THE THOMSON–LENG PROVIDENT FUND
DEFINED CONTRIBUTION (DC) SECTION

INVESTMENT GUIDE | SEPTEMBER 2026

CONTENTS

Introduction

This is a guide to investing through the Defined Contribution (DC) section ('DC section') of the Thomson–Leng Provident Fund ('the Fund') and should be read alongside the DC section Member Guide.

The information contained within this guide aims to help you understand the investment options available to enable you to make suitable investment choices based on your individual circumstances.

As a member of the Fund, you use the money that builds up in your retirement account to provide benefits at retirement. The money that builds up depends on the contributions paid into your retirement account by you and your employer and the performance of the funds you choose to invest in.

Choosing how to invest your retirement account is a key part of your pension planning. The decisions you make over the course of your working life will influence the value of your retirement account when you retire and the level of benefits you receive from the Fund. Therefore, it is important that you understand the options available to you.

The Trustee, who manages the Fund on your behalf, is responsible for setting up the investment arrangements for the DC section. The Trustee keeps the investment arrangements under regular review to ensure that they meet members' needs. This means that the arrangements may change in the future.

As well as deciding on the range of investments available, the Trustee appoints investment professionals to administer the arrangements.

All the investment funds currently offered by the DC section of the Fund are accessed through an investment platform provided by Mobius Life (and your unit holdings (investments) are administered by the Fund administrator, Aptia Ltd).

Regulated financial advice

Before making any decisions about your investment options within the Fund, you may wish to seek regulated financial advice. Contact details for advisers in your area can be viewed at **https://www.moneyhelper.org.uk/en/pensions-and-retirement/taking-your-pension/find-a-retirement-adviser**

You should confirm the adviser's charges and areas of expertise prior to appointing them.

Retirement options

The Government's MoneyHelper service provides a free service which:

- is available to help members understand the options in relation to their benefits;
- may be provided online, by phone or face-to-face;
- can be accessed by going to **https://www.moneyhelper.org.uk/en/pensions-and-retirement** or calling **0800 011 3797**.

In addition, MoneyHelper provides Pension Wise, a free and impartial pensions guidance service for over 50s. This will be available to you as you approach retirement to help you decide which retirement option is most suitable for you. You will receive further information about the benefits that may be provided, your opportunity to transfer those benefits and the options available to you under the Fund. However, the way you are planning to take your benefits at retirement will influence your investment choices in the years leading up to retirement, so you may need to see an independent financial adviser to help you make those choices (see above).

Neither the Trustee nor DC Thomson Ltd ('the Company') are legally permitted to provide you with investment advice or can be held responsible for the performance of the investment funds. If you are in any doubt about your investment decisions, you should consider seeking independent financial advice.

Why investment matters

The retirement benefits that you will be able to 'secure' with your retirement account will depend on several factors:

- The level of contributions paid by you and by the Company on your behalf;
- The investment returns achieved from the funds you invest in;
- The charges deducted from the funds you invest in;
- The way you choose to take your benefits at retirement and the cost of buying those benefits.

Your choice of investments could make a significant difference to the value of your benefits.

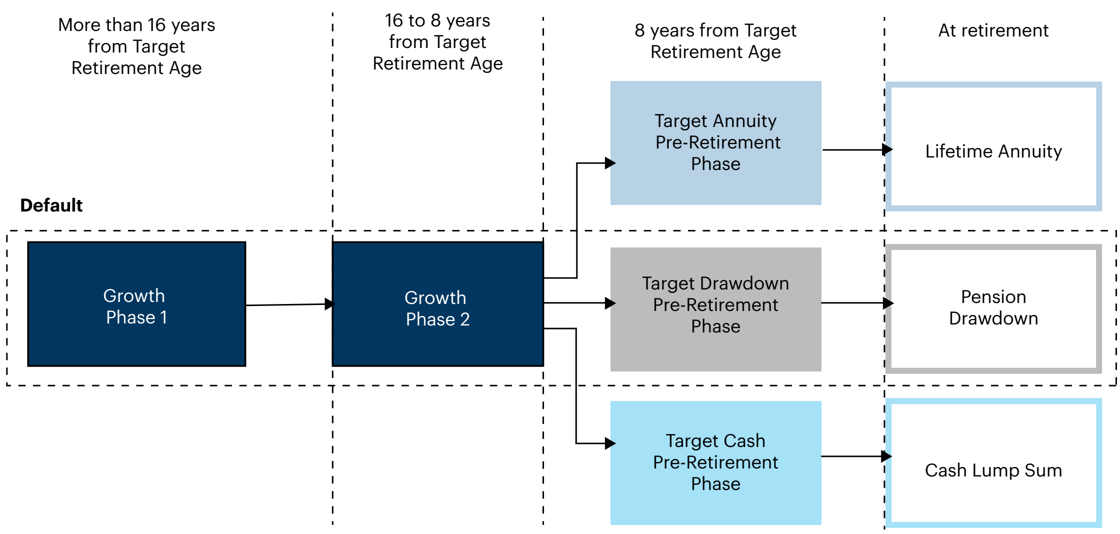
Your investment options – at a glance

The choice is yours

Everyone has their own level of comfort when it comes to making investment decisions. That's why the Trustee of the Fund provides two different approaches you can take to investing your retirement account:

