make their own decisions with respect to how their account is invested.

| <b>Fund</b>                                                                               | <b>Current Mandate Benchmark</b>                                          | <b>Performance Objective</b>                                                                           |
|-------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|
| LGIM Future World Climate Change Equity Factors Index (GBP) *                             | FTSE All-World ex CW Climate Balanced Factor Index                        | To match benchmark performance (gross of fees)                                                         |
| iShares Developed World Index (GBP)                                                       | MSCI World Index (GBP)                                                    | To match benchmark performance (gross of fees)                                                         |
| HSBC Islamic Global Equity Index (USD)                                                    | Dow Jones Islamic Market Titans 100 Index (USD)                           | To match benchmark performance (gross of fees)                                                         |
| Vanguard Emerging Markets Stock Index (GBP)                                               | MSCI Emerging Markets Index (GBP)                                         | To match benchmark performance (gross of fees)                                                         |
| iShares US Equity (GBP)                                                                   | FTSE USA Index (GBP)                                                      | To match benchmark performance (gross of fees)                                                         |
| iShares Pacific Ex-Japan (GBP)                                                            | FTSE Developed Asia Pacific ex Japan Index (GBP)                          | To match benchmark performance (gross of fees)                                                         |
| Vanguard Japan Stock (GBP)                                                                | MSCI Japan Index (GBP)                                                    | To match benchmark performance (net of fees)                                                           |
| iShares Continental European Equity (GBP)                                                 | FTSE World Europe Ex UK Index (GBP)                                       | To match benchmark performance (net of fees)                                                           |
| Vanguard FTSE UK All Share Index Unit Trust (GBP)                                         | FTSE All-Share Index (GBP)                                                | To match benchmark performance (gross of fees)                                                         |
| LGIM Diversified (GBP) *<br>This is a second default fund (see 'Default Options' section) | Performance objective: Bank of England base rate + 3.75% p.a. before fees | To achieve long-term capital growth with lower risk than investing in global equities in the long-term |
| LGIM Diversified (USD)                                                                    | Performance objective: Secured Overnight Financing Rate +                 | To achieve long-term capital growth with lower risk than investing in                                  |

| <b>Fund</b>                             | <b>Current Mandate Benchmark</b>                                         | <b>Performance Objective</b>                                                                         |
|-----------------------------------------|--------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|
|                                         | 3.75%<br>p.a. before fees                                                | global equities in the long-term                                                                     |
| Vanguard Global Bond Index (GBP Hedged) | Spliced BB Global Aggregate Float-Adjusted and Scaled Index (GBP Hedged) | To match benchmark performance (gross of fees)                                                       |
| Vanguard Global Bond Index (EUR Hedged) | Spliced BB Global Aggregate Float-Adjusted and Scaled Index (EUR Hedged) | To match benchmark performance (gross of fees)                                                       |
| Vanguard Global Bond Index (USD Hedged) | Spliced BB Global Aggregate Float-Adjusted and Scaled Index (USD Hedged) | To match benchmark performance (gross of fees)                                                       |
| PIMCO GIS IG Credit Fund (GBP Hedged)   | Bloomberg Barclays Global Aggregate Credit Index (GBP Hedged)            | To outperform benchmark performance (net of fees)                                                    |
| PIMCO GIS IG Credit Fund (EUR Hedged)   | Bloomberg Barclays Global Aggregate Credit Index (EUR Hedged)            | To outperform benchmark performance (net of fees)                                                    |
| PIMCO GIS IG Credit Fund (USD Hedged)   | Bloomberg Barclays Global Aggregate Credit Index (USD Hedged)            | To outperform benchmark performance (net of fees)                                                    |
| PIMCO Global Bond (EUR Hedged) **       | Bloomberg Barclays Global Aggregate Index (EUR Hedged)                   | To outperform benchmark performance (net of fees)                                                    |
| PIMCO Global Bond (USD Hedged) **       | Bloomberg Barclays Global Aggregate Index (USD Hedged)                   | To outperform benchmark performance (net of fees)                                                    |
| JPM Global Natural Resources (GBP) **   | EMIX Global Mining & Energy Index (GBP)                                  | To achieve long-term capital growth by investing primarily in natural resources companies, globally. |
| iShares GiltTrak Fund (GBP)             | FTSE Actuaries UK Conventional Gilts All Stocks Index (GBP)              | To match benchmark performance (gross of fees)                                                       |
| Insight Liquidity (GBP) *               | Sterling Overnight Interbank Average Rate (SONIA)                        | To maintain capital value whilst producing income                                                    |
| Insight Liquidity (EUR)                 | 7 Day EUR LIBID                                                          | To maintain capital value whilst producing income                                                    |
| Insight Liquidity (USD)                 | Effective Federal Funds Rate (EFFR)                                      | To maintain capital value whilst producing income                                                    |

