

Stena Drilling Limited Money Purchase Scheme

Chair's statement regarding the governance of defined contribution arrangements

Scheme year - 6 April 2020 to 5 April 2021

1. Introduction

- 1.1. This statement has been prepared by Stena Drilling (Money Purchase) Pension Trustee Limited ("the Trustee"), the Trustee of the Stena Drilling Limited Money Purchase Scheme ("the Scheme"), to report on compliance with governance standards.
- 1.2. The governance standards apply to defined contribution ("DC") arrangements and are designed to help members achieve good outcomes from their pension savings.
- 1.3. This statement covers the Scheme year 6 April 2020 to 5 April 2021.
- 1.4. The Scheme is open to new members and the Sponsoring Employer, Stena Drilling Limited, uses the Scheme to meet its auto-enrolment obligations by auto-enrolling newly Eligible Jobholders into the Scheme and by maintaining the Scheme as a 'Qualifying Scheme' for the active membership.
- 1.5. The Scheme provides benefits on a DC basis. The Scheme is operated on bundled basis whereby The Prudential Assurance Company Limited ("Prudential") provides investment, administration and communication services on behalf of the Trustee.
- 1.6. In addition, one preserved member holds Additional Voluntary Contributions with Utmost Life and Pensions (formerly held with the Equitable Life Assurance Society and transferred to Utmost Life and Pensions on 1 January 2020 as part of the business transfer between these two organisations).

2. Default investment arrangement

- 2.1. For members who are automatically enrolled into the Scheme, and who do not make an alternative selection, contributions are invested in the Scheme's default investment arrangement ("the default").
- 2.2. The key features of the default are:
 - 2.2.1. The default uses a 'lifestyle' strategy to automatically reduce risk/volatility in the years approaching retirement age.
 - 2.2.2. Up until 5 years before a member's target retirement age, the default invests 100% of member's funds in the Baillie Gifford Diversified Growth Fund.
 - 2.2.3. Over the 5 year period immediately prior to a member's target retirement age, the default automatically and gradually switches out of the Baillie Gilford Diversified Growth Fund and into the Prudential Long Term Bond Fund and the Prudential Cash Fund. By the time the member reaches their target retirement age they will be invested 75% in the Prudential Long Term Bond Fund and 25% in the Prudential Cash Fund as detailed in the table over the page:

Years to Target Retirement Age	Baillie Gifford Diversified Growth Fund	Prudential Long Term Bond Fund	Prudential Cash Fund
0	0%	75%	25%
1	20%	70%	10%
2	40%	60%	0%
3	60%	40%	0%
4	80%	20%	0%
5	100%	0%	0%
>5	100%	0%	0%

Review of the default

- 2.3. No formal review of the default was undertaken in the Scheme year. The strategy and performance of the default were last formally reviewed in May 2018. This concluded that that the arrangement and fund returns are consistent with the aims and objectives set out in the Statement of Investment Principles ("SIP"). The Trustee considered the impact of performance on different groups of members in the Scheme and were satisfied that is on target for all groups. The next review is scheduled to take place in 2021.
- 2.4. The Trustee monitors the performance of all investment options, including the funds which make up the default, at each Trustee meeting. These reviews are part of the regular governance of the Scheme and do not constitute a formal review of the default, which ordinarily follows a three year cycle.

Further information on the default

- 2.5. Details of the current default are set out in the attached Statement of Investment Principles, which sets out the Trustee Directors' investment objectives and strategy of the Plan. It was prepared in accordance with regulation 2A of The Occupational Pension Schemes (Investment) Regulations 2005. The Statement of Investment Principles was updated during the reporting period and signed on 6 August 2020. This covers the investment policy in relation to the entire Scheme.
- 2.6. The Trustee Directors have set up processes to publish relevant information on the default arrangement by publishing the SIP online at the following URL:https://stenadrilling.b-cdn.net/PDF%20documents/SDL_MPS_SIP_-_9th_Edition_v2.0.pdf and they will notify members about this in their annual benefit statements.

3. Core financial transactions

- 3.1. The Trustee has a duty to ensure that 'core financial transactions' are processed promptly and accurately.
- 3.2. Core financial transactions comprise the following:
- 3.2.1. investment of contributions
 - 3.2.2. transfers into and out of the Scheme
 - 3.2.3. investment switches within the Scheme
 - 3.2.4. payments out of the Scheme
- 3.3. Core financial transactions are undertaken by Prudential (with the exception of any transaction involving the AVC fund held with Utmost Life and Pensions).

Controls and monitoring arrangements

3.4. The controls in place in relation to ensuring the promptness and accuracy of core financial transactions are as follows:

- 3.4.1. Financial transactions are undertaken on the Trustee Directors' behalf by the scheme administrator, Prudential. The Trustee Directors periodically review the processes and controls implemented by Prudential, and consider these to be suitably designed to achieve the objectives. The Trustee Directors have a service level agreement ("SLA") in place with the scheme administrator which covers the accuracy and timeliness of all core transactions and they receive regular reports to monitor the performance against those service levels. The processes adopted by the Scheme administrator to help meet the SLA include checklists, a central financial control team separate to the admin team, peer checking and authorisation of payments, automated reporting of late contributions, daily monitoring of bank accounts, daily checking and reconciliation of member unit holdings, and a dedicated contribution processing team.
- 3.4.2. During the period covered by this statement the Trustee Directors monitored the service levels reported by Prudential at each trustee meeting and it was noted that performance levels had fallen below the standards expected by the Trustee Directors. Following discussions with senior representatives from Prudential a number of measures were put in place to raise service levels. The Trustee Directors' have seen an improved performance from Prudential but are still closely monitoring SLA's to ensure services levels continue to improve.
- 3.4.3. Additional measures that help to monitor the accuracy of core financial transactions are the external audit of the Scheme's contributions.
- 3.4.4. The administrator's controls and processes are also subject to a formal external audit for its annual assurance report on internal controls.
- 3.4.5. Any material issues uncovered regarding inaccuracies with core financial transactions are included within the administrator's quarterly reporting to the Trustee.

Performance during the scheme year

- 3.5. The Trustee Directors received quarterly reports from the administrator during the Scheme year and raised a number of concerns in relation to performance against the SLAs as noted in paragraph 3.4.2 above.
- 3.6. Neither the administrator's quarterly reports nor the audit of the annual report and accounts identified material issues with the accuracy of core financial transactions.

Assessment

- 3.7. In view of the controls and monitoring arrangements, and the lack of material issues experienced during the Scheme year, the Trustee Directors believe that core financial transactions have been processed promptly and accurately.