1. Follow a Target Retirement Path

This approach will invest your retirement account in one of the three Target Retirement Paths, the Target Drawdown Path, the Target Annuity Path, or the Target Cash Path. You will be invested in a Target Date Fund with a three-year retirement period, based on the type of benefit you want to receive at retirement and your chosen Target Retirement Date. The Target Date Fund will gradually and automatically switch your retirement account into investment funds considered lower risk and designed to help you target the type of benefit you want to take at retirement as illustrated below (further details on page 6). For example, if you wish to access your pension via pension drawdown at retirement and your Target Retirement Date is in 2045, you will be invested in the Mercer Target Growth - Retiring 2044-2046 fund and you will be automatically switched into the Mercer Target Drawdown - Retiring 2044-2046 fund around nine years from Target Retirement Date.



If you do not make a decision as to how you wish to have your retirement account invested, then it will be invested in the default investment strategy, the Target Drawdown Path, i.e. a Target Date Fund targeting drawdown at the Fund's default retirement age of 65.

- This invests in higher risk, higher potential growth investments while you are more than 16 years from Target Retirement Age.
- From around 16 years from your Target Retirement Age, your retirement account will gradually and automatically diversify into investments still focused on growth whilst taking less risk.
- In the final 8 years of the Target Retirement Path, your retirement account will gradually and automatically switch into investments designed to be suitable for remaining invested through retirement, while allowing you to make withdrawals as required (known as income drawdown or pension drawdown).

As well as the default Target Drawdown Path, members can also choose to invest in one of the two other Target Retirement Paths:

- The Target Annuity Path, which is aimed at members who expect to take up to 25% of their retirement account as a tax free cash lump sum at retirement and then buy an annuity (a secure income for life) with the remainder of their retirement account.
- The Target Cash Path, which is aimed at members who expect to take their entire retirement account as one or more cash lump sums at retirement.

2. **Self Select**

   You can select your own investment funds in whatever proportion and for however long you choose from a core fund range provided by the Trustee for members who wish to choose their own investments. See page 10 for more details.

What do you need to do?

Whether you want the ease of a Target Retirement Path, or the flexibility of Self Select, you still have important decisions to make.

- With a Target Retirement Path, you will need to consider how you wish to take your benefits at retirement and the age at which you wish to retire. All three Target Retirement Paths invest in the same funds until the final eight years of the investment strategy.
- With Self Select you will need to choose the investment funds that are appropriate for your situation and the age at which you wish to retire. All the available funds are shown on pages 10 and 11.

Your investment options – in detail

Target Retirement Paths

If you do not wish to be actively involved in making investment decisions, you may wish to consider selecting one of the Target Retirement Paths. There are three available and they aim to target benefits in three forms; pension drawdown, annuity purchase, or cash.

If you do not make a decision as to how you wish to have your retirement account invested, then it will be invested in the default investment strategy, the Target Drawdown Path.

The Target Retirement Paths adopt a lifestyle approach. Lifestyle is an automatic process of gradually moving your retirement account from growth-seeking assets into assets considered lower risk and less volatile as you get closer to retirement. The lifestyle approach is designed to reduce the level of investment risk your retirement account is exposed to in the run-up to your retirement.

You will be invested in a Target Date Fund based on the type of benefit you want to take at retirement and your chosen Target Retirement Date. The lifestyle process will happen automatically within the Target Date Fund. For example, if you wish to access your pension via pension drawdown at retirement and your Target Retirement Date is in 2045, you will be invested in the Mercer Target Growth - Retiring 2044-2046 fund and you will be automatically switched into the Mercer Target Drawdown - Retiring 2044-2046 fund around nine years from Target Retirement Date.