| Fund | Current Mandate Benchmark | Performance Objective |
|------|---------------------------|-----------------------|
|      |                           |                       |

*\*These funds are used as underlying building blocks of the default lifestyle strategy*

*\*\*These funds are closed to additional investment from December 2021*

Approved by ITS Limited, acting as trustee for the HSBC Globetrotter Retirement Benefits Plan as at 9 November 2021.

**APPENDIX 2**

**COSTS AND CHARGES ILLUSTRATIONS – SELF-SELECT INVESTMENT FUND RANGE ONLY**

**As at 31 December 2022**

**Background**

The Trustee of the Plan is required to produce an illustration for members which shows the effects of all costs and charges on the value of their pension pot. The Trustee has provided these illustrations below, covering the Lifestyle Strategy in place during the period, and the self-select fund range.

These illustrations were prepared with regard to the statutory guidance provided to trustees. The assumptions used as the basis for this illustration are shown below.

This includes transaction costs which are a necessary part of buying and selling a fund's underlying investments, in order to achieve their investment objective. These are not new or additional charges. They have always been there, within the unit price of your funds, but you can now see them, compare them against similar funds and understand their impact on to your investment return.

The tables below show the charges that apply to the various investment options available to you through Globetrotter and the illustration shows how they could affect the growth of your pension pot. You are reminded that there are no new contributions being paid.

**Costs and charges**

In order to meet each fund's investment objective, it will sometimes be necessary to buy and sell underlying investments. In doing so, the fund may need to pay broker commissions and transfer taxes (such as stamp duty reserve tax (SDRT)).

In the case of shares, broker commissions and transfer taxes are paid by the fund on each transaction. In the case of fixed income securities such as bonds, transaction costs are incurred indirectly through what is known as the dealing spread – the difference between the prices paid to buy and sell the underlying investments in the fund.

Comparing the portfolio transaction costs for a range of funds may give a false impression of the relative costs of investing in them for the following reasons:

- Transaction costs do not necessarily reduce returns. The net impact of dealing is the combination of the effectiveness of the manager's investment decisions in improving returns and the associated costs of investment
- Historic transaction costs are not an effective indicator of the future impact on performance
- Transaction costs for buying and selling investments due to other investors joining or leaving the fund may be recovered by investors.

For further information please refer to the Pricing Policy notes which follow:

- Transaction costs vary from country to country
- Transaction costs vary depending on the types of investment in which a fund invests
- As the manager's investment decisions are not predictable, transaction costs are also not predictable
- Transaction costs may vary significantly from year to year and please note that transaction costs are not captured in ongoing charges. They are an additional expense charged directly to the fund and are reflected in daily fund prices (and net performance).

APPENDIX 2: Costs and Charges Illustrations (continued)