4. Member-borne charges and transaction costs

- 4.1. Members bear charges and transaction costs, which will differ depending on the investment options in which their pension savings are invested:
 - 4.1.1. Charges: these are expressed as a percentage of the value of a member's holdings within an investment fund, and can be made up of a combination of charges, e.g. annual management charge and additional expenses.
 - 4.1.2. Transaction costs: these relate to the variable costs incurred within an investment fund arising from the trading activities of the fund, e.g. incurred in the buying and selling of securities, which are not accounted for in the headline charge.

Charges in relation to the Scheme

4.2. The following table provides details of the charges and transaction costs for each of the investment options provided through the scheme over the scheme year (data sourced from Prudential 11 April 2021):

	ANNUAL MANAGEMENT CHARGE % per annum	OTHER CHARGES & EXPENSES % per annum	TRANSACTION COSTS % Average of up to last 5 years
Prudential S3 Baillie Gifford Diversified Growth*	0.750%	0.00%	0.6267%
Prudential S3 Cash*	0.220%	0.00%	0.0000%
Prudential S3 Long Term Bond*	0.150%	0.00%	0.0133%
Prudential Baillie Gifford Global Stewardship S3	0.500%	0.00%	0.0433%
Prudential Dynamic Global Equity Passive	0.140%	0.00%	0.6200%
Prudential S3 All Stocks Corporate Bond	0.250%	0.00%	0.01%
Prudential S3 BlackRock Aquila Emerging Markets Equity	0.400%	0.00%	-0.05%
Prudential S3 Discretionary	0.250%	0.00%	0.06%
Prudential S3 Dynamic Growth I	0.22%	0.01%	0.13%
Prudential S3 Dynamic Growth II	0.22%	0.00%	0.11%
Prudential S3 Dynamic Growth III	0.22%	0.00%	0.12%
Prudential S3 Dynamic Growth IV	0.22%	0.00%	0.09%
Prudential S3 Dynamic Growth V	0.22%	0.01%	0.11%
Prudential S3 Europe Equity Passive	0.150%	0.02%	0.08%
Prudential S3 Fixed Interest	0.25%	0.00%	0%
Prudential S3 Global Equity	0.25%	0.00%	0.01%
Prudential S3 HSBC Islamic Global Equity Index	0.40%	0.00%	-0.01%
Prudential S3 International Equity	0.25%	0.02%	0.01%
Prudential S3 Japan Equity Passive	0.15%	0.03%	-0.01%
Prudential S3 LGIM Ethical Global Equity Index	0.45%	0.00%	0.01%
Prudential S3 LGIM Ethical UK Equity Index	0.25%	0.00%	0.01%
Prudential S3 North America Equity Passive	0.15%	0.00%	-0.03%
Prudential S3 Pacific Basin ex-Japan Equity Passive	0.15%	0.04%	0.03%
Prudential S3 Threadneedle Property	0.90%	0.77%	0.06%
Prudential S3 UK Equity	0.25%	0.01%	0.03%
Prudential S3 UK Smaller Companies	0.25%	0.01%	0.05%
Prudential S3 UK Property**	0.25%	0.00%	0.19%
Prudential With Profits Fund 90/10	https://www.pru.co.uk/pdf/GENF1007703.pdf		0.1025%

* Default fund

** Fund closed in June 2021

Source of information: Prudential

Annual management charge / Other charges & expenses: These charges cover the cost of running the fund. They include administrative costs such as maintaining records, producing reports and calculating the daily unit price, as well as the research that goes into deciding what assets to buy and sell.

Transaction costs: This is the Transaction cost information as a percentage average up to last 5 years. Transaction costs occur when a fund buys or sells investments. They are not separate charges – transaction costs have been taken account of in the investment returns of your fund. Due to the movement of prices transaction costs can be positive or negative. The impact of a positive transaction cost is that it will reduce your potential investment returns, while a negative transaction cost will increase your potential investment returns.

Charges in relation to Additional Voluntary Contributions

- 4.3. A transfer of all assets from Equitable Life to Utmost Life and Pensions ('Utmost') took place on 1 January 2020. On transfer members invested in the With-Profits Fund received an uplift in value to compensate for guarantees lost as part of the unitisation process and were invested in the Utmost Secure Cash Fund between 1 January 2020 and 30 June 2020.
- 4.4. The Trustee Directors following advice from their investment adviser and member feedback agreed that any funds held in the Utmost Secure Cash Fund at 30 June 2020 would be transferred to Utmost's default investment strategy 'Investing by Age'.
- 4.5. The following table provides details of the charges and transaction costs for each of the investment options provided through the AVC arrangement over the Scheme year (data sourced from Utmost as 31 March 2021):

Investment option - Utmost	TER (p.a.)	Transaction costs (p.a.)
Secure Cash Fund	0.5000%	0.0000%*
Multi-Asset Moderate (IbAS)	0.7500%	0.4057%
Multi-Asset Cautious (IbAS)	0.7500%	0.4954%
Managed	0.7500%	0.1496%
Money Market	0.5000%	0.0001%

5. Impact of costs and charges

- 5.1. The Trustee, with the assistance of Prudential, has produced illustrations in line with the February 2018 guidance from the Department for Work & Pensions entitled "Cost and charge reporting: guidance for the trustees and managers of occupation schemes". These illustrations, as provided by the Prudential, together with explanatory notes are included as Appendix 2 and Appendix 3. The illustrations are for typical members in the Scheme, showing the cumulative effect the cost and charges have on their pension fund.
- 5.2. Appendix 2 shows illustrations assuming regular contributions continue to be paid, and Appendix 3 shows illustrations assuming there are no contributions paid to the Scheme.
- 5.3. For each individual illustration, each example member's pension fund has been projected twice; firstly to allow for assumed investment return gross of the costs and charges of the fund the member is invested in and then again, but adjusted for the cumulative effect of the costs and charges of the fund.

6. Value for members

- 6.1. The Trustee is required to assess annually the extent to which the charges and transaction costs borne by members represent good value.
- 6.2. Analysis was undertaken by the Trustee's professional advisers, Barnett Waddingham LLP, and the findings were set out in a report dated 4 October 2021.
- 6.3. Recognising that low cost does not necessarily mean good value, the assessment considered whether the services for which members pay or share the costs are suitable for, relevant to and (likely to be) valued by members and whether performance of the services had been effective. Consideration was also made of the costs relative to other options available in the market.