Target Retirement Age

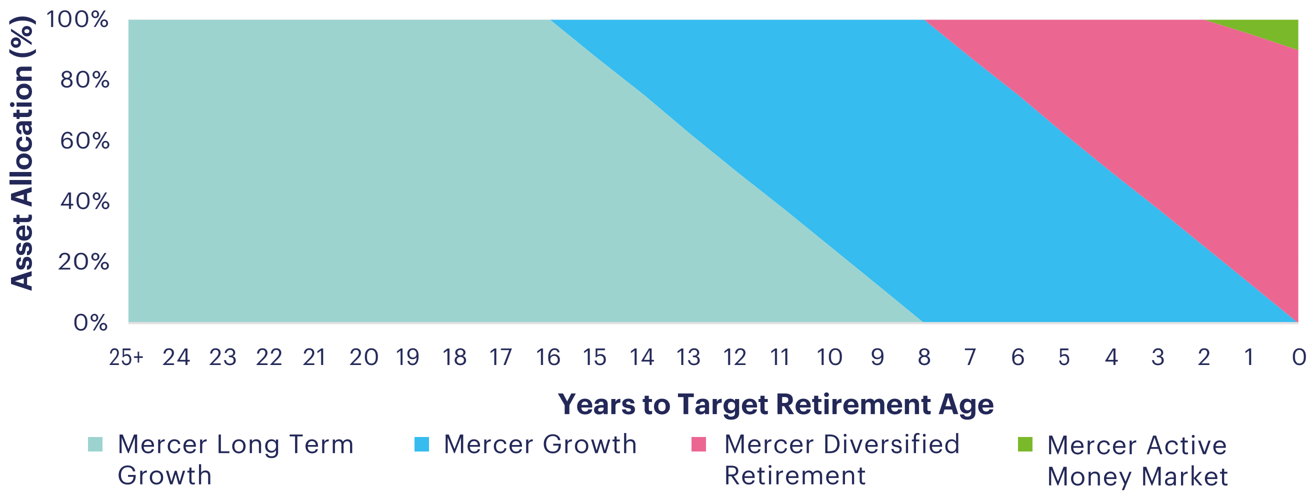
For the purposes of investing in the appropriate Target Retirement Fund, the Fund assumes that you will retire at either the Fund's Normal Retirement Age of 65 or your selected Target Retirement Date if you have set one. This can be updated at any time on the Fund's OneView site: **https://v3.aptiaoneview.co.uk/TLPF/login** or by submitting an Investment Switch Form to the DC Thomson Pensions Department. You can download an Investment Switch Form from OneView, the Pensions page of the Hub, or request a copy from the DC Thomson Pensions Department.

Target Drawdown Path

Invests in "growth funds" in the early years and then gradually and automatically switches your retirement account into lower risk, less volatile investments which are designed to be suitable for remaining invested through retirement while allowing you to make withdrawals as required (known as income drawdown or pension drawdown). Please refer to the "Benefits when you retire" section of the Member Guide for further information in relation to pension drawdown and other options at retirement.

Please note that pension drawdown is not available from within the Fund so you will need to transfer your retirement account to an alternative pension arrangement if you wish to use this method of accessing your pension.

The chart below shows how the Target Drawdown Path is invested up to your Target Retirement Age.

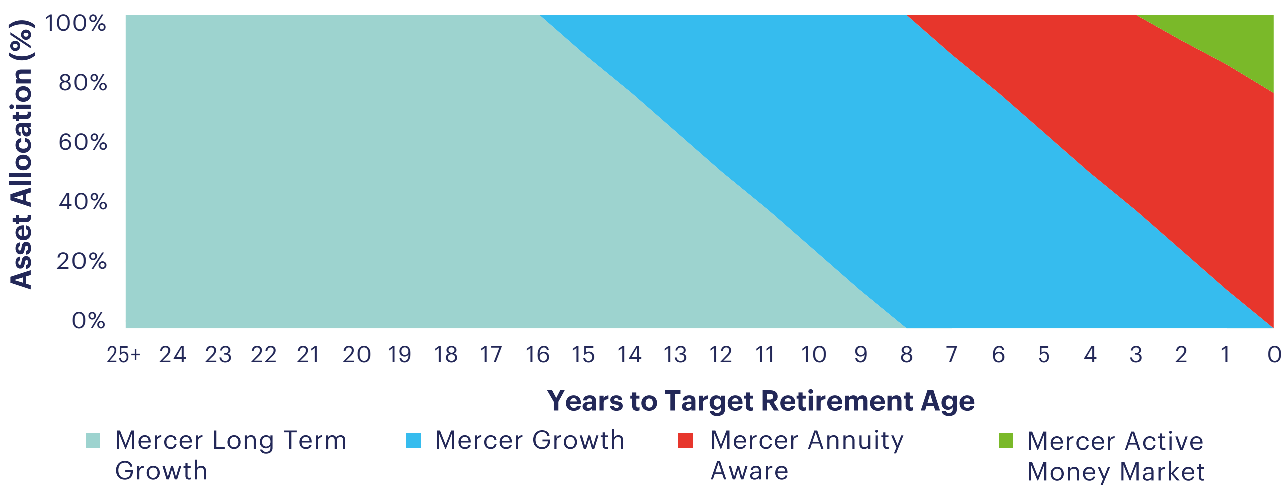


By the end of your target retirement year, you will be invested around 90% in the Mercer Diversified Retirement Fund and 10% in the Mercer Active Money Market Fund and your investments will be subsequently switched to the Mercer Retirement Drawdown Fund to maintain this final asset allocation.

