

# AIRBUS GROUP UK PENSION SCHEME

## TRUSTEE'S STATEMENT ON DC GOVERNANCE *(continued)*

YEAR ENDED 5 APRIL 2023

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### Introduction

This Statement has been prepared for the year 6 April 2022 – 5 April 2023 (the "Scheme Year") by Airbus UK Pension Trustee ('Trustee') in accordance with Regulation 23 of the Occupational Pension Scheme (Scheme Administration) Regulations 1996 (the "Regulations") and in compliance with the Defined Contribution ('DC') governance requirements in the Regulations for the year to 5 April 2023.

The Trustee of the Airbus Group UK Pension Scheme (the "Scheme") is a corporate Trustee which at the end of the Scheme Year had a board of seven directors. The seven directors comprised of a Chair who is a professional trustee director (Capital Cranfield Pension Trustees Limited, represented by Lukshmi Selvarajah), three directors nominated by the Principal and Participating Employers and three member nominated directors ("MNDs").

As the Trustee of a large pension scheme, we have a lot of areas of responsibility. To improve efficiency and ensure that correct focus is given to key matters, we operate three sub-committees. These cover the key areas of:

- Administration – overseeing the administration of the Scheme, member communication, discretionary death benefits, and member complaints.
- Investment – providing members with secure, appropriate, and effective investments for their savings.
- Risk and Governance – makes sure that the Scheme is properly run, compliant with legislation and that no unnecessary risks are taken with members' funds.

This Statement is incorporated into the Trustee's Annual Report which is available on request to members and beneficiaries of the Scheme and members' appointed representatives. The appointed Chairman of the Trustee and the completion of this Statement will be confirmed in the annual return to the Pensions Regulator. The DC Statement of Investment Principles ("SIP") and Default Arrangement Statement of Investment Principles ("DASIP") are appended to this document. The DASIP was reviewed and approved in March 2023.

As required by the Regulations, this Statement covers the process and considerations of the Trustee relating to the Scheme's DC Sections –

- The Airbus Group UK Retirement Plan (Schedules 4 and 5)
- Schedule 1 Retirement Accounts
- Schedule 1, 2 and 3 Additional Voluntary Contributions

It covers:

- Management of the Scheme's default investment arrangements
- Processing of core financial transactions
- Disclosure of fund charges
- Information regarding investment transaction costs
- Performance of investments over the Scheme Year
- 'Value for members' assessment
- The Trustee Directors' knowledge and understanding

In addition to the minimum statutory requirements covered in this Statement, the Trustee has undertaken other activities throughout the Scheme Year to ensure good governance for the Scheme. In order to ensure that projects are managed effectively, and the Trustee has an oversight of the work being undertaken by the Pensions Team and the Scheme Secretary (Capital Cranfield Pension Trustees Limited represented by Bushra Chaudry), a Scheme Diary is presented to the Trustee Board at each quarterly meeting in addition to the strategic business plan.

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## TRUSTEE'S STATEMENT ON DC GOVERNANCE *(continued)*

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### Governance

The Trustee takes governance of the Scheme very seriously and follows the Pension Regulator's Codes of Practice for practical advice and guidance. Policies and registers are listed in the Scheme diary for regular review to ensure that they are relevant and accurate. The Trustee also reviews the Scheme's advisors and its own performance annually.

During the Scheme Year, in addition to the Trustee's internal policies, which are used to help run the Scheme, the Trustee undertook a deep-dive of the Scheme's Risk Register. The risks were allocated to the respective Sub-Committees who reviewed, updated and re-scored the individual risks.

The Trustee can confirm that all regulatory submissions required of the Scheme (such as the Event Report and Scheme Return) were completed and submitted accurately and within the reporting deadlines during the Scheme Year. The Quarterly Tax Submission for Q3 was submitted late by the Scheme administrators and the administrators reimbursed the Trustee for the late payment charge from HMRC. The remaining Quarterly Tax Submissions were made within the reporting deadlines.

The Trustee has kept abreast of regulatory requirements (see page 15). External support from the Schemes' professional advisers has been sought and the Trustee remains confident that it is taking a proportionate, practical and rational approach to the regulations that the Scheme is required to follow.

There are some new regulations which came into effect from 1st October 2021 which specifically relate to climate change. They require us to have in place effective governance, strategy, risk management, and accompanying metrics and targets for the assessment and management of climate risks and opportunities. We will soon publish our first report on this called the 'Taskforce on Climate-related Financial Disclosures (TCFD)' report.

### Member Engagement

Member engagement is a key priority for the Trustee, which acknowledges the challenges that all pension schemes face in this area. There has been a regular drumbeat of pensions information using Company communication channels such as Airbus TV and noticeboards.

The Scheme offers a matching contributions structure for members where, within 3 months of joining the Scheme or each April thereafter, they can increase their employee contribution and thereby benefit from the enhanced employer contribution. The April 2023 opportunity was taken up by 298 respondents, of which 98% elected to increase their contribution levels to the maximum matched amount.