- 6.4. Various investment-related services for which members do not directly bear the costs are nevertheless inextricably linked to creating the environment under which investment returns are delivered, e.g. strategy, monitoring and the investment governance structure, so these were included in the assessment.
- 6.5. Other services paid for by Stena Drilling Limited ("the Company") were excluded from the assessment but nevertheless deliver value to members, e.g. the services of professional advisers and the operation of the trustee board, with a duty to act in the best interest of members.
- 6.6. In relation to the Scheme, the member-borne charges and transaction costs relate to:
 - 6.6.1. investment services
 - 6.6.2. administration services
 - 6.6.3. communication services
- 6.7. The assessment considered:
 - 6.7.1. in relation to investment services:
 - 6.7.1.1. the investment strategy, e.g. the design of the default and range of alternative options;
 - 6.7.1.2. the arrangements for monitoring the performance of the investment options and reviewing the investment strategy; and
 - 6.7.1.3. the investment governance arrangements.
 - 6.7.2. in relation to administration services:
 - 6.7.2.1. the general administration arrangements;
 - 6.7.2.2. arrangements in relation to financial transactions; and
 - 6.7.2.3. data and record keeping.
 - 6.7.3. in relation to communication services:
 - 6.7.3.1. communication strategy;
 - 6.7.3.2. pre-retirement communications; and
 - 6.7.3.3. at/post retirement communications.
- 6.8. The Trustee concluded that the Stena Drilling Limited Money Purchase Scheme offers good value in relation to the charges and transaction costs borne by members.
- 6.9. In reaching this conclusion, the Trustee recognised:
 - 6.9.1. a default investment arrangement which includes automatic de-risking as members approach retirement;
 - 6.9.2. a suitable range of self-select funds are available to members;
 - 6.9.3. monitoring processes of the default investment arrangement strategy and fund performance continue to remain in place;
 - 6.9.4. the Trustee has adopted a policy around Environmental, Social & Governance ("ESG") issues and monitors how these are implemented with the investment manager;
 - 6.9.5. There are areas for improvement in the functionality, support and communications available to members through the Prudential proposition. Following Prudential's move to new administration and delivery platform (through Diligenta) in later part of the Scheme year, the Trustee will be monitoring developments closely to understand what improvements this delivers in terms of value for members.

7. Trustee knowledge and understanding

The Trustee Board

7.1. The Trustee Board comprises five trustee directors, two of whom are nominated by the members and three of whom are appointed by the Company.

Trustee knowledge and understanding requirements

7.2. Sections 247 and 248 of the Pensions Act 2004 set out the requirement for trustees to have appropriate knowledge and understanding of the law relating to pensions and trusts, the funding of occupational pension schemes, investment of the scheme's assets and other matters to enable them to exercise their functions as trustees properly. This requirement is underpinned by guidance in the Pension Regulator's Codes of Practice 07 and 13.

Approach

7.3. The Trustee Directors put in place arrangements that they that we take personal responsibility for keeping themselves up-to-date with relevant developments and carry out self-assessments of training needs to help identify any knowledge gaps. The Secretary to the Trustee Directors reviews the self-assessments and arranges for training to be made available to individual Trustee Directors or to the Trustee Board as a whole, as appropriate.

7.4. Over the past year the Trustee Directors received training at trustee meetings on the following topics:

- 7.4.1. consideration of Trustees Directors' ESG policies
- 7.4.2. Implementation Statement requirements
- 7.4.3. General Data Protection Regulation ("GDPR")
- 7.4.4. DC Governance
- 7.4.5. The exercise of Trustee Discretion
- 7.4.6. Transfer out process
- 7.4.7. Overview of Pension Scam risk
- 7.4.8. DWP Consultation: Improving outcomes for members

7.5. The Trustee Directors receive advice from professional advisors, and the relevant skills and experience of those advisors are key criteria when evaluating advisor performance or selecting new advisors.

7.6. Over the year, the Trustee Directors regularly received training updates from their advisers. These included a presentation to the Trustees by Mr O'Reilly of Norton Rose Fulbright covering discretionary powers, transfers out pension scams and current pension related issues.

7.7. All new Trustee Directors are required to attend an external Trustee Training courses.

7.8. All of existing Trustee Directors are completing the Pension Regulator's Trustee Toolkit. The Trustee Directors are also required to familiarise themselves with the Scheme's trust deed, rules and Statement of Investment Principles. Training sessions led by the Scheme's professional advisers are held in conjunction with regular meetings of the Trustee Directors.

7.9. The SIP has been referred to by the Trustee Directors on a number of occasions during the year, given the changes required to incorporate the Trustee Directors' ESG policies. Throughout the year, the Trustee Directors have demonstrated a working knowledge of the Trust Deed and Rules dealing with specific issues as they arose.

- 7.10. Taking account of actions taken individually and as a Trustee body, and the professional advice available to us, the Trustee Directors consider that they are enabled properly to exercise their functions as Directors of the Trustee Company.
- 7.11. Given the extent of the training above, the Trustee Directors are comfortable that they have demonstrated sufficient knowledge of the law relating to pension schemes and trusts and the principles relating to the funding and investment of pension schemes. I am also satisfied that the Trustee Directors have demonstrated a working knowledge of the Scheme's trust deed and rules, Statement of Investment Principles and all other documents setting out of the Trustee Directors' current policies.

Assessment

7.12. The Trustee Directors consider that their combined knowledge and understanding, together with their access to professional advice, enables them to properly and effectively exercise their trustee functions in the following ways:

- 7.12.1. The Trustee Directors are able to challenge and question advisers, service providers and other parties effectively;
- 7.12.2. Trustee Directors' decisions are made in accordance with the Scheme rules and in line with trust law duties; and
- 7.12.3. The Trustee Directors' decisions are not compromised by such things as conflicts or hospitality arrangements.

Stuart M Wyness

8th October 2021

.....

.....