Target Annuity Path

Invests in "growth funds" in the early years and then gradually and automatically switches your retirement account into lower risk, less volatile investments which aim to target withdrawal of up to a 25% tax free cash lump sum and the purchase of a lifetime annuity. Please refer to the "Benefits when you retire" section of the Member Guide for further information in relation to lifetime annuities and other options at retirement.

The chart below shows how the Target Annuity Path is invested up to your Target Retirement Age.

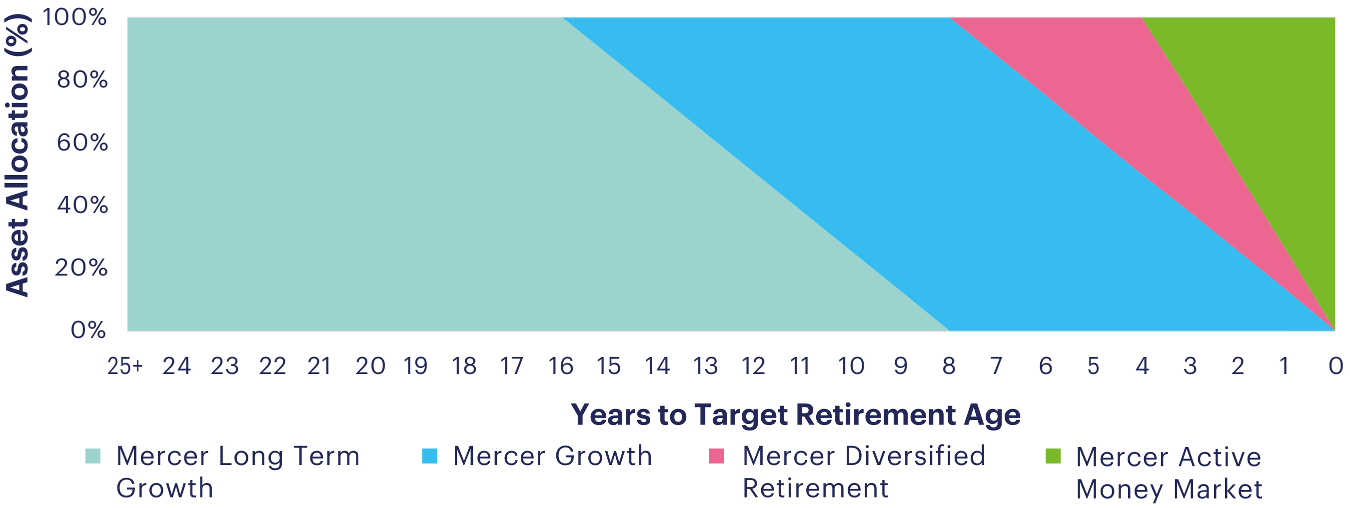


By the end of your target retirement year, you will be invested around 75% in the Mercer Annuity Aware Fund and 25% in the Mercer Active Money Market Fund and your investments will be subsequently switched to the Mercer Retirement Annuity Fund to maintain this final asset allocation.

Target Cash Path

Invests in "growth funds" in the early years and then gradually and automatically switches your retirement account into cash as you approach retirement. Please refer to the "Benefits when you retire" section of the Member Guide for further information in relation to taking your retirement savings as cash and other options at retirement.

The chart below shows how the Target Cash Path is invested up to your Target Retirement Age.



By the end of your target retirement year, you will be invested around 100% in the Mercer Active Money Market Fund and your investments will be subsequently switched to the Mercer Retirement Cash Fund to maintain this final asset allocation.

More details of the underlying funds used in Target Retirement Paths can be found in the table below.