Despite the continued challenges of the pandemic, the in-house Airbus Pensions Team continued its work on a communications plan to raise awareness of pensions generally, promote the help and support that is available to Scheme members and generally to improve knowledge of pensions in both the wider business and with members. The Trustee acknowledges that cost and scalability of engagement is key and is supportive of the objective to 'help people to help themselves'. The activities undertaken during the Scheme Year have included:

- Comms pack of useful information to promote Pensions covering all divisions,
- A New Starter video to promote Schedule 4 Retirement Plan,
- Production of 3x videos for all pension schemes members looking at key life events [1. I've just started with the company; what can I expect; 2. I'm leaving the company; what should I do; 3. My circumstances have changed; what should I consider]. The video is delayed in production but expected by Q4 2023,
- Use of the Airbus internal comms channels to post light electronic nudges on how active members can login to their online tools, how they can view their retirement benefits and change their beneficiaries,
- Sending monthly pension highlights email to all identified key comms contacts across divisions,

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### TRUSTEE'S STATEMENT ON DC GOVERNANCE *(continued)*

#### YEAR ENDED 5 APRIL 2023

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- Personal letters were sent to all members over age 50 at 5-yearly intervals to inform them about their retirement options.
- In Quarter 2 2022, reminders were sent to members who have not provided the Trustee with an Expression of Wish nomination in respect of their life cover,
- Email communication regarding the changes to investment options allowing members to invest more responsibly by taking greater account of Environmental, Social and Governance (ESG) considerations.

#### **Management of the Scheme's Default Investment Arrangements**

##### Default for Airbus Group UK Retirement Plan (Schedules 4 and 5)

The Scheme (Schedules 4 and 5) is used as a Qualifying Scheme for automatic enrolment purposes and for these purposes is known as the Airbus Group UK Retirement Plan.

The Trustee makes a range of investment options available to Scheme members. Employees who join the Airbus Group UK Retirement Plan who do not choose an investment option are placed into the Airbus Drawdown Lifestyle (the "Drawdown Default").

##### Default for Airbus Group UK Pension Scheme (Retirement Accounts in Schedule 1 and AVCs in Schedules 1,2 and 3)

The default for the members of the Airbus Group UK Pension Scheme (Schedules 1, 2 and 3) who have a Retirement Account or AVCs is designed to target taking a cash lump sum at retirement. Based on Scheme experience, the Trustee believes that most members in these Schedules will take their money purchase benefits in cash and therefore agrees that this remains the most appropriate strategy. As a result, the default for these members is the 'Airbus Cash Lifestyle' (the "Cash Default").

The Trustee is responsible for investment governance, which includes setting and monitoring the investment strategy for the Drawdown Default and the Cash Default (together, the "Defaults").

Details of the objectives and the Trustee's policies regarding the Defaults can be found in the 'Statement of Investment Principles' ("SIP"). The Scheme's SIP covering the Defaults is attached to this document.

#### **Overview of the Scheme's Defaults**

##### Airbus Drawdown Lifestyle (the "Drawdown Default")

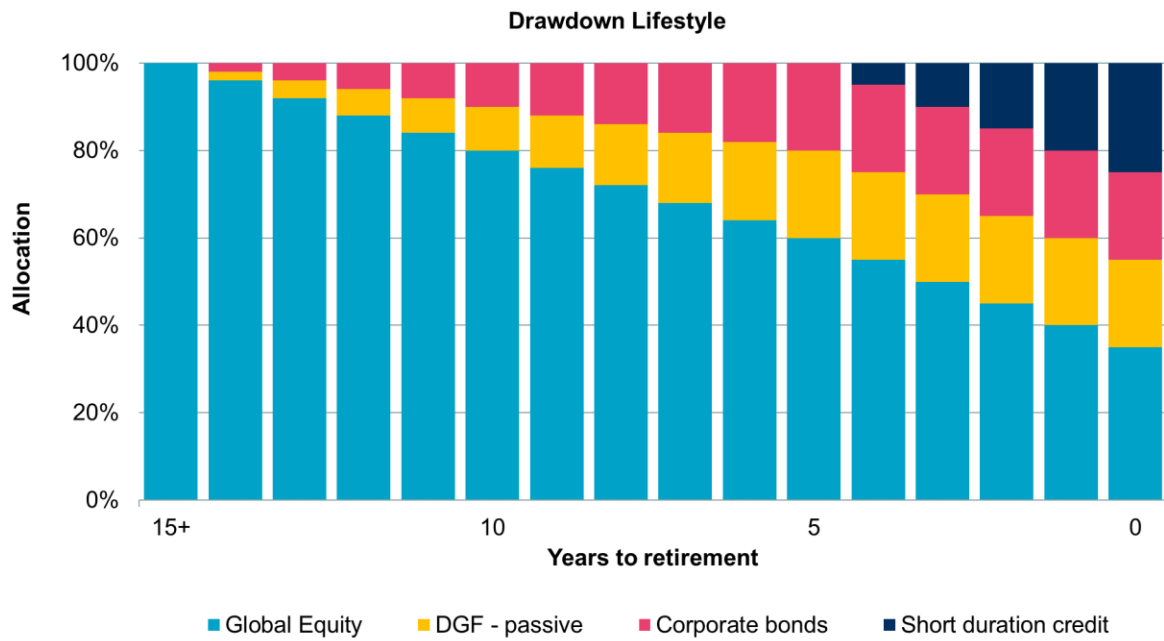
The default lifestyle strategy (Airbus Drawdown Lifestyle) for Airbus Group UK Retirement Plan (for Schedule 4 and 5 members of the Scheme who do not wish to make their own investment choices) is set out in the diagram below:

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## TRUSTEE'S STATEMENT ON DC GOVERNANCE *(continued)*