Illustration assumptions and explanation

1. The tables illustrate the potential impact fund costs may have on the projected value of monies invested in an average member's pension plan over various time periods.
2. **These are not projections of your own pension plan.** Please refer to your annual account statement for an estimate of your pension.
3. All the figures illustrated here are only examples and are not guaranteed – they are not minimum or maximum amounts.
4. You could get back more or less than this and you may also get back less than the amount that you have invested.
5. Investment return in real terms: is the effective annual growth rate of the fund after adjusting for the inflation rate. They are shown in today's terms.
6. All illustrations are calculated starting at 31 December 2022
7. Investment returns and cost/charges as a percentage reduction per annum are assumed to be deducted at the end of the year and are deducted before applying investment returns.
8. The starting pot size is assumed to be £50,000 (this is the median amount for members of Globetrotter).
9. Contributions are £0.
10. Inflation is assumed to be 2.5% each year.
11. Scheme normal retirement age is 65.
12. Figures start with a member aged 30 years old and upwards.
13. Investment costs and other charges for the Scheme Year were provided to WTW from Zurich
14. The calculations were provided by WTW in May 2023.
15. Transactions costs and other charges have been provided by Zurich and covered the period from 1 January 2020 to 31 December 2022. The transaction costs have been averaged by WTW using a time-based approach. The transaction costs for Blended funds were estimated by WTW based on the transaction costs for the underlying funds.

**Transaction cost data**

*'A zero cost has been used where there are negative transaction costs (i.e. an overall gain was made on the transaction, which can happen as a result of changes in the pricing of the assets being bought or sold). It is not expected that transaction costs will always be negative. It is important to note that using a negative or zero cost during any one Scheme year may not accurately represent the actual transaction costs a member may expect to see in any future Scheme year.'*

The assumptions for projected investment returns, costs and charges for each Fund in the Plan range are:

| <b>ASSUMPTIONS USED TO CALCULATE THE ILLUSTRATIONS (all data is per annum)</b> |                           |                  |                        |                          |                          |
|--------------------------------------------------------------------------------|---------------------------|------------------|------------------------|--------------------------|--------------------------|
| <b>Fund name</b>                                                               | <b>Investment Returns</b> | <b>Inflation</b> | <b>Ongoing Charges</b> | <b>Transaction Costs</b> | <b>Net (Real) Return</b> |
| HSBC Islamic Global Equity Index                                               | 7.6%                      | 2.50%            | 0.58%                  | 0.00%                    | 5.10%                    |
| iShares Continental European Equity Index                                      | 7.1%                      | 2.50%            | 0.10%                  | 0.07%                    | 4.60%                    |
| <b>LGIM Future World Climate Change Equity Factors Index</b>                   | 7.2%                      | 2.50%            | 0.23                   | 0.04%                    | 4.70%                    |
| iShares Developed World Index                                                  | 7.1%                      | 2.50%            | 0.05%                  | -0.03%                   | 4.60%                    |
| iShares Pacific ex Japan Equity Index                                          | 7.1%                      | 2.50%            | 0.12%                  | 0.05%                    | 4.60%                    |
| iShares US Equity Index                                                        | 7.1%                      | 2.50%            | 0.10%                  | -0.01%                   | 4.60%                    |
| Vanguard FTSE UK All Share Index Unit Trust                                    | 7.1%                      | 2.50%            | 0.05%                  | -0.01%                   | 4.60%                    |
| Vanguard Emerging Markets Stock Index                                          | 7.1%                      | 2.50%            | 0.11%                  | 0.06%                    | 4.60%                    |
| Vanguard Japan Stock Index Fund                                                | 7.1%                      | 2.50%            | 0.05%                  | 0.02%                    | 4.60%                    |
| JPM Global Natural Resources*                                                  | 4.5%                      | 2.50%            | 1.02%                  | 0.89%                    | 2.00%                    |
| LGIM Diversified Fund USD                                                      | 6.3%                      | 2.50%            | 0.31%                  | 0.43%                    | 3.80%                    |
| <b>LGIM Diversified Fund GBP</b>                                               | 6.2%                      | 2.50%            | 0.21%                  | 0.00%                    | 3.70%                    |
| PIMCO Global Investment Grade Credit USD Hedged                                | 4.5%                      | 2.50%            | 0.49%                  | 0.09%                    | 2.00%                    |
| PIMCO Global Investment Grade Credit EUR Hedged                                | 4.5%                      | 2.50%            | 0.49%                  | 0.16%                    | 2.00%                    |
| PIMCO Global Investment Grade Credit GBP Hedged                                | 4.5%                      | 2.50%            | 0.49%                  | 0.16%                    | 2.00%                    |
| PIMCO Global Bond USD Hedged*                                                  | 4.5%                      | 2.50%            | 0.49%                  | 0.13%                    | 2.00%                    |
| PIMCO Global Bond EUR Hedged*                                                  | 4.5%                      | 2.50%            | 0.49%                  | 0.20%                    | 2.00%                    |
| Vanguard Global Bond Index GBP Hedged                                          | 4.1%                      | 2.50%            | 0.05%                  | 0.12%                    | 1.60%                    |