Fund Name	Fund aim
Mercer Long Term Growth Fund	The fund seeks long term capital growth by investing predominantly in equities. A higher level of return is expected but with a higher level of risk. Over the long-term the fund is expected to deliver returns of approximately cash + 4.25% p.a. (net of fees).
Mercer Growth Fund	The fund seeks to achieve medium to high capital growth over the long-term with medium to high risk by investing predominantly in a diversified mix of bonds, equities and other asset types. Over the long-term the fund is expected to deliver returns of approximately cash + 4.0% p.a. (net of fees).
Mercer Diversified Retirement Fund	The fund invests in assets which tend to produce moderate and stable returns. Over the longer term these assets should generate growth, with some fluctuation in value. Over the long-term the fund is expected to deliver returns of approximately cash + 2.5% p.a. (net of fees).
Mercer Active Money Market Fund	The fund aims to achieve an investment that is in line with wholesale money market short-term interest rates. Specifically, the fund will aim to better the return of the Bank of England Sterling Overnight Index Average before fees.
Mercer Annuity Aware Fund	The fund is aimed at investors looking to purchase a fixed (non-increasing) annuity at retirement. The fund aims to achieve a return consistent with level annuity prices by investing in passively managed gilts and corporate bonds.

The total cost to you of investing in the Target Retirement Paths varies depending on which stage of the path you are at. The following table shows the range.

Target Retirement Path	Indicative Total Expense Ratio*	
	Up to 16 years before Target Retirement Age	**From 16 years to Target Retirement Age**
Target Drawdown Path	0.243%	0.244% - 0.320%
Target Annuity Path	0.243%	0.160% - 0.249%
Target Cash Path	0.243%	0.180% - 0.273%

** The measure of the total cost to you of investing in a fund as a % of the assets invested. This includes the Annual Management Charge (AMC), and other expenses associated with the running and management of the investment fund (which will vary from time to time). The charges are stated as at March 2026, however you can find updated Total Expense Ratios on the fund factsheets available to download from OneView and the Pensions page of the Hub.*

Although the Trustee has chosen these options for members who do not want to be actively involved in making investment decisions, the Target Retirement Paths are designed to be appropriate for a typical DC scheme member, but there is no guarantee any would be the most suitable for you because they are not tailored to your specific personal circumstances.

You may wish to take independent financial advice before making any decisions in relation to your investments.

Additionally, while the Trustee has taken great care in selecting the Target Drawdown Path as the ongoing default investment strategy, the Trustee cannot accept responsibility for any loss which you may incur as a result of poor performance of the underlying investment funds. The Trustee regularly monitors the performance of these funds, and you will be notified if the Trustee decides to replace any of them.

Please note, you can only choose one Target Retirement Path and cannot combine a Target Retirement Path with any other investment option in the Fund.

Please note, pension drawdown is not currently available within the Fund, and you would need to transfer your retirement account to an alternative pension arrangement at, or before, retirement to access this option. If you do not intend to leave your savings invested after retirement to take pension drawdown, this option may not be the most appropriate choice for you.

Self Select

If you prefer having the option to make your own investment choices, you can choose the Self Select option and will be able to select your own investment strategy from the range of funds detailed in the table below.

There are ten investment fund options to choose from. Each of the ten investment funds have been selected to provide a range of investment approaches, depending on your circumstances. The table below provides an overview of the funds.

All investments carry a level of risk, but there are different types of risk including capital risk, inflation risk and pension conversion risk (see the Glossary for definitions). You need to decide how much of each type of risk you are prepared to take.

Fund Name	Fund aim	Indicative Total Expense Ratio*	Volatility Rating**
Equity funds			
Mercer Active Global Equity Fund	The objective of the fund is to outperform the MSCI World Index by 2.0% p.a. over rolling three-year periods.	0.683%	5
Mercer Active Sustainable Global Equity Fund	The investment objective of the fund is to seek long term growth of capital and income by investing in a diversified range of equities which are listed or traded globally. The fund will use socially responsible investment criteria when choosing its investments. The fund aims to outperform the MSCI World Index by 1.5% p.a. (gross of fees) over 3 – 5 year periods.	0.613%	5
Mercer Passive Sustainable Global Equity Fund	The fund aims to achieve long-term growth by investing in line with the Solactive Sustainable Global Developed Equity Index. The key investment constraint is to invest in securities that demonstrate strong environmental, social and governance practices.	0.119%	6
Mercer Shariah Fund	Aims to provide long-term capital growth in line with the S&P Global 1200 Shariah Select Index by investing primarily in a broad range of equities from around the world, which comply with Islamic investment principles.	0.170%	6

