

WYETH GROUP PENSION & LIFE ASSURANCE SCHEME (1997) (THE 'SCHEME')

DC HIGHLIGHTS - YEAR ENDED 31 DECEMBER 2023

Welcome to this short update on the Defined Contribution (DC) Section of the Scheme.

DID YOU KNOW?

The Scheme is overseen by a Trustee (the 'Trustee') which is separate from John Wyeth & Brother Ltd (the Company) and has a sole purpose as acting as Trustee. The Trustee has a duty to act in members' best interests. Each year the Trustee prepares a 'Chair's Statement' that describes how the DC Section has been governed. You can find a copy here:

<https://www.wyethpensiondirectory.co.uk/>

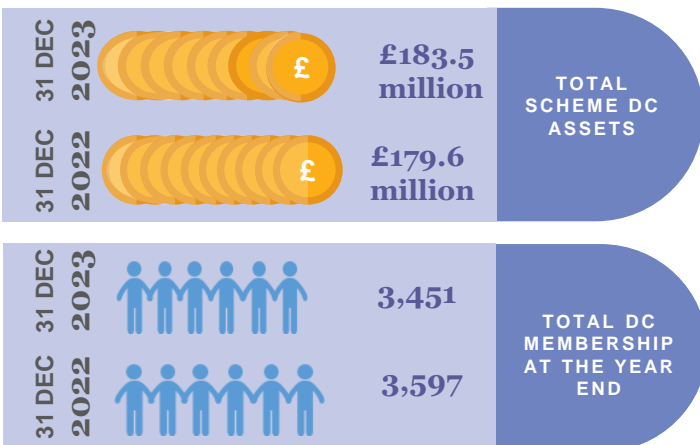
HOW WE WORK – WHO'S WHO?

1. Trustee – takes key decisions on the running of the scheme
2. Capita Pension Solutions Limited – administrators of the Scheme and supports the Trustee in running the Scheme
3. Professional advisers – support the Trustee on legal, investment, and governance matters



Plan for the time you stop working... we have online tools to help!

Data Highlights



The Scheme Website

The site available at: www.mypfizerpension.co.uk is an easy way to check your pension online.

What can I do online?



See the value of your pension pot



Find out about investments and fund switches



Find Scheme guides and information



Understand your choices at retirement



Update your nominations

In April 2024, "pure" DC only members were transferred to the Aon Master Trust.

TOP TIPS FOR MAXIMISING THE VALUE YOU GET

INVESTMENT PATH

Keep tabs on your investments - do they give the right risk/return balance for you? You can look at the options available on the Scheme website.



PLAN YOUR RETIREMENT

As you get older, think about when and how you plan to take your benefits – it affects your investment path (you can find out more in the member guide available on the Scheme website).

CHECK YOUR NOMINATIONS

Ensure you have a nominated beneficiary in place. If you haven't, it's worth adding one - it only takes a few minutes. You should also review this over time to keep it all up-to-date.



CONSIDER HOW YOUR SAVINGS WORK

Members who have an underpin on all or part of their DC benefits did not transfer to the Aon Master Trust in April 2024. At retirement, any element of savings with an underpin is used to fund this benefit (a minimum level of pension) and any savings remaining after can then be taken as additional DC benefits in the normal way. If you also have savings without an underpin, these can be taken as DC benefits in the normal way.

DRIVING VALUE FOR MEMBERS

The Trustee carries out a **detailed check** on all fund fees and costs annually, which includes benchmarking against other arrangements.


Value is about more than just cost, so we look at the **growth** members receive after costs, as well as ratings for **environmental, social and governance factors**.








16 out of the 19 investment funds offered to members have been rated **good value**, **3** were rated as **reasonable** as part of annual Value for Members assessment.

The Scheme's services were assessed by external experts as providing members with **good value**.


WHO PAYS FOR SCHEME SERVICES?




COMPANY PAYS FOR:

-  Administration services
-  Professional advice to the Trustee
-  Member communications
-  Self-help online tools and benefit modellers
-  Trustee governance

MEMBERS PAY FOR:

-  Investment management costs



FEE ASSESSMENT

The Trustee has assessed the extent to which the member borne charges represent good value for money.

The Scheme's fees are broadly in line with that of the median comparator

Fund	Scheme Charge (Total Expense Ratio % p.a.)
Pfizer Group Global Equity	0.23
Pfizer Group Pre-Drawdown	0.39
UK Equity	0.10
Overseas Equity	0.11
Emerging Markets Equity	0.33
Pfizer Group Diversified Growth	0.62
Pre-Retirement	0.15
Islamic Global Equity	0.45
Future World Global Equity	0.21
Index-Linked Gilts	0.11
Fixed Interest Gilts	0.11
Corporate Bonds	0.12
Cash	0.13
IL Cash	0.15
IL Indexed Global Equity	0.19
IL Consensus	0.25
IL Long Bond	0.16
IL Pension Protection	0.16
SW With Profits Fund	-*

Source: Aegon and Irish Life as at 31 December 2023. * TER not applicable for Scottish Widows With Profits Fund.

CHARGES & TRANSACTION COSTS

The Trustee has prepared an illustration showing the cumulative effect of costs and charges typically paid by a member. The right hand column is the sample member's projected pot size after charges are deducted.

Default Strategy*: Drawdown Lifestyle Profile		
Age	Pot Size with no Charges Incurred	Pot Size with Charges Incurred
55 starting age	£23,916 starting pot size	£23,772 starting pot size
60	£28,337	£27,273
65	£32,158	£30,038

Notes: *Default as at 31 December 2023 (the main default strategy changed to the Drawdown Lifestyle Profile from 18 January 2022; it was previously the Annuity Lifestyle Profile. The figures relate to the Drawdown Lifestyle Profile only).
The values shown are estimates and are not guaranteed. The member is assumed to be making no further contributions to the scheme.
These illustrations are not personal to you but are indicative of a typical member.
For details on the assumptions used please refer to the Chair's Statement.



Sustainable Investment

The Scheme's investment strategy takes into account environmental, social and governance ("ESG") considerations. You can find a This happens in four main ways.

INTEGRATION & MANAGER SELECTION

- ESG criteria are considered when appointing fund managers to manage funds within the Scheme.
- ESG ratings for the fund managers are monitored by the Trustee.

STEWARDSHIP

- Our fund managers are expected to use the voting rights attached to some investments to vote responsibly and to engage with investee companies on ESG matters. The Trustee monitors this activity through independent reporting prepared by our DC adviser.



INVESTMENT STRATEGY

- As at December 2023, the Pfizer Group Equity Fund had an allocation of 50% to ESG funds. In addition, a ESG global equity fund is made available to members. This reflects the Trustee view on the importance of ESG considerations.

RISK MANAGEMENT

- The Trustee also recognises that long-term sustainability issues, including climate change, present risks and opportunities that increasingly require explicit consideration.