Stuart M Wyness, Chair of the Trustee

Date 8th October 2021

Appendix 1 – Statement of Investment Principles

Stena Drilling Limited Money Purchase Scheme

**Statement of Investment Principles
Ninth Edition**

Date prepared: July 2020

6 August 2020

Contents

1.	Introduction	3
2.	Choosing investments	3
3.	Investment objectives	3
4.	Kinds of investments to be held	4
5.	The balance between different kinds of investments.....	4
6.	Risks	5
7.	Expected return on investments	6
8.	Realisation of investments	6
9.	ESG Considerations	6
10.	Stewardship	7
11.	Non-Financial factors.....	7
12.	Agreement	8
Appendix		
1.	The balance between different kinds of investment	9
2.	Default option.....	9
3.	Choosing investments	10
4.	Fee agreements	14

1. Introduction

- 1.1. This is the Statement of Investment Principles prepared by the Trustee of the Stena Drilling Limited Money Purchase Scheme (the Scheme). This statement sets down the principles which govern the decisions about investments that enable the Scheme to meet the requirements of:
- the Pensions Act 1995, as amended by the Pensions Act 2004; and
 - The Occupational Pension Schemes (Investment) Regulations 2005 as amended by the Occupational Pension Schemes (Investment) (Amendment) Regulations 2010 and the Occupational Pension Schemes (Charges and Governance) Regulations 2015; and the Occupational Pension Schemes (Investment) (Amendment) Regulations 2018, and the Occupational Pension Schemes (Investment) (Amendment) Regulations 2019.
- 1.2. In preparing this statement the Trustee has consulted Stena Drilling Limited, the Principal Employer, and obtained advice from Barnett Waddingham LLP, the Trustee's investment consultants. Barnett Waddingham is authorised and regulated by the Financial Conduct Authority and licensed by the Institute and Faculty of Actuaries for a range of investment business.
- 1.3. This statement has been prepared with regard to the 2001 Myners review of institutional investment (including subsequent updates).
- 1.4. The Trustee will review this statement at least once every three years or if there is a significant change in any of the areas covered by the statement or the demographic profile of the members.
- 1.5. The investment powers of the Trustee are set out in clause 9A of the Scheme Rules dated 08/2006 as amended by the Deed of Amendment dated 10 January 2012. This statement is consistent with those powers.

2. Choosing investments

- 2.1. The Trustee's policy is to offer a default investment arrangement suitable for the Scheme's membership profile, four alternative lifestyle arrangements with different risk profiles, plus a core range of investment funds into which members can choose to invest their contributions and those contributions made by the employer. The Trustee considers the advice of their professional advisers, who they consider to be suitably qualified and experienced for this role.
- 2.2. The day-to-day management of the Scheme's assets is delegated to one or more investment managers through the administrator's investment platform. The Scheme's investment managers are detailed in the Appendix to this statement. The investment managers are authorised and regulated by the Financial Conduct Authority, and are responsible for stock selection and the exercise of voting rights.
- 2.3. The Trustee reviews the appropriateness of the Scheme's investment options on an ongoing basis. This review includes consideration of the continued competence of the investment managers with respect to performance within any guidelines set. The Trustee will also consult the employer before amending the investment strategy.

3. Investment objectives

- 3.1. The Trustee has discussed key investment objectives for the Scheme in light of its membership profile as well as the constraints the Trustee faces in achieving these objectives. These are set out below. Further information is provided in the Appendix.

- to provide a default investment option that is likely to be suitable for a typical member of the Scheme;
 - to offer an appropriate range of alternative investment options so that members who wish to make their own investment choices have the freedom to do so, recognising that members may have different needs and objectives;
- 3.2. The Trustee is responsible for the design of the default investment option and for choosing which funds to make available to members. Members are responsible for their own choice of investment options.
- 3.3. The Trustee intends to maintain a regular dialogue with the members and in particular when a member is approaching a switch stage within the default investment option.

4. Kinds of investments to be held

- 4.1. The Scheme is permitted to invest in a wide range of assets including equities, bonds, cash, property and alternatives.

5. The balance between different kinds of investments

- 5.1. Members can choose to invest in a range of funds set out in the Appendix or can elect to invest in a lifestyle strategy. Where members do not choose where their contributions (and those made on their behalf by the employer) are invested, the Trustee will invest these contributions according to the default investment strategy set out in the Appendix.
- 5.2. The Trustee is aware that the appropriate balance between different kinds of investments will vary over time and the asset allocation may change as the membership profile evolves.
- 5.3. The Trustee considers the merits of both active and passive management and may select different approaches for different arrangements and asset classes. The current arrangements as at the date of signing this Statement are set out in the Appendix. However for an up to date description the Trustee recommends that reference should be made to the booklet and notices on the administrator's platform rather than this Statement as this Statement will only be updated for significant changes or changes required by legislation.

6. Risks

- 6.1. Investment risk lies with the members themselves. However, the Trustee has considered a number of risks when making available suitable investment choices, as set out below. Some of these risks will be more relevant to particular cohorts of members.

Inflation risk	The risk that the investments do not provide a return at least in line with inflation, thus eroding the purchasing power of the retirement savings. The Trustee makes available investment options that are expected to provide a long-term, real rate of return.
Liquidity risk	The risk that members cannot access investments quickly or incur costs of selling assets. The Trustee offers funds that are daily dealt to offer a high level of liquidity.
Conversion risk	The risk that fluctuations in the assets held, particularly in the period before retirement savings are accessed, lead to uncertainty over the benefit amount likely to be received. In the default arrangement made available to members (see Appendix), the Trustee increases the proportion of assets that more closely match how they expect members, who want certainty as to the level of income they receive, will access their retirement savings as the member gets closer to retirement.
Retirement income risk	The risk that a member's retirement income falls short of the amount expected, whether this is due to lower investment returns than expected or insufficient contributions being paid. The Trustee periodically reviews the appropriateness of the fund range offered to members.
Investment manager risk	The Trustee monitors the performance of each of the Scheme's investment managers on a regular basis in addition to having meetings with the Scheme's administrator from time to time as necessary. The Trustee has a written agreement with the Scheme's administrator, which sets out the terms and conditions on which the Trustee invests on behalf of the Scheme in the underlying investment manager's funds.
Concentration risk	Each investment manager is expected to manage broadly diversified portfolios and to spread assets across a number of individual shares and securities depending upon the objectives and parameters of the particular Fund.
Currency risk	Members' retirement savings are denominated in sterling. The Scheme may gain exposure to overseas currencies by investing in assets that are denominated in a foreign currency or via currency management. Currency hedging may be employed to manage the impact of exchange rate fluctuations. The extent to which this is undertaken is set out in the particulars of each Fund on offer.
Loss of investment	The risk of loss of investment by each investment manager and custodian is assessed by the Trustee. This includes losses beyond those caused by market movements (e.g. default risk, operational errors or fraud). The Trustee undertakes a review of the internal controls and processes of the Scheme administrator.