Fund Name	Fund aim	Indicative Total Expense Ratio*	Volatility Rating**
Multi-asset funds			
Mercer High Growth Fund	The fund seeks to achieve high levels of capital growth over the long-term, but with high levels of risk by investing predominantly in equities. Over the long-term the fund is expected to deliver returns of approximately cash + 4.5% p.a. (net of fees).	0.261%	4
Mercer Growth Fund	The fund seeks to achieve medium to high capital growth over the long-term with medium to high risk by investing predominantly in a diversified mix of bonds, equities and other asset types. Over the long-term the fund is expected to deliver returns of approximately cash + 4.0% p.a. (net of fees).	0.250%	4
Mercer Moderate Growth Fund	The fund seeks to achieve low to medium capital growth over the long-term with low to medium levels of risk by investing predominantly in a diversified mix of bonds, equities and other asset types. Over the long-term the fund is expected to deliver returns of approximately cash + 3.0% p.a. (net of fees).	0.268%	4
Mercer Diversified Growth Fund	The objective of the strategy is to outperform cash by 3.0-4.0% p.a. over rolling three-year periods, by investing across a range of asset classes.	0.281%	3
Mercer Defensive Fund	The fund aims to achieve stable growth over the long-term. It invests in a diversified range of asset classes with a higher allocation to bonds and money market instruments. Over the long-term the fund is expected to deliver returns of approximately cash + 1.0% p.a. (net of fees).	0.302%	3
Cash funds			
Mercer Active Money Market Fund	The fund aims to achieve an investment that is in line with wholesale money market short-term interest rates. Specifically, the fund will aim to better the return of the Bank of England Sterling Overnight Index Average before fees.	0.130%	1

** The measure of the total cost to you of investing in a fund as a % of the assets invested. This includes the Annual Management Charge (AMC), and other expenses associated with the running and management of the fund (which will vary from time to time). The charges are stated as at March 2026, however you can find updated Total Expense Ratios on the fund factsheets available to download from OneView or on the "Pensions" page of the Hub.*

***** Volatility ratings:***

Each self-select fund available to members of the Fund has been allocated a volatility rating ranging from 1 (lowest volatility) to 7 (highest volatility). We calculate these volatility ratings based on 5 years of historical performance data, with the latest assessment being to 30 June 2026, so they may change over time and are not an accurate prediction of future volatility. To understand more about any of the self-select funds available, we encourage you to look at the relevant fund factsheets which contain more information about the funds. You can find the fund factsheets on OneView.

Volatility rating descriptions:

***1 – Lowest**: Funds typically investing in lower-risk asset classes, such as the money market. These funds have the lowest potential for long-term returns but also have the lowest potential for falling significantly in value.*

***2 – Low:** Funds typically investing in asset classes such as high-quality corporate bonds, which are expected to offer slightly better returns over the long-term than a savings account. There's still a risk that the value of your investment could fall.*

***3 – Low to medium:** Funds typically investing in assets like corporate bonds or a mix of assets with less day-to-day changes in value than shares. There's still a risk that the value of your investment could fall.*

***4 – Medium:** Funds typically investing in a mix of asset types with the potential for better long-term returns than lower-risk funds. Compared with lower-risk funds there's a greater risk that the value of your investment could fall.*

***5 – Medium to high:** Funds typically investing in company shares from various regions, offering good potential for returns over the long-term, but values will go up and down more than with the lower-risk funds.*

***6 – High:** Funds typically investing in higher-risk sectors, such as shares in companies in developed markets. Whilst these funds offer a high potential for long-term growth, there may be large daily changes in value and there's a higher risk the value of your investment might fall.*

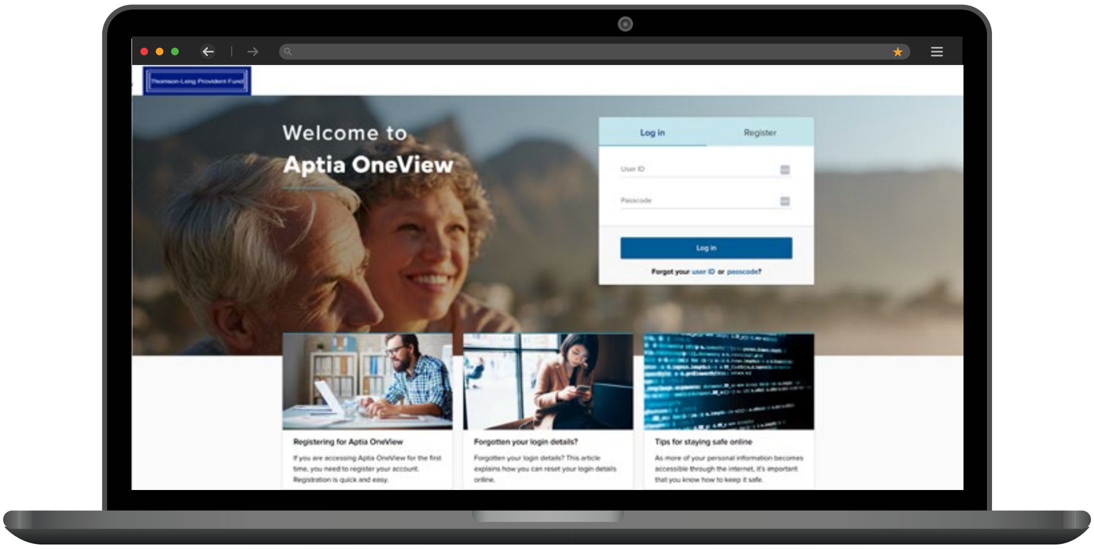
***7 – Highest:** Funds invested in the highest-risk sectors, such as shares of companies in emerging markets regions. These funds have the highest potential for long-term growth but also the highest risk that the value of your investment could fall.*