YEAR ENDED 5 APRIL 2023

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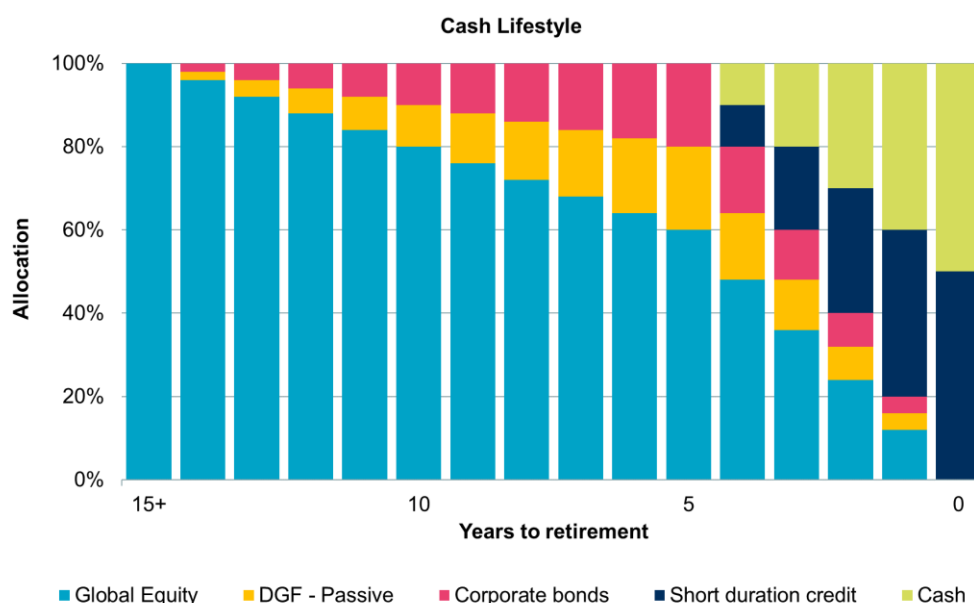
# AIRBUS GROUP UK PENSION SCHEME

## TRUSTEE'S STATEMENT ON DC GOVERNANCE *(continued)*

YEAR ENDED 5 APRIL 2023

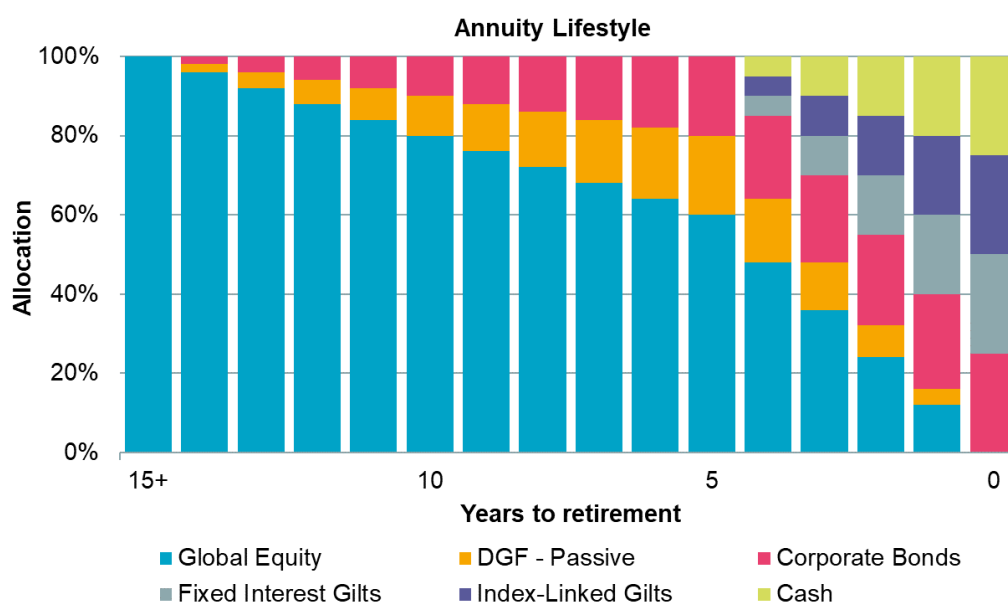
### Airbus Cash Lifestyle (the "Cash Default")

The Airbus Cash Lifestyle is the default option for members of Schedule 1 (Retirement Accounts) and Schedules 1, 2 and 3 (AVCs) of the Scheme. It is set out in the diagram below:



### Airbus Annuity Lifestyle

In addition to the Defaults, members also have the option to invest in one other lifestyle, targeting annuity purchase. It is set out in the diagram below.



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### YEAR ENDED 5 APRIL 2023

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#### Review of the Defaults

The Trustee recognises that most members do not make active investment decisions and instead invest in the Defaults. After taking advice, the Trustee decided to make both Defaults adopt a lifestyle strategy, which means that members' assets are automatically moved between different investment funds as they approach their target retirement date.

Both lifestyle funds in the Defaults use the same 'growth' strategy until 15 years before the member's selected retirement date, after which each gradually diverges into different asset classes, depending on the target retirement outcome chosen. This approach ensures consistency during the initial growth phase.

Scheme members can choose a different lifestyle fund to their designated Default or select a range of self-select funds.

Full details of the current Default funds and other self-select funds that are available to members are described in the latest DASIP and SIP. Both documents have been prepared in accordance with regulation 2A of the Occupational Pension Scheme (Investment) Regulations 2005.

The previous triennial investment strategy review commenced in January 2020 and concluded in September 2020. The next triennial investment strategy review commenced after the Scheme year end, in June 2023.

More recently, during the Scheme Year, the Trustee has reviewed the self-select range and the level of responsible investment integration within the investment strategy. As a result of this review, the Trustee agreed to replace the equity funds within the Airbus Global Equity Fund blend with a 100% allocation to the Low Carbon Transition Global Equity Index Fund from Legal & General ('L&G'). The previous allocation of the Airbus Global Equity fund had an 85% allocation to the World (ex-UK) Equity Index Fund, a 10% allocation to the World Emerging Markets Equity Index Fund and a 5% allocation to the UK Equity Index Fund, all managed by L&G. This change reduced the fund charge for members, is expected to better protect members against climate change risk and reduces the environmental impact of the investments held by members, in terms of the overall carbon footprint.