7. Expected return on investments

- 7.1. The Trustee has regard to the relative investment return and risk that each asset class is expected to provide. The Trustee is advised by their professional advisers on these matters, who they deem to be appropriately qualified experts. However, the day-to-day selection of investments is delegated to the investment managers.
- 7.2. The Trustee recognises the need to distinguish between nominal and real returns and to make appropriate allowance for inflation and charges when making decisions and comparisons.
- 7.3. In considering the expected return from investments, the Trustee recognises that different asset classes have different long-term expected returns and expected volatilities appropriate for different stages of the lifestyle profile.
- 7.4. The Trustee monitors the performance of each investment manager against an agreed benchmark as set out in the quarterly governance report received from the Scheme's administrators. This report is reviewed by the Trustee's investment advisor who will highlight key points for consideration. The report also contains a metric used to indicate whether an individual fund should be reviewed as to whether it is appropriate to continue to offer that fund to the membership. The Trustee meets the Scheme's administrators as frequently as is appropriate in order to review performance.

8. Realisation of investments

- 8.1. The Trustee has delegated the responsibility for buying and selling investments to the investment managers. The Trustee has considered the risk of liquidity as referred to above.

9. ESG Considerations

- 9.1. The Trustee undertook training with their investment advisors to consider the financial materiality of environmental, social and governance issues, including climate change (referred to together as "ESG issues"), within their default investment strategy and self-select member options. The Trustee views ESG issues within an investment context as potentially financially material over the long-term, however, the Trustee believes that ESG factors should be taken into account alongside other financially material factors.
- 9.2. ESG factors will be taken into account in the selection, retention and realisation of investments as follows:
 - 9.2.1. **Selection:** When adding a new fund or investment manager, the Trustees will consider the due diligence undertaken by their investment platform in making funds available to the Scheme. The Trustees will then consider whether any additional review of a manager's ESG credentials is required alongside other financially material factors.
 - 9.2.2. **Retention:** The Trustee will request information regarding the ESG practices of the Scheme's investment managers, and will review this periodically, to consider whether these remain appropriate.
 - 9.2.3. **Realisation:** If any significant breach of ESG policy is identified the Trustee may choose to replace the manager. However, failure in this area will not necessarily be sufficient reason or replacement, and will not necessarily take precedence over other factors.
- 9.3. The Trustee is also cognisant of the different investment timeframes that members will have. The Trustee believes that ESG issues, and particularly climate change issues have the potential to be more important

for members who are further from retirement, as the financial materiality of such issues will have a greater impact over a longer timeframe.

- 9.4. The Trustee will produce an annual implementation report which will include details of how the Trustee has followed and acted on these policies.

10. Stewardship

- 10.1. Stewardship encompasses the exercise of rights (including voting rights) attaching to the Scheme's investments, and the engagement by and with investment managers and other stakeholders on all relevant matters. This includes matters concerning an issuer of debt or equity, including their performance, strategy, capital structure, management of actual or potential conflicts of interest, risks, social and environmental impact and corporate governance.
- 10.2. The Trustee delegates responsibility for stewardship activities attaching to the Scheme's investments to its investment managers. Managers are expected to exercise voting powers with the objective of preserving and enhancing long term shareholder value. In addition to the exercise of voting rights, managers are expected to engage with key stakeholders (which may include issuers of debt or equity, corporate management, regulators and governance bodies) relating to their investments in order to improve corporate behaviours and governance, improve performance and social and environmental impact and to mitigate financial risks.
- 10.3. The Trustee periodically reviews engagement activity undertaken by their investment managers to ensure that the policies outlined above are being met.
- 10.4. The Trustee is supportive of the UK Stewardship Code published by the Financial Reporting Council and expects the Scheme's investment managers to have corporate governance policies in place which comply with these principles.
- 10.5. The Trustee expects all investment managers to have a conflict of interest policy in relation to their engagement and ongoing operations. This reduces the risk of potential conflicts of interest in the appointment of the investment manager and conflicts of interest between the Trustees/investment manager and the investee companies.

11. Non-Financial factors

- 11.1. The Trustee does not take account of non-financial matters (such as member ethical views) within the default investment strategy. However, it considers that it is important to ensure that a suitable range of funds are offered for members who wish to express an ethical preference in their pension saving.
- 11.2. The Scheme offers a range of funds including ethical funds for members who self-select their investments.
- 11.3. The Trustee will review its policy on whether or not to take account of non-financial matters on an annual basis.

12. Manager arrangements

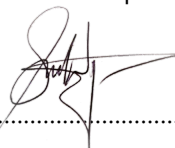
- 12.1. The Scheme invests via an investment platform, and the platform selects the funds on their platform based on their internal criteria. Therefore the Trustee selects managers from the available fund range, and expects the platform provider to undertake some due diligence on the overall fund selection.

- 12.2. The Trustee selects the funds to be made available to members based on a range of criteria set by the Trustee. This includes the managers' fund range and performance, fees, ESG and stewardship policies. The funds are not made available for a set time period, but all factors are regularly reviewed and the funds can be replaced at any time if the Trustee's criteria is not met. This incentivises the managers to maintain, develop and communicate their approach.
- 12.3. The Trustee monitors performance of the invested funds quarterly, but focus on longer term performance trends over investment cycles. The Trustee believes the use of rolling timeframes, typically 3 to 5 years, is consistent with ensuring the investment manager makes decisions based on an appropriate time horizon. This incentivises the manager to consider all risks and engage with investee companies to improve performance over the long-term. The Trustee also monitors the managers' approach to Stewardship annually to check that this aligns with their agreed approach.
- 12.4. The annual charges on the invested funds are a fixed percentage of the assets invested. There is no incentive for the managers to take additional risks to outperform their targets to achieve a higher fee. The managers need to maintain the expected level of performance and approach to investing in order to retain the Scheme's assets over the long-term.
- 12.5. The Trustee acknowledges that portfolio turnover costs can impact on the performance of its investments. Overall performance is assessed as part of the regular investment monitoring process. In addition, total costs, including turnover costs, are reported annually in the Chair's Statement.

During the investment manager appointment process, the Trustee considers both past and anticipated portfolio turnover levels. When underperformance is identified deviations from the expected level of turnover may be investigated with investment manager concerned if it is felt they may have been a significant contributor to the underperformance. Assessments reflect the market conditions and peer group practices.

13. Agreement

- 13.1. This statement was agreed by the Trustee, and replaces any previous statements. Copies of this statement and any subsequent amendments will be made available to the employer, the investment managers and the Scheme auditor upon request.