While the Trustee has taken great care in selecting these funds, the Trustee cannot accept responsibility for any loss which may be incurred as a result of poor performance of the funds. The Trustee regularly monitors the performance of the investment funds and if the Trustee decides to replace any of the funds, you will be notified shortly thereafter.

For more detail about each of the funds that are available, please see the fund factsheets available from OneView: **https://v3.aptiaoneview.co.uk/TLPF/login** or on the Pensions page of the Hub.

Remember that the value of your investments can go down as well as up. Past performance is not a guide to future returns and you may not get back the amount that you originally invested.

Changing your investments



If you want to change your investment choices or Target Retirement Age (default is age 65), you can do so online on OneView: **https://v3.aptiaoneview.co.uk/TLPF/login.**

Alternatively, you can download an Investment Switch Form from OneView or the pensions page of the Hub, complete and send it to the DC Thomson Pensions Department. You can also request a form by contacting the DC Thomson Pensions Department directly (see the Member Guide for contact details).

You should be aware that in switching your funds you may be out of the market for a short period.

If you are invested in a Target Retirement Path and change your Target Retirement Date, you will be moved into a Target Date Fund of the same type that is appropriate to your new retirement date. Please note that, depending on the funds in which you are investing, it can take up to a week to process investment switches.

More information available from OneView

For any information you need that you can't find in this guide, please refer to OneView. OneView is a secure, web-based service available 24 hours a day, 7 days a week that can be accessed from any device with an internet connection. Using OneView you will be able to:

- View your current retirement account values.
- Check your current investment choices.
- View the most recent fund factsheets which provide fund descriptions, underlying asset information, up to date fund performance and fund charges.
- Review your contributions and transaction history.
- Change your regular contribution rate or make a lump sum Additional Voluntary Contribution (AVC).
- Change your investment strategy/funds for your existing investments and future contributions.
- View your annual benefit statements.
- View communications from the Trustee.
- Download forms.
- Obtain an illustration of the possible benefits you might receive using the online retirement illustrator.

You are encouraged to regularly review the progress of your retirement account and the easiest way to do this is by logging on to OneView.

If you are a Company employee, you can log into your OneView account using the Single Sign-On link on the "Pensions" page of the Hub when connected to the DC Thomson network. If you are no longer a Company employee, you will need to log in via the link below using your User ID and Passcode.

https://v3.aptiaoneview.co.uk/TLPF/login

For help with the registration process, look at 'Registering for OneView' on the homepage of the site at **https://v3.aptiaoneview.co.uk/TLPF/login**, which takes you through the individual steps. If you still have trouble, you can contact the OneView Helpdesk via the secure website, **https://pensionuk.aptia-group.com/oneview/%7Bclientcode%7D**.

Need advice?

Whilst the Trustee and the administrator can provide you with information about the current investment options available, they cannot offer you advice that is specific to your circumstances. Your choice of investments will be based on a number of personal factors, including your attitude to taking risk and the length of time until your retirement. If you need advice based on your personal circumstances, you should speak to a professional financial adviser.

The Government's MoneyHelper website includes articles and an online, searchable directory to help you find a suitable financial adviser. **www.moneyhelper.org.uk/en/pensions-and-retirement/taking-your-pension/find-a-retirement-adviser**

MoneyHelper also offers guidance, education and assistance to anyone regarding financial issues, including pensions and retirement.

Telephone: 0800 011 3797

Website: **https://www.moneyhelper.org.uk/en/pensions-and-retirement**

The value of your investments can go down as well as up and past performance is not necessarily a guide to future investment returns. You may not get back the amount that you originally invested.

This Investment Guide is only intended to provide you with general information. Neither the Trustee nor the Company can provide you with investment advice or be held responsible for the performance of the investment funds.

If you are in any doubt about your investment decisions it is recommended that you seek impartial financial advice.