This change was implemented during the Scheme Year, on 1 March 2023.

The Trustee also agreed to add two new funds to the Scheme's self-select range that have a specific responsible and sustainable focus.

The DASIP and SIP will be reviewed and updated at least every three years and whenever there is a significant change in investment policy. The SIP was reviewed and updated during the Scheme Year, in February 2023, to reflect the above changes to the lifestyle strategies and self-select options over the period.

The Trustee's Statement on DC Governance, DASIP and SIP was available on the Airbus Group UK Pension Scheme website [DC Statement of Investment Principles template \(airbus.com\)](https://www.airbus.com/uk/pension-scheme/dc-statement-of-investment-principles-template) from 1 October 2021 in line with the statutory requirements and have been updated accordingly.

The Scheme's fund performance is monitored by the Trustee at quarterly Board Meetings and at the quarterly investment sub-committee meetings to ensure continued suitability and to discuss potential changes, where required. The Trustee is satisfied that the performance of the Defaults has met the aims and objectives for the different groups of members that these funds represent.

The aims and objectives of the Defaults, as stated in the DASIP and SIP, are as follows:

- To provide members with access to the default investment option that the Trustee believes to be reasonable for those members that do not wish to make their own investment decisions.

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### TRUSTEE'S STATEMENT ON DC GOVERNANCE *(continued)*

#### YEAR ENDED 5 APRIL 2023

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- To generate returns significantly above inflation whilst members are some distance from retirement, but then to switch automatically and gradually to lower risk investments near retirement.
- Have an asset allocation at the target retirement date that is appropriate and consistent with how most members are expected to take their retirement savings.

#### **Processing of Core Financial Transactions**

The processing of core financial transactions is carried out by the Scheme's administrator, L&G. Core financial transactions include (but are not limited to):

- Receipt and investment of contributions;
- Processing of transfers in and out of the Scheme;
- Transfers of assets between different investments within the Scheme; and
- Payments to members and beneficiaries.

The Trustee recognises that delay and error can cause significant issues for members. They can also cause members to lose faith in the Scheme, which may in turn reduce their propensity to save and impair future outcomes. The Trustee has received assurance from L&G that there are adequate internal controls to ensure that core financial transactions for the Scheme have been processed promptly and accurately.

The Trustee has a service level agreement ("SLA") in place with L&G which covers the accuracy and timeliness of all core financial transactions. The key processes adopted and used by L&G to help it meet the SLA are as follows:

- Full reconciliations are taken on every transaction both into and out of L&G. To do this it uses a 'Strategic Reconciliation Tool' which is monitored daily.
- For monies coming into the DC Section, a fully automated check is completed daily to ensure the money on the contribution file matches the money allocated to members' plans via 'straight through processing'. All money going out of the DC Section is 100% peer checked and authorised by a senior member of staff, prior to any disinvestment.
- L&G operates a robust review process, which is audited by the Trustee's auditors on an annual basis. In addition, L&G issues an annual Audit and Assurance Faculty report that details the controls and procedures in place.
- L&G uses an online scheme management system called "Manage Your Scheme", which allows the Company to manage and oversee the day-to-day running of the DC Section.
- For the investment of contributions, investment instructions are issued to the investment managers within five working days of receipt of final contributions.
- For transfers of members' assets out of the Scheme, disinvestment instructions are issued within ten working days of receipt of completed transfer out documentation.
- For payments from the Scheme to, or in respect of members, a disinvestment instruction in respect of the member's designated account in a normal course of events is issued up to ten working days prior to their normal retirement date, or up to ten working days after receipt of written confirmation from the member. A disinvestment will not be made until confirmation has been received from the member which enables benefits to be paid in a timely manner. Payments in relation to death benefits are treated in a similar manner to retirements, but a disinvestment instruction is issued within five working days of the Trustee confirming who should receive benefits.

The Trustee monitored this by reviewing the SLAs in L&G's quarterly governance report. L&G provides

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#### YEAR ENDED 5 APRIL 2023

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the Scheme with a dedicated 'Key Account Manager' who has technical knowledge of the Scheme. The relationship with this individual has helped to identify potential issues quickly and to resolve them efficiently.

Any issues identified by the Trustee as part of its review processes of L&G's quarterly governance reports at Trustee meetings is raised with L&G immediately, and steps are taken to resolve these.

The in-house Airbus Pensions Team also holds quarterly administration meetings with L&G, which provides updates on SLAs and identifies any themes in queries from members, so that they can be analysed and addressed. In addition, the parties work together to identify processes where improvements can be made and to provide an enhanced level of customer service.

The Scheme's external auditor independently tests a contribution sample from all participating employers for accuracy and timeliness.

Based on its review processes, the Trustee is therefore satisfied that over the Scheme Year:

- L&G had been operating appropriate procedures, checks and controls, and operating within the agreed SLA;
- there had been no administration issues in relation to processing core financial transactions; and
- all core financial transactions had been processed promptly and accurately during the Scheme Year.

#### **Assessment of Member-borne Charges and Transaction Costs**

The Trustee is required to set out the on-going charges incurred by members over the Scheme Year, which are annual fund management charges plus additional fund expenses, such as custody costs, but excluding transaction costs; this is also known as the total expense ratio ('TER'). The TER is paid by the members and is reflected in the unit price of the funds.