Signed: 

Date: 6 August 2020

On behalf of the Stena Drilling Limited Money Purchase Scheme

Appendix 1 Note on investment policy of the Scheme

1. The balance between different kinds of investment

The Trustee has made available a range of funds to suit the individual needs of the Scheme's members. For example, a range of equity funds is available for those members willing to accept a greater level of volatility in pursuit of higher expected retirement savings. Bond and cash funds are also offered for those members who are less comfortable with the likely volatility of the equity funds.

Alternatively, the Trustee has made available 4 lifestyle arrangements, whereby a member's assets are automatically invested in line with a pre-determined strategy that changes as the member gets closer to accessing their retirement savings. Each lifestyle arrangement has a different risk profile so that members can follow the strategy that best suits their attitude to risk. In each arrangement emphasis is placed on medium to higher risk funds (i.e. investment largely in growth assets) in search of long-term inflation-protected growth whilst the member is a long way off accessing their retirement savings, switching progressively to protection assets over the years preceding the member's target retirement date so as to protect the purchasing power of the retirement savings.

The lifestyle arrangements are constructed from some of the funds mentioned above that are offered to members wanting to manage their own asset allocation decisions.

2. Default option

The Trustee acknowledges that members will have different attitudes to risk and different aims for accessing their retirement savings, and so it is not possible to offer a default investment option that will be suitable for all. However, having analysed the Scheme's membership profile, the Trustee decided that the lifestyle arrangement set out below represents a suitable default investment option for the majority of members who do not make a choice about how their contributions (and those on behalf of their employer) are invested, taking into account:

- Kinds of investments to be held;
- Balance between different kinds of investments;
- Investment risks;
- Expected return on investments;
- Realisation of investments;
- Socially Responsible Investment, Corporate Governance and Voting Rights.

Further information on the Trustee's policies in regard to the above is detailed in the main body of this statement.

Default Lifestyle option



Up until 5 years before retirement, the default option invests in a diversified growth fund which aims to provide growth whilst controlling risk. The Trustee believes that this provides a suitable growth stage for Scheme members. From 5 years to retirement, the funds are gradually switched into funds which aim to reduce risk for members who wish to purchase an annuity and take a cash lump sum at retirement. The Trustee considers that providing a stable income in retirement is the most suitable outcome for members who do not make an active decision on how they wish to take their retirement benefits.

The Trustee is however aware that Pension Freedoms could change this attitude. The Trustee has reviewed the default arrangement against the backdrop of these new freedoms and has decided to retain the existing default arrangement. However they will continue to monitor how members access their savings and may make changes if such a change is warranted, more importantly they will contact each member in the period prior to the first switch to ensure that the member still wants to proceed or whether they wish to switch to an alternative approach.

3. Choosing investments

The Trustee offers a number of funds provided by Prudential and external investment managers through the Prudential investment platform. The funds offered as at the date of this statement are shown below, however an up to date list of funds can be found in the Scheme's booklets provided by Prudential.

The investment benchmarks and objectives for each investment manager are given below:

Fund	Benchmark	Objective
Prudential Europe Equity Passive Fund	FTSE World Europe ex UK Index	Meet the benchmark
Prudential UK Equity Fund	FTSE All Share Index	Outperform the index by 0.75% to 1.0% p.a. gross of fees over rolling 3 year periods.
Prudential Japan Equity Passive Fund	FTSE Japan Index	Meet the benchmark
Prudential North America Equity Passive Fund	FTSE World North America Index	Meet the benchmark
*Prudential Pacific Basin (ex Japan) Equity Passive Fund	FTSE World Asia Pacific ex Japan Index	Meet the benchmark
Prudential UK Smaller Companies Fund	FTSE Smaller Companies (ex-Investment Trusts) Index	Outperform the benchmark by 2% p.a. gross of fees over rolling 3 year periods.
BlackRock Aquila Emerging Markets Equity Fund	MSCI Emerging Markets Index	Meet the benchmark
Prudential International Equity Fund	Composite regional indices	Outperform the benchmark by 1.0% p.a. gross of fees over rolling 3 year periods.
HSBC Amanah Fund	Dow Jones Islamic Titans 100 Index	Meet the benchmark
Prudential Global Equity Fund	Internal composite benchmark	Outperform the benchmark by 1% p.a. gross of fees over rolling 3 year periods.
Baillie Gifford Global Stewardship Fund	MSCI All Countries World Index	Outperform the benchmark by 2.0% to 3.0% p.a. gross of fees over rolling 5 year periods.

Legal & General Ethical Global Equity Index Fund	FTSE4Good Global Index	Track the benchmark index to within +/-0.5% p.a. for 2 years out of 3.
Prudential Discretionary Fund	BNY Mellon CAPS Balanced Fund median	Outperform the benchmark by 1.15% to 1.4% p.a. gross of fees over rolling 3 year periods.
Prudential UK Property Fund	AREF/ IPD All Balanced Property Index	Outperform the benchmark by 1.05% p.a. gross of fees over rolling 3 year periods.
Prudential Fixed Interest Fund	FTSE A British Government All Stocks index	Outperform the benchmark by 0.75% p.a. gross of fees over rolling 3 year periods.
Prudential With-Profits Fund	N/A	N/A
Prudential All Stocks Corporate Bond Fund	iBoxx Sterling Non-Gilts Index	Outperform the benchmark by 0.8% p.a. gross of fees over rolling 3 year periods.
Baillie Gifford Diversified Growth Fund	UK BOE Base Rate	Outperform the benchmark by at least 3.5% p.a. over rolling 5 year periods.
Prudential Long Term Bond Fund	50% FTSE A British Government Over 15 Years Gilts index, 50% iBoxx Sterling Over 15 Years Non-Gilts Index	Meet the benchmark
Prudential Cash Fund	LIBOR 7 day rate	Outperform the benchmark
**Prudential Threadneedle Property Fund	AREF/ IPD All Balanced Property Index	Outperform the benchmark over rolling 3 year periods.
Prudential Dynamic Growth I	ABI Mixed Investment 0% - 35% shares	Deliver long term growth by investing in a diversified range of assets in the UK and globally
Prudential Dynamic Growth II	ABI Mixed Investment 0% - 35% shares	Deliver long term growth by investing in a diversified range of assets in the UK and globally
Prudential Dynamic Growth III	ABI Mixed Investment 20% - 60% shares	Deliver long term growth by investing in a diversified range of assets in the UK and globally