Glossary

Throughout this guide certain expressions have been used. Some definitions are set out below:

Active management: An active investment manager aims to outperform a specific target (for example a market index, or other fund managers). Although the potential returns from active investments (if successful) can be higher than passive investments over the long term, there is also a risk that they will be worse. Charges for actively managed funds tend to be higher than for corresponding passively managed funds.

Alternative investments: "Alternative assets" is the term used for any form of investment which offers broadly similar potential for growth to equities over the longer term, but which doesn't depend solely on the stock market going up to generate this return. Examples include property, some higher-risk bonds, commodities and currency. Like equities, these types of investments carry high "capital risk". However, as the returns on these investments are not directly driven by the stock market, their value will rise and fall in a different way and at different times to equity funds. Therefore, investing in alternative assets alongside equities would spread your risk.

Bonds: Bonds are loans to a government, company or other organisation. The level of capital protection falls somewhere between cash and equities. Assuming the bond issuer does not default, the return on your investment over the lifetime of the bond is the interest you receive on the loan. This interest can either be "fixed" (for example 5%) or "index-linked" (which means that it varies in line with inflation). Bonds generally have a maturity date (when the loan is repaid) and bond funds usually hold a mix of bonds with different maturity dates. Bond prices usually fall when interest rates rise (and vice versa). Investing in bonds closer to retirement might help to protect the level of income you could secure with your retirement account. This is because the cost of buying a pension depends partly on the price of bonds and gilts. Bonds and gilts are expected to provide lower returns, but they are generally less volatile i.e. they are not so prone to large short-term fluctuations in value.

Cash: Cash funds hold various income producing investments and whilst they offer good capital protection, they do not offer 100% capital protection due to the various risks inherent in the underlying securities – as such, the value of your investment can still go down as well as up. In addition to this risk, all cash funds are subject to the risk that returns may fail to outpace inflation, so the buying power of your investment may reduce. Cash funds can provide good security for your retirement account if you are about to retire but may not provide good enough long-term returns for younger members.

Company: DC Thomson Ltd and (where applicable) any subsidiary or associated company admitted to the Fund.

Diversified Growth Fund (DGF): A diversified growth fund invests across a range of asset classes with the aim of providing a less volatile (but potentially lower return) than investing solely in equities.

Equities: Equities are shares in companies. In the past, they have grown in value more than bonds, gilts or cash over longer periods. However, they can go up and down in value, sometimes significantly. Equities are likely to carry the highest risk that they could fall in value, so you might want to choose a fund that invests mainly in equities if you are aiming for higher long-term returns, and are not too worried about losing value over shorter periods. You may be more willing to invest mainly in equities if, for example, retirement is still some way off, or you have other secure investments, or your DC pension is only a small part of your retirement savings.

Fund Factsheet: A high-level summary of the features of each of the relevant funds available to select in the Fund, including fund descriptions, underlying asset information, up to date fund performance and fund charges.

Gilts: Bonds issued by the UK Government.

Index fund: Another term for a passively managed fund.

Indicative Total Expense Ratio: The measure of the total cost of investing in a fund, which may include various fees and other expenses and may vary from time to time.

Multi-asset funds: Funds made up of different underlying asset classes such as equities, bonds, gilts and cash.

Passive management: A passive investment manager aims to match the performance of a chosen market index (sometimes known as index tracking). It follows the market whether it goes up or down and so returns do not depend on the success of the fund managers' choices. Passive investment management takes away the possibility that your investments will do better than the market, but it also removes the risk that they will do worse. Charges for passively managed funds tend to be lower than for corresponding actively managed funds.

Retirement account: The accumulated value, taking into account investment returns earned, of the contributions which have been paid by the Company on your behalf, together with your own contributions and any Additional Voluntary Contributions (AVCs) you may decide to pay. Your retirement account may also include any transfer payment to the Fund to which you are entitled as a result of a previous employment. The benefits available to you from the Fund on retirement, leaving service or death will depend on the value of your retirement account at that time.

Risk: All investments carry a level of risk, but there are different types of risk which are detailed below. You need to decide how much of each type of risk you are prepared to take.

- Capital Risk: The risk that your investments may fall in value and not recover. This could happen with equities, bonds, alternative assets and even cash funds.
- Inflation Risk: The risk that your investments will not grow quickly enough to outpace the increase in the cost of living.
- Pension Conversion Risk: When you retire, you may choose to use part of your retirement account to buy an annuity. The cost of buying an annuity varies and moves broadly in line with bonds and gilts and depends on whether you buy an increasing or non-increasing annuity. By switching your investments into a fund that invests in bonds and/or gilts when you are closer to retirement can help protect against this risk.
- Default Risk: The risk that the bond issuer will default so you will not get back the capital you have invested when the bond is due for repayment.