The charges on all funds within the Airbus Group UK Pension Scheme comprised a fixed administration charge of 0.14% pa and a fund management charge which differs between funds.

It should be noted that for all members of Schedule 4 and of Schedules 1, 2 and 3 with a Retirement Account or AVCs, the members bear the cost of the administration charge. For the Schedule 5 members, the Company pays the administration charge. The Trustee has therefore provided two versions of the TERs and projected pension pot analysis, both including and excluding the administration charge.

The Trustee is also required separately to disclose transaction cost figures. In the context of this Statement, the transaction costs shown are those incurred when the Scheme's fund managers buy and sell assets within investment funds but do not include any costs incurred when members invest in and switch between funds. Transaction costs are borne by members.

The charges and transaction costs have been supplied by L&G, which is the Scheme's platform provider, and none are outstanding.

When preparing this section of the Statement the Trustee has taken account of the relevant statutory guidance. Due to the way in which transaction costs have been calculated, it is possible for figures to be negative; where market movements are favourable between the time a trade is placed and it is executed. The Trustee has shown any negative figures in the tables for the year as provided, but for the costs and charges illustrations we have used zero where a transaction cost is negative to give a more realistic projection (ie we would not expect transaction costs to be negative over the long term).



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### TRUSTEE'S STATEMENT ON DC GOVERNANCE *(continued)*

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#### Default Arrangements

For Schedule 4 and 5 members in the Airbus Group UK Retirement Plan, the default arrangement is the Airbus Drawdown Lifestyle (the "Drawdown Default").

For Schedule 1, 2 and 3 members within the Airbus Group UK Pension Scheme with retirement accounts or AVCs, the default investment strategy is the Airbus Cash Lifestyle (the "Cash Default").

The Defaults have been set up with lifestyle approaches, which means that members' savings are automatically moved between different investment funds as they approach their target retirement date. This means that the level of charges and transaction costs will vary depending on how close members are to their target retirement age and in which funds they are invested.

During the Scheme Year, annualised charges and transaction costs are set out in the following tables.

#### Airbus Drawdown Lifestyle

Years to Target Retirement Date	Total TER (excl. 0.14% admin charge)*	Total TER (incl. 0.14% admin charge)	Transaction costs (%)
15+	0.07	0.21	0.08
10	0.10	0.24	0.06
5	0.13	0.27	0.04
0	0.15	0.29	0.05

#### Airbus Cash Lifestyle

Years to Target Retirement Date	Total TER (excl. 0.14% admin charge)*	Total TER (incl. 0.14% admin charge)	Transaction costs (%)
15+	0.07	0.21	0.08
10	0.10	0.24	0.06
5	0.13	0.27	0.04
0	0.13	0.27	0.05

The charges for the default investment funds remain within the criteria set for a qualifying scheme for automatic enrolment.

#### Self-Select options

In addition to the default arrangements, members also have the option to invest in one other lifestyle, targeting annuity purchase and several other self-select funds. The annual charges for this lifestyle during the period covered by this Statement are set out in the tables below.

#### Airbus Annuity Lifestyle

Years to Target Retirement Date	Total TER (excl. 0.14% admin charge)*	Total TER (incl. 0.14% admin charge)	Transaction costs (%)
15+	0.07	0.21	0.08
10	0.10	0.24	0.06
5	0.13	0.27	0.04
0	0.09	0.23	0.09

\* For the Schedule 5 members, the Company pays the administration charge.

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### TRUSTEE'S STATEMENT ON DC GOVERNANCE *(continued)*

#### YEAR ENDED 5 APRIL 2023

The level of charges for each self-select fund (including those used in the Defaults) and the transaction costs over the period covered by this Statement are set out in the following table. The underlying funds used within the Defaults are shown in bold.

Fund name	Total AMC (excl. 0.14% admin. charge) <sup>4</sup>	Total AMC (incl. 0.14% admin. charge)	Transaction Costs
<b>Airbus Global Equity Fund</b>	0.07	0.21	0.08
L&G Global Equity Fixed Weights (50:50) Index Fund	0.10	0.24	0.05
<b>L&amp;G AAA-AA-A Corporate Bond Over 15 Year Index</b>	0.12	0.26	-0.02
L&G Over 15 Year Gilts Index Fund	0.08	0.22	0.19
L&G Over 5 Year Index Linked Gilts Fund	0.08	0.22	0.21
L&G UK Equity Index Fund	0.10	0.24	0.03
L&G World (ex UK) Equity Index Fund	0.12	0.26	0.06
L&G World Emerging Markets Equity Index Fund	0.25	0.39	0.04
<b>L&amp;G Diversified Fund</b>	0.30	0.44	0.00
L&G Sustainable Property Fund	1.28	1.42	-0.40
HSBC Islamic Global Equity Index Fund	0.35	0.49	-0.03
L&G Ethical Global Equity Index Tracker	0.30	0.44	0.00
<b>L&amp;G Cash Fund</b>	0.09	0.23	-0.01
L&G Future World Annuity Aware Fund <sup>1</sup>	0.12	0.26	0.03
L&G Invesco Perpetual Global Targeted Returns <sup>2</sup>	0.75	0.89	0.43
L&G Veritas Global Focus Fund	0.84	0.98	0.05
<b>Airbus Short Duration Credit Fund</b>	0.16	0.30	0.10
L&G Fossil Fuel Free Climate Equity Index Fund <sup>3</sup>	0.17	0.31	0.03
Columbia Threadneedle Responsible Global Equity Fund <sup>3</sup>	0.74	0.88	0.16

<sup>1</sup>As of 20 February 2023, the L&G Future World Annuity Aware Fund is closed to new members.