Prudential Dynamic Growth IV	ABI Mixed Investment 40% - 80% shares	Deliver long term growth by investing in a diversified range of assets in the UK and globally
Prudential Dynamic Growth V	ABI Flexible Investment	Deliver long term growth by investing in a diversified range of assets in the UK and globally
LGIM Ethical UK equity Fund	FTSE4Good UK Equity Index	Track the index to within +/-0.5% p.a. for two years out of three
Prudential M&G High Yield Bond Fund	ML Global High Yield	To maximise total return whilst generating a high level of income
Prudential All Stocks Corporate Bond Fund	iBoxx Sterling Non-Gilts Index	Outperform the benchmark by 0.8% p.a. gross of fees over rolling 3 year periods.
Prudential Fixed Interest Fund	FTSE Actuaries UK Gilts All Stocks Index	Outperform the benchmark by 0.75% p.a. gross of fees over rolling 3 year periods.
Prudential Dynamic Global Equity Passive	Internal benchmark set by the M&G Treasury & Investment Office. Proposed strategic allocation at launch is 40% UK, 5% Emerging Markets, 55% Overseas Developed	Deliver long term (more than five years) growth by investing in underlying funds offered by M&G plc and/or external fund managers that track UK and overseas equities.
Prudential Positive Impact Fund	MSCI ACWI Index	To outperform the benchmark net of fees over any 5 year period. Also, to invest in companies having a positive social or environmental impact.

*Prudential have advised that the intention is to close this fund, but no date has been agreed.

** Prudential have advised that this fund will remain open whilst the Prudential UK Property Fund is closed, but will be reviewed again when the latter Fund opens.

The performance of the investment managers will be monitored as frequently as the Trustee considers appropriate in light of the prevailing circumstances. The monitoring takes into account both short-term and long-term performance.

The Trustee reviews the appropriateness of the Scheme's investment options on a periodic basis. This review includes consideration of the continued competence of the investment managers with respect to performance within any guidelines set.

4. Fee agreements

The fee arrangements with the investment managers are summarised below:

Fund	Annual Management Charge (% p.a.)
Prudential Europe Equity Passive Fund	0.15
Prudential UK Equity Fund	0.25
Prudential Japan Equity Passive Fund	0.15
Prudential North America Equity Passive Fund	0.15
Prudential Pacific Basin (ex Japan) Equity Passive Fund	0.15
Prudential UK Smaller Companies Fund	0.25
BlackRock Aquila Emerging Markets Equity Fund	0.4
BNY Mellon UK Equity Fund	0.5
Prudential International Equity Fund	0.25
BlackRock Aquila (30:70) Global Equity Index Fund	0.3
HSBC Amanah Fund	0.4
Legal & General Ethical Global Equity Index Fund	0.45
Prudential Discretionary Fund	0.25
Prudential UK Property Fund	0.25
Prudential Fixed Interest Fund	0.25
Prudential With-Profits Fund	The fees vary depending on performance of this fund, but are expected to be 0.8% based on an expected return of 5% p.a.
Prudential All Stocks Corporate Bond Fund	0.25
Baillie Gifford Diversified Growth Fund	0.75
Prudential Long Term Bond Fund	0.15
Prudential Cash Fund	0.25
Prudential Threadneedle Property Fund	0.9
Prudential Dynamic Growth Funds (I to V)	0.22

Prudential Schroder QEP Global Core Fund	0.40
Prudential Global Equity Fund	0.25
Baillie Gifford Global Stewardship Fund	0.5
LGIM Ethical UK equity Fund	0.25
Prudential M&G High Yield Bond Fund	0.4
Prudential All Stocks Corporate Bond Fund	0.25
Prudential Fixed Interest Fund	0.25
Prudential Dynamic Global Equity Passive	0.14
Prudential Positive Impact Fund	0.25

As well as the annual management charges, additional fund expenses will apply (covering custodian, legal, accounting and auditing fees for each fund). The additional fund expenses will vary from quarter to quarter. The Trustee monitors the overall level of costs periodically to ensure members are receiving good value for money.

Appendix 2 – Illustrations on the impact of cost and charges - with regular contributions

Effect of charges and costs

An Illustration of the potential effect of charges
and costs on investment returns

MPP 2003 (With Regular Contributions)

About this Illustration

The aim of this illustration is to show you an example of how charges and costs can affect returns on investment funds.

The figures in the table are examples and are not guaranteed – they are not minimum or maximum amounts that you might expect to get back with the level of investment shown. The figures have been calculated as at August 2020.

As the prices of everyday things go up, your money won't stretch as far as the same amount would now. This is called inflation. The figures have been adjusted to allow for inflation using an assumed inflation rate of 2.5% per year. Actual inflation could be more or less than this.

What you might get back depends on a number of factors including:

- how much is paid in
- how long investments are held for
- charges and costs
- performance of the investment

For this illustration we show the annual costs as an average of the expected costs which apply over the term of the investment. You will see both the costs and the growth figures clearly shown in the table. More information on the funds you can invest in is available at pru.co.uk/funds

The charges and costs you pay for the funds may vary depending on your scheme conditions. We might change our charges in the future.

The value of investments can go down as well as up so you might get back less than you put in.

For With-Profits funds the actual percentage charged depends on the performance of the With-Profits Fund and may vary over time.

These charges cover the costs of any expenses, any profits, implicit costs and other adjustments.

Lifestyling

Lifestyling is an investment strategy which provides automatic switching of pension savings into another fund, or funds which generally have a lower risk profile, as pension holders get closer to their planned retirement age.

In the illustration table we show an example of a lifestyle option in the first column.

This is an example and this particular lifestyle option may not be available to you.

You can find out more information on lifestyling on our website pru.co.uk/lifestyling

The basis for our calculations

Pot size and assumptions		Example funds	Charges and costs
<p>Projected pension pot values are in today's money which means they have been adjusted for inflation. We have used:</p> <ul style="list-style-type: none">• A starting pot size of £15,000.• Regular contributions of £3,900 per year, which increase in line with assumed inflation of 2.5%.• The term of the investment is from age 16 to age 65.		<p>The fund(s) we show have been chosen to cover a range of funds with different investment strategies, realistic potential growth rates and costs. This is to give a good idea of how costs can affect returns and is not intended as a recommendation. Some of the fund(s) shown may not be available to you under your scheme.</p>	<p>Different funds have different charges and costs which we have reflected in our projections.</p>

Projected pension pot in today's money (£s)