|                                       |      |       |       |       |       |
|---------------------------------------|------|-------|-------|-------|-------|
| Vanguard Global Bond Index EUR Hedged | 4.1% | 2.50% | 0.05% | 0.12% | 1.60% |
| Vanguard Global Bond Index USD Hedged | 4.1% | 2.50% | 0.05% | 0.12% | 1.60% |
| iShares GiltTrack                     | 3.6% | 2.50% | 0.07% | 0.03% | 1.10% |
| Insight Liquidity USD                 | 2.6% | 2.50% | 0.10% | 0.00% | 0.10% |
| <b>Insight Liquidity GBP</b>          | 2.6% | 2.50% | 0.10% | 0.00% | 0.10% |
| Insight Liquidity EUR                 | 2.6% | 2.50% | 0.10% | 0.00% | 0.10% |

Notes: fund in **bold** are included in the default strategy.  
 \*Funds closed to additional investment from December 2021.

### Illustrations of self-select funds available to members

| Example Member     | Years   | LGIM Diversified Fund (GBP) |               | L&G Diversified Fund (USD) |               | HSBC Islamic Global Equity Index (USD) |               |
|--------------------|---------|-----------------------------|---------------|----------------------------|---------------|----------------------------------------|---------------|
|                    |         | Before charges              | After charges | Before charges             | After charges | Before charges                         | After charges |
| 30 year old member | 1       | 51,900                      | 51,700        | 51,900                     | 51,600        | 52,600                                 | 52,200        |
|                    | 3       | 55,800                      | 55,400        | 55,900                     | 55,000        | 58,000                                 | 57,100        |
|                    | 5       | 60,000                      | 59,400        | 60,200                     | 58,600        | 64,100                                 | 62,300        |
|                    | 10      | 71,900                      | 70,500        | 72,600                     | 68,700        | 82,200                                 | 77,600        |
|                    | 15      | 86,200                      | 83,600        | 87,500                     | 80,600        | 105,400                                | 96,700        |
|                    | 20      | 103,400                     | 99,300        | 105,400                    | 94,500        | 135,200                                | 120,500       |
|                    | 25      | 124,000                     | 117,900       | 127,000                    | 110,800       | 173,400                                | 150,200       |
|                    | 30      | 148,700                     | 139,900       | 153,100                    | 130,000       | 222,400                                | 187,100       |
| 35                 | 178,300 | 166,100                     | 184,400       | 152,400                    | 285,100       | 233,100                                |               |

| Example Member     | Years   | iShares Continental European Equity Index (GBP) |               | iShares Developed World Index (GBP) |               | iShares Pacific ex Japan Equity Index (GBP) |               |
|--------------------|---------|-------------------------------------------------|---------------|-------------------------------------|---------------|---------------------------------------------|---------------|
|                    |         | Before charges                                  | After charges | Before charges                      | After charges | Before charges                              | After charges |
| 30 year old member | 1       | 52,300                                          | 52,200        | 52,300                              | 52,300        | 52,300                                      | 52,200        |
|                    | 3       | 57,200                                          | 57,000        | 57,200                              | 57,100        | 57,200                                      | 56,900        |
|                    | 5       | 62,600                                          | 62,200        | 62,600                              | 62,500        | 62,600                                      | 62,000        |
|                    | 10      | 78,400                                          | 77,300        | 78,400                              | 78,000        | 78,400                                      | 77,000        |
|                    | 15      | 98,200                                          | 96,100        | 98,200                              | 97,500        | 98,200                                      | 95,500        |
|                    | 20      | 122,900                                         | 119,400       | 122,900                             | 121,700       | 122,900                                     | 118,500       |
|                    | 25      | 153,900                                         | 148,500       | 153,900                             | 152,100       | 153,900                                     | 147,100       |
|                    | 30      | 192,700                                         | 184,600       | 192,700                             | 190,000       | 192,700                                     | 182,500       |
| 35                 | 241,300 | 229,500                                         | 241,300       | 237,300                             | 241,300       | 226,400                                     |               |

| Example Member     | Years   | iShares US Equity Index (GBP) |               | LGIM Future World Climate Change Equity Factors Index (GBP) |               | Vanguard FTSE UK All Share Index Unit Trust (GBP) |               |
|--------------------|---------|-------------------------------|---------------|-------------------------------------------------------------|---------------|---------------------------------------------------|---------------|
|                    |         | Before charges                | After charges | Before charges                                              | After charges | Before charges                                    | After charges |
| 30 year old member | 1       | 52,300                        | 52,200        | 52,400                                                      | 52,100        | 52,300                                            | 52,300        |
|                    | 3       | 57,200                        | 57,000        | 57,400                                                      | 56,500        | 57,200                                            | 57,100        |
|                    | 5       | 62,600                        | 62,300        | 62,900                                                      | 61,300        | 62,600                                            | 62,400        |
|                    | 10      | 78,400                        | 77,600        | 79,100                                                      | 75,100        | 78,400                                            | 78,000        |
|                    | 15      | 98,200                        | 96,600        | 99,600                                                      | 92,000        | 98,200                                            | 97,400        |
|                    | 20      | 122,900                       | 120,400       | 125,300                                                     | 112,800       | 122,900                                           | 121,700       |
|                    | 25      | 153,900                       | 149,900       | 157,600                                                     | 138,200       | 153,900                                           | 152,000       |
|                    | 30      | 192,700                       | 186,700       | 198,300                                                     | 169,300       | 192,700                                           | 189,800       |
| 35                 | 241,300 | 232,600                       | 249,500       | 207,500                                                     | 241,300       | 237,000                                           |               |

| Example Member     | Years   | Vanguard Emerging Markets Stock Index (GBP) |               | Vanguard Japan Stock Index Fund (GBP) |               | JPM Global Natural Resources (GBP) |               |
|--------------------|---------|---------------------------------------------|---------------|---------------------------------------|---------------|------------------------------------|---------------|
|                    |         | Before charges                              | After charges | Before charges                        | After charges | Before charges                     | After charges |
| 30 year old member | 1       | 52,300                                      | 52,200        | 52,300                                | 52,300        | 51,000                             | 50,100        |
|                    | 3       | 57,200                                      | 57,000        | 57,200                                | 57,100        | 53,100                             | 50,300        |
|                    | 5       | 62,600                                      | 62,200        | 62,600                                | 62,400        | 55,200                             | 50,600        |
|                    | 10      | 78,400                                      | 77,300        | 78,400                                | 77,900        | 60,900                             | 51,200        |
|                    | 15      | 98,200                                      | 96,100        | 98,200                                | 97,300        | 67,300                             | 51,800        |
|                    | 20      | 122,900                                     | 119,500       | 122,900                               | 121,400       | 74,300                             | 52,400        |
|                    | 25      | 153,900                                     | 148,600       | 153,900                               | 151,600       | 82,000                             | 53,000        |
|                    | 30      | 192,700                                     | 184,800       | 192,700                               | 189,200       | 90,600                             | 53,600        |
| 35                 | 241,300 | 229,700                                     | 241,300       | 236,200                               | 100,000       | 54,200                             |               |

| Example Member     | Years   | PIMCO GIS Global Investment Grade Credit USD Hedged (USD) |               | PIMCO GIS Global Investment Grade Credit EUR Hedged (EUR) |               | PIMCO GIS Global Investment Grade Credit GBP Hedged (GBP) |               |
|--------------------|---------|-----------------------------------------------------------|---------------|-----------------------------------------------------------|---------------|-----------------------------------------------------------|---------------|
|                    |         | Before charges                                            | After charges | Before charges                                            | After charges | Before charges                                            | After charges |
| 30 year old member | 1       | 51,000                                                    | 50,700        | 51,000                                                    | 50,700        | 51,000                                                    | 50,700        |
|                    | 3       | 53,100                                                    | 52,200        | 53,100                                                    | 52,200        | 53,100                                                    | 52,200        |
|                    | 5       | 55,200                                                    | 53,800        | 55,200                                                    | 53,700        | 55,200                                                    | 53,700        |
|                    | 10      | 60,900                                                    | 57,800        | 60,900                                                    | 57,800        | 60,900                                                    | 57,800        |
|                    | 15      | 67,300                                                    | 62,100        | 67,300                                                    | 62,100        | 67,300                                                    | 62,100        |
|                    | 20      | 74,300                                                    | 66,800        | 74,300                                                    | 66,700        | 74,300                                                    | 66,800        |
|                    | 25      | 82,000                                                    | 71,800        | 82,000                                                    | 71,700        | 82,000                                                    | 71,800        |
|                    | 30      | 90,600                                                    | 77,200        | 90,600                                                    | 77,100        | 90,600                                                    | 77,200        |
| 35                 | 100,000 | 83,000                                                    | 100,000       | 82,800                                                    | 100,000       | 82,900                                                    |               |

| Example Member     | Years | PIMCO Global Bond (USD) |               | PIMCO Global Bond (EUR) |               | Vanguard Global Bond Index (GBP) |               |
|--------------------|-------|-------------------------|---------------|-------------------------|---------------|----------------------------------|---------------|
|                    |       | Before charges          | After charges | Before charges          | After charges | Before charges                   | After charges |
| 30 year old member | 1     | 51,000                  | 50,700        | 51,000                  | 50,700        | 50,800                           | 50,700        |
|                    | 3     | 53,100                  | 52,200        | 53,100                  | 52,200        | 52,400                           | 52,100        |
|                    | 5     | 55,200                  | 53,700        | 55,200                  | 53,700        | 54,100                           | 53,600        |
|                    | 10    | 60,900                  | 57,700        | 60,900                  | 57,600        | 58,600                           | 57,500        |
|                    | 15    | 67,300                  | 61,900        | 67,300                  | 61,800        | 63,400                           | 61,700        |
|                    | 20    | 74,300                  | 66,500        | 74,300                  | 66,400        | 68,700                           | 66,100        |
|                    | 25    | 82,000                  | 71,400        | 82,000                  | 71,200        | 74,400                           | 70,900        |
|                    | 30    | 90,600                  | 76,700        | 90,600                  | 76,500        | 80,500                           | 76,000        |
|                    | 35    | 100,000                 | 82,400        | 100,000                 | 82,100        | 87,100                           | 81,500        |

| Example Member     | Years | Vanguard Global Bond Index (EUR) / (USD) |               | iShares GiltTrak (GBP) |               | Insight Liquidity (EUR) / (GBP) / (USD) |               |
|--------------------|-------|------------------------------------------|---------------|------------------------|---------------|-----------------------------------------|---------------|
|                    |       | Before charges                           | After charges | Before charges         | After charges | Before charges                          | After charges |
| 30 year old member | 1     | 50,800                                   | 50,700        | 50,600                 | 50,500        | 50,100                                  | 50,000        |
|                    | 3     | 52,400                                   | 52,100        | 51,700                 | 51,600        | 50,200                                  | 50,000        |
|                    | 5     | 54,100                                   | 53,600        | 52,800                 | 52,600        | 50,300                                  | 50,000        |
|                    | 10    | 58,600                                   | 57,500        | 55,800                 | 55,400        | 50,500                                  | 50,000        |
|                    | 15    | 63,400                                   | 61,700        | 58,900                 | 58,300        | 50,800                                  | 50,000        |
|                    | 20    | 68,700                                   | 66,200        | 62,200                 | 61,300        | 51,000                                  | 50,000        |
|                    | 25    | 74,400                                   | 71,000        | 65,700                 | 64,500        | 51,300                                  | 50,000        |
|                    | 30    | 80,500                                   | 76,100        | 69,400                 | 67,900        | 51,500                                  | 50,000        |
|                    | 35    | 87,100                                   | 81,600        | 73,300                 | 71,400        | 51,800                                  | 50,000        |

Projected fund values are rounded to the nearest hundred.