<sup>2</sup>As of 1 May 2022, the Invesco Global Targeted Returns Fund is closed to new members.

<sup>3</sup>The funds were added to the Scheme's self-select fund range on 10 February 2023.

<sup>4</sup>For the Schedule 5 members, the Company pays the administration charge.

#### Information Regarding Investment Transaction Costs

The following tables illustrate the impact of charges and transaction costs on the projection of an example member's pension savings. In preparing this illustration, the Trustee has had regard to the relevant statutory guidance.

The "before costs" figures represent the savings projection assuming an investment return with no deduction of member borne charges or transaction costs. The "after costs" figures represent the savings projection using the same assumed investment return but after deducting member borne charges and an allowance for transaction costs.

The transaction cost figures used in the illustration are those provided by the managers over the past four years (where available), subject to a floor of zero (so the illustration does not assume a negative cost over the long term). We have used the average annualised transaction costs over the past four years for all funds as this is the longest period over which figures were available and should be more indicative of longer-term costs compared to only using figures over the Scheme year. For the Airbus Global Equity Fund and Airbus Short Duration Credit Fund, we have used two-year transaction cost figures as this is the longest period over which figures were available due to the when the funds were added to the Scheme.

The illustrations are shown for the Airbus Drawdown Lifestyle and Airbus Cash Lifestyle, since these are the arrangements with the most members invested in them, as well as two funds from the Scheme's self-select fund range. The two self-select funds shown in the illustration are:

- the fund with second highest annual member borne costs - this is the L&G Sustainable Property Fund. This fund has the highest Annual Management Charge by a significant margin but the

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second highest overall cost, due to negative transaction costs over the year. The fund with the highest overall cost over the Scheme year is the L&G Invesco Perpetual Global Targeted Returns Fund. Given that transaction costs are unlikely to be negative over the long term and the Invesco fund is closed to new members, we have shown the L&G Sustainable Property Fund illustration.

- the fund with lowest annual member borne costs - this is the L&G Cash Fund.

#### Schedules 1, 2, 3 and 4

##### Projected pension pot in today's money

Years invested	Drawdown lifestyle		Cash lifestyle		L&G Sustainable Property Fund		L&G Cash Fund	
	Before costs	After costs	Before costs	After costs	Before costs	After costs	Before costs	After costs
1	£10,300	£10,300	£10,300	£10,300	£10,200	£10,100	£10,000	£9,900
3	£18,400	£18,300	£18,400	£18,300	£18,100	£17,600	£16,900	£16,900
5	£27,400	£27,100	£27,400	£27,100	£26,700	£25,500	£24,000	£23,900
10	£53,800	£52,900	£53,800	£52,900	£51,300	£47,100	£42,200	£41,600
15	£87,100	£85,000	£87,100	£85,000	£81,100	£71,600	£61,000	£59,800
20	£129,300	£125,200	£129,300	£125,200	£117,500	£99,500	£80,400	£78,400
25	£182,600	£175,200	£182,600	£175,200	£161,700	£131,100	£100,600	£97,500
30	£247,200	£235,000	£247,200	£235,000	£215,500	£167,100	£121,500	£117,000
35	£321,900	£302,700	£321,900	£302,700	£281,000	£207,900	£143,100	£137,000
40	£400,600	£372,100	£377,200	£350,400	£360,700	£254,300	£165,500	£157,400

#### Schedule 5

##### Projected pension pot in today's money

Years invested	Drawdown lifestyle		Cash lifestyle		L&G Sustainable Property Fund		L&G Cash Fund	
	Before costs	After costs	Before costs	After costs	Before costs	After costs	Before costs	After costs
1	£10,300	£10,300	£10,300	£10,300	£10,200	£10,100	£10,000	£10,000
3	£18,400	£18,400	£18,400	£18,400	£18,100	£17,700	£16,900	£16,900
5	£27,400	£27,300	£27,400	£27,300	£26,700	£25,600	£24,000	£24,000
10	£53,800	£53,300	£53,800	£53,300	£51,300	£47,500	£42,200	£42,000
15	£87,100	£86,100	£87,100	£86,100	£81,100	£72,500	£61,000	£60,500
20	£129,300	£127,300	£129,300	£127,300	£117,500	£101,100	£80,400	£79,600
25	£182,600	£179,000	£182,600	£179,000	£161,700	£133,800	£100,600	£99,400
30	£247,200	£241,200	£247,200	£241,200	£215,500	£171,200	£121,500	£119,700
35	£321,900	£312,200	£321,900	£312,200	£281,000	£214,000	£143,100	£140,700
40	£400,600	£385,800	£377,200	£363,400	£360,700	£263,000	£165,500	£162,300

#### Notes

- Values shown are estimates and are not guaranteed. The illustration does not indicate the likely variance and volatility in the possible outcomes from each fund. The numbers shown in the illustration are rounded to the nearest £100 for simplicity.
- Projected pension pot values are shown in today's terms, and do not need to be reduced further for the effect of future inflation.
- Annual salary growth and inflation are assumed to be 2.5%. Salaries could be expected to increase above inflation to reflect members becoming more experienced and being promoted. However, the projections assume salaries increase in line with inflation to allow for prudence in the projected values.

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#### YEAR ENDED 5 APRIL 2023

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- The starting pot size used is £6,500. This is the approximate average (median) pot size for active members aged 30 years and younger (rather than using a whole membership average, we have taken this approach to give a more realistic 40-year projection).
- The projection is for 40 years, being the approximate duration that the youngest scheme member has until they reach the scheme's Normal Pension Age.
- The starting salary is assumed to be £34,000. This is the approximate median salary for active members aged 30 or younger.
- Total contributions (employee plus employer) are assumed to be 10.0% of salary per annum.
  
- The projected annual returns used are as follows:
  - Drawdown default option: 4.8% above inflation for the initial years, gradually reducing to a return of 3.2% above inflation at the ending point of the lifestyle.
  - Cash default option: 4.8% above inflation for the initial years, gradually reducing to a return of 1.1% above inflation at the ending point of the lifestyle.
  - L&G Sustainable Property Fund: 4.0% above inflation
  - L&G Cash Fund: 0.7% above inflation
- No allowance for active management outperformance has been made.

Individual projections can be found in the members' annual benefit statements.

The Trustee has taken an interest in the Environmental, Social and Governance (ESG) aspects of fund management. The Trustee has proactively met with the fund managers to ensure that the fund manager strategy is in line with the Trustee's priorities and is being promoted. The Trustee is pleased to note that the active and engaged approach of the fund managers towards ESG meets their requirements. The SIP details the Trustee's approach to ESG and Stewardship.

## AIRBUS GROUP UK PENSION SCHEME

### TRUSTEE'S STATEMENT ON DC GOVERNANCE *(continued)*

YEAR ENDED 5 APRIL 2023

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#### Investment returns

This section shows the annual return, after the deduction of member borne charges and transaction costs, for all investment options in which member assets were invested during the Scheme year.

For the arrangements where returns vary with age, such as for the Defaults, returns are shown over the Scheme year for a member aged 25, 45 and 55 at the start of the period the returns are shown over.

#### Drawdown lifestyle strategy net returns over period to Scheme year end

Age of member at the start of the period	1 year (%)	2 years (% pa)
25	-3.1	5.1
45	-3.1	5.1
55	-5.6	2.3

#### Cash lifestyle strategy net returns over period to Scheme year end

Age of member at the start of the period	1 year (%)	2 years (% pa)
25	-3.1	5.1
45	-3.1	5.1
55	-5.6	2.3

#### Annuity lifestyle strategy net returns over period to Scheme year end

Age of member at the start of the period	1 year (%)	2 years (% pa)
25	-3.1	5.1
45	-3.1	5.1
55	-5.6	2.3

#### Self-select fund net returns over period to Scheme year end

Self-select funds	1 year (%)	2 years (% pa)
L&G UK Equity Index Fund	2.3	7.5
L&G World Emerging Markets Equity Index Fund	-4.9	-4.3
L&G Diversified Fund	-5.7	0.0
L&G AAA-AA-A Corporate Bonds-Over 15Y Index Fund	-25.4	-18.0
L&G Over 5y Index-Linked Fund	-29.5	-14.5
L&G Over 15y Gilts Index Fund	-29.9	-19.7
L&G Sustainable Property Fund	-13.9	-2.1
L&G Ethical Global Equity Index Fund	-1.9	7.7
L&G Cash Fund	2.2	1.0
HSBC Islamic Global Equity Index Fund	-5.9	6.8
Veritas Global Focus Fund	-3.6	4.3
L&G Future World Annuity Aware Fund	-20.3	-13.9
Invesco Global Targeted Returns Fund	6.0	0.7
Airbus Short Duration Credit Fund	-2.5	-2.3
Airbus Global Equity Fund	-3.1	5.0
L&G Global Equity Fixed Weights 50:50 Index Fund	1.2	6.2
L&G World (ex UK) Equity Index Fund	-3.6	5.8
L&G Fossil Fuel Free Climate Equity Index Fund	-4.2	n/a
CT Responsible Global Equity Fund	-5.4	n/a

# AIRBUS GROUP UK PENSION SCHEME

## TRUSTEE'S STATEMENT ON DC GOVERNANCE *(continued)*

YEAR ENDED 5 APRIL 2023

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### Value for Members Assessment

The Trustee is required to assess the extent to which member-borne charges and transaction costs represent good value for members. There is no legal definition of 'good value' which means that determining this is subjective. The general policy of the Trustee in relation to value for member considerations is set out below.

The Trustee reviews all member-borne charges (including transaction costs where available) annually, with the aim of ensuring that members are obtaining value for money given the circumstances of the Scheme. Member-borne charges covering the Scheme year to 5 April 2023 were reviewed in July 2023. The Trustee notes that value for money does not necessarily mean the lowest fee, and so the overall quality of the service received has also been considered in this assessment.

The Trustee's assessment included a review of the performance of the Scheme's investment funds (after all charges and transaction costs) in the context of their investment objectives. The returns on the investment funds members can choose during the period covered by this statement have been consistent with their stated investment objectives.

The Trustee believes the transaction costs provide value for members, as the ability to transact forms an integral part of the investment approaches and expect this to lead to greater investment returns net of costs over time. All members except Schedule 5 members, bear the cost of the administration charges, but overall charges remain competitive when compared to similar sized bundled schemes. For the Schedule 5 members, it was agreed as part of the Cassidian transfer that the Company would pay the administration charge.

In carrying out the assessment, the Trustee also considers other benefits members receive from the Scheme but do not pay for, which include:

- the oversight and governance of the Trustee, including ensuring the Scheme is compliant with relevant legislation, and holding regular meetings to monitor the Scheme and addressing any material issues that may impact members. The conclusion of the VFM analysis ranked this governance and oversight as very good and accorded to the Trustee's commitment to the Scheme and how it is run.
- the design of the default arrangements and how this reflects the interests of the membership as a whole. This was ranked as very good in the conclusion of the VFM analysis. The default investment strategies target drawdown (Schedules 4 and 5) and cash at retirement (Schedules 1, 2 and 3) which remains appropriate. The default strategies are broadly achieving their stated performance objectives.
- the range of investment options and strategies. This was ranked as very good. Members are offered multiple lifestyles, each targeting a different retirement option. The self-select fund range is broad, appropriate, not duplicated, and gives access to a number of specialist asset classes.
- the quality of communications delivered to members. This was ranked as good. Communications are clear, tailored and informative, however it was identified that there needs to be additional, or more regular communications and "nudges" to increase member engagement. The Trustee is considering what further steps can be taken to improve communication.
- the Scheme design including the Company commitment to the Scheme, and level and flexibility of contribution structures. This was ranked as very good. The Company and Trustee's commitment to the Scheme is strong and demonstrated in the design and contribution structure.
- the 'At retirement' options. This was ranked as very good. The Scheme offers all of the major retirement options, including access to a Master Trust. Transfers away from the Scheme can

## AIRBUS GROUP UK PENSION SCHEME

### TRUSTEE'S STATEMENT ON DC GOVERNANCE *(continued)*

#### YEAR ENDED 5 APRIL 2023

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be made efficiently.

- the efficiency of administration processes and the extent to which L&G met or exceeded its SLAs. This was ranked as very good and carried out as detailed in the earlier section covering the processing of core financial transactions. The Trustee is comfortable with the quality and efficiency of the administration processes provided by L&G and believes it to be of a high standard.

The VFM assessment analysis ranked the costs and charges borne by members as very good. Overall, the Trustee is confident that members of the Airbus Group UK Pension Scheme are receiving very good value for money for the reasons set out in this section. The Trustee aims to improve value for members in future by improving the frequency of communications for members to increase member engagement and continuing to maintain the high standards in other areas as it has demonstrated to date.

#### **The Trustee Directors' Knowledge and Understanding**

The Scheme's Trustee Directors are required to maintain appropriate levels of knowledge and understanding to run the Scheme effectively. The Trustee has measures in place to comply with the legal and regulatory requirements regarding knowledge and understanding of relevant matters, including investment, pension and trust law. Details of how the knowledge and understanding requirements of sections 247 and 248 of the Pensions Act 2004 have been met during the Scheme Year are set out below.

The Trustee has a comprehensive trustee knowledge and understanding policy and most of the Trustee Directors have completed the Pension Regulator's Trustee Toolkit. Training opportunities are provided throughout the year to ensure competency is maintained. The in-house training usually comprises of a set structure where the Pensions Consultative Committee, which comprises elected member representatives from across the Scheme, are invited to join some parts of a 3 day training course run for the Trustee Directors. This allows for Company Nominated Trustees, Member Nominated Trustees and prospective Member Nominated Trustees to combine their learning efforts where appropriate. Sessions that have more technical content are also held for the benefit of the Trustee Directors. During the Scheme Year, the Trustee Directors received training on TCFD and covenant, Governance and Single Code of Practice, Addressing Inclusion and Diversity in Pensions, Legal Developments, Responsible Investment and Future Developments, Member Communication and Engagement/ how to communicate responsible investment. In addition, the Trustee Directors receive regular updates from their advisers on the latest regulatory requirements and industry trends, in particular quarterly updates from their DC adviser and their legal adviser. Following the VFM assessment, the Trustee knowledge reported is very good and robust governance processes are well established.

Most Trustee Directors also regularly attend conferences, seminars and webinars to keep up to date on current affairs and topics in the pensions arena. A record of attendance is kept centrally by the Secretary to the Trustee.

Each Trustee Director has an annual assessment and discussion each year with the Independent Trustee Chairman where areas for improvement are identified and actions are planned accordingly.

Each Trustee (excluding those who joined after the year to April 2019) has completed the PMI Award in Pension Trusteeship. The Secretary to the Trustee also holds this qualification and is an APPT accredited trustee.

The Scheme's professional advisers have experienced teams that specialise in advising trustees of occupational pension schemes. They provide the Trustee with investment and legal advice, and with training.

Various scenarios have risen throughout the year through individual member cases where a working knowledge of the Scheme (including the Trust Deed and Rules, the Statement of Investment Principles and various Trustee Policies) was evident. However, the cases also highlighted where the Trustee relied on expert knowledge (such as that from the Scheme's legal advisers) to supplement their existing

## AIRBUS GROUP UK PENSION SCHEME

### TRUSTEE'S STATEMENT ON DC GOVERNANCE *(continued)*

YEAR ENDED 5 APRIL 2023

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knowledge and come to a rational, justified and sound decision.

The Trustee Board also undertake an annual evaluation of the performance and effectiveness of the Board. A questionnaire devised by the previous Secretary to the Trustee is issued to each individual Trustee. The results are collated anonymously and tabled at the Q2 Trustee Board Meeting to discuss the results. The results of the review for the Scheme Year ended 5 April 2023, were noted at the June 2023 Trustee meeting and would be discussed at the Q3 2023 RGSC meeting. Overall, the Trustee Directors were satisfied with the results which indicated that the Trustee Board was competent.

Considering the knowledge and experience of the Trustee Directors, which includes an independent professional trustee and the specialist advice (both in writing and whilst attending meetings) received from the appointed professional advisors (e.g. the Scheme's investment consultants and legal advisors), the Trustee believes it is well placed to exercise its functions as Trustee of the Scheme properly and effectively.

Signed for and on behalf of Airbus UK Pension Trustee

**Chair of the Trustee Board**

**Date:** 4 August 2023