Growth rates*	Prudential Dynamic Growth IV Lifestyle - Targeting Retirement Options		Prudential Dynamic Global Equity Passive		Prudential S3 Cash		Prudential S3 International Bond		Prudential S3 Threadneedle Property		Prudential With Profits Fund 90/10	
	Before charges	After charges	Before charges	After charges	Before charges	After charges	Before charges	After charges	Before charges	After charges	Before charges	After charges
Yearly Cost		2.21%		3.50%		-2.25%		-2.07%		1.59%		3.29%
End of year		0.87%		0.67%		0.75%		-0.41%		1.91%		1.36%
1	19,300	19,100	19,500	19,400	18,400	18,300	18,500	18,500	19,100	18,800	19,500	19,200
5	37,400	36,200	39,300	38,300	31,600	30,700	31,800	32,400	36,600	34,000	39,000	37,000
10	62,500	58,800	68,100	64,900	46,600	44,300	47,100	48,400	59,900	52,600	67,100	61,200
15	90,300	82,900	102,000	95,400	59,900	56,100	60,900	63,200	85,100	70,900	100,000	87,700
20	121,000	108,000	142,000	130,000	71,900	66,200	73,300	76,800	112,000	88,900	138,000	116,000
25	155,000	135,000	190,000	170,000	82,600	74,900	84,600	89,400	141,000	106,000	183,000	148,000
30	194,000	164,000	246,000	215,000	92,100	82,400	94,700	100,000	173,000	123,000	236,000	183,000
35	236,000	195,000	313,000	268,000	100,000	88,900	103,000	111,000	207,000	140,000	298,000	221,000
40	284,000	228,000	391,000	327,000	108,000	94,500	112,000	121,000	244,000	157,000	371,000	263,000
45	336,000	264,000	485,000	396,000	115,000	99,300	119,000	130,000	284,000	174,000	456,000	309,000
49	383,000	293,000	571,000	457,000	120,000	102,000	125,000	137,000	319,000	186,000	534,000	342,000

* Growth rates for the funds have allowed for the effects of inflation.

pru.co.uk

"Prudential" is a trading name of The Prudential Assurance Company Limited which is registered in England and Wales, Registered Office at 10 Fenchurch Avenue, London EC3M 5AG, Registered number 15454, Authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority.

Appendix 3 – Illustrations on the impact of cost and charges – no regular contributions

Effect of charges and costs

An Illustration of the potential effect of charges
and costs on investment returns

MPP 2003 (No Regular Contributions)

About this Illustration

The aim of this illustration is to show you an example of how charges and costs can affect returns on investment funds.

The figures in the table are examples and are not guaranteed – they are not minimum or maximum amounts that you might expect to get back with the level of investment shown. The figures have been calculated as at August 2020.

As the prices of everyday things go up, your money won't stretch as far as the same amount would now. This is called inflation. The figures have been adjusted to allow for inflation using an assumed inflation rate of 2.5% per year. Actual inflation could be more or less than this.

What you might get back depends on a number of factors including:

- how much is paid in
- how long investments are held for
- charges and costs
- performance of the investment

For this illustration we show the annual costs as an average of the expected costs which apply over the term of the investment. You will see both the costs and the growth figures clearly shown in the table. More information on the funds you can invest in is available at pru.co.uk/funds

The charges and costs you pay for the funds may vary depending on your scheme conditions. We might change our charges in the future.

The value of investments can go down as well as up so you might get back less than you put in.

For With-Profits funds the actual percentage charged depends on the performance of the With-Profits Fund and may vary over time.

These charges cover the costs of any expenses, any profits, implicit costs and other adjustments.

Lifestyling

Lifestyling is an investment strategy which provides automatic switching of pension savings into another fund, or funds which generally have a lower risk profile, as pension holders get closer to their planned retirement age.

In the illustration table we show an example of a lifestyle option in the first column.

This is an example and this particular lifestyle option may not be available to you.

You can find out more information on lifestyling on our website pru.co.uk/lifestyling

The basis for our calculations

Pot size and assumptions			Example funds		Charges and costs	
Projected pension pot values are in today's money which means they have been adjusted for inflation. We have used:			The fund(s) we show have been chosen to cover a range of funds with different investment strategies, realistic potential growth rates and costs. This is to give a good idea of how costs can affect returns and is not intended as a recommendation. Some of the fund(s) shown may not be available to you under your scheme.		Different funds have different charges and costs which we have reflected in our projections.	
<ul style="list-style-type: none">A starting pot size of £15,000.No regular contributionsThe term of the investment is from age 16 to age 65.						

Projected pension pot in today's money (£s)

Growth rates*	Prudential Dynamic Growth IV Lifestyle - Targeting Retirement Options		Prudential Dynamic Global Equity Passive		Prudential S3 Cash		Prudential S3 International Bond		Prudential S3 Threadneedle Property		Prudential With Profits Fund 90/10	
	Before charges	After charges	Before charges	After charges	Before charges	After charges	Before charges	After charges	Before charges	After charges	Before charges	After charges
Yearly Cost		2.21%		3.50%		-2.25%		-2.07%		1.59%		3.29%
End of year		0.87%		0.67%		0.75%		-0.41%		1.91%		1.36%
1	15,300	15,100	15,500	15,400	14,600	14,500	14,600	14,700	15,200	14,900	15,400	15,200
5	16,600	15,900	17,700	17,100	13,400	12,900	13,500	13,800	16,100	14,700	17,500	16,400
10	18,500	17,000	20,900	19,600	12,000	11,100	12,200	12,700	17,400	14,400	20,500	18,000
15	20,600	18,100	24,800	22,400	10,700	9,600	11,000	11,700	18,800	14,100	24,000	19,700
20	22,900	19,200	29,300	25,600	9,620	8,280	9,980	10,800	20,300	13,900	28,200	21,600
25	25,500	20,500	34,700	29,300	8,610	7,130	9,010	9,970	22,000	13,600	33,000	23,700
30	28,400	21,800	41,000	33,500	7,700	6,150	8,140	9,190	23,700	13,400	38,600	26,000
35	31,600	23,300	48,500	38,400	6,890	5,300	7,350	8,470	25,600	13,100	45,300	28,500
40	35,200	24,800	57,400	43,900	6,170	4,570	6,640	7,810	27,700	12,900	53,000	31,300
45	39,100	26,400	67,900	50,200	5,520	3,940	5,990	7,200	29,900	12,600	62,100	34,300
49	42,600	27,800	77,700	55,900	5,050	3,500	5,520	6,740	31,800	12,500	70,500	36,200

* Growth rates for the funds have allowed for the effects of inflation.

pru.co.uk

"Prudential" is a trading name of The Prudential Assurance Company Limited which is registered in England and Wales, Registered Office at 10 Fenchurch Avenue, London EC3M 5AG, Registered number 15454, Authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority.