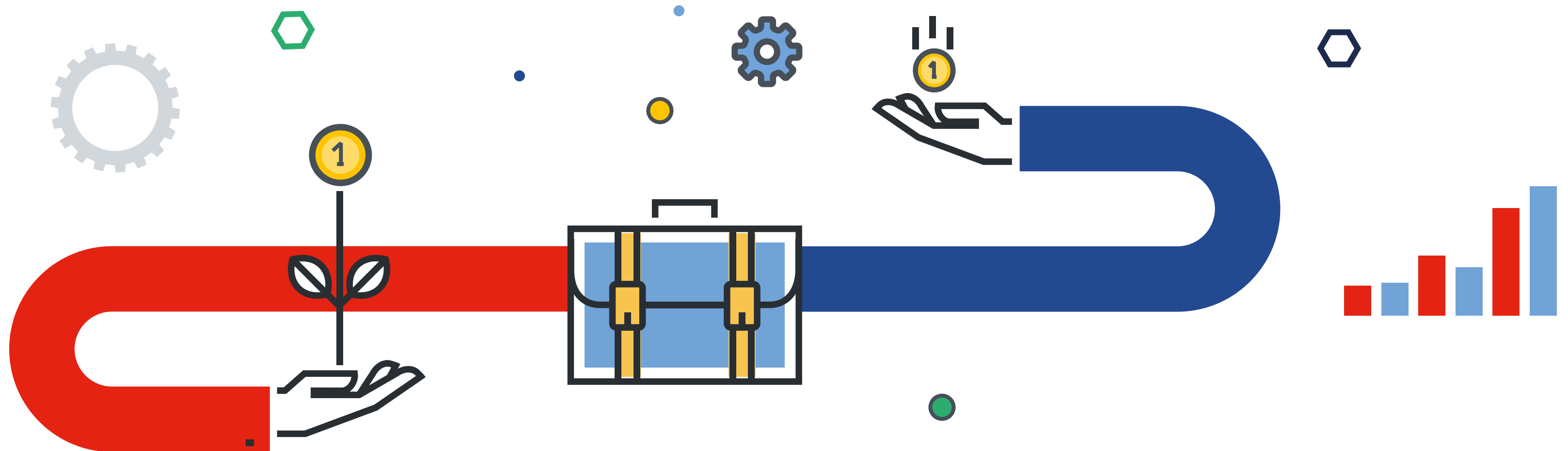


INFORM

WELCOME

WELCOME TO THE LATEST UPDATE FROM FUTUREPLANNER,
THE AWARD-WINNING PENSION PLAN FOR EMPLOYEES OF LEONARDO.



WHAT'S NEW?

LOOKING AHEAD WITH FUTUREPLANNER...

Are you making the most out of your FuturePlanner membership? See how our **'Two-for-one'** contribution matching can help boost your savings.



CAN YOU HELP LOOK AFTER FUTUREPLANNER?
There's a vacancy for a Member Trustee.
Find out how you can get involved.

LOOKING AFTER YOUR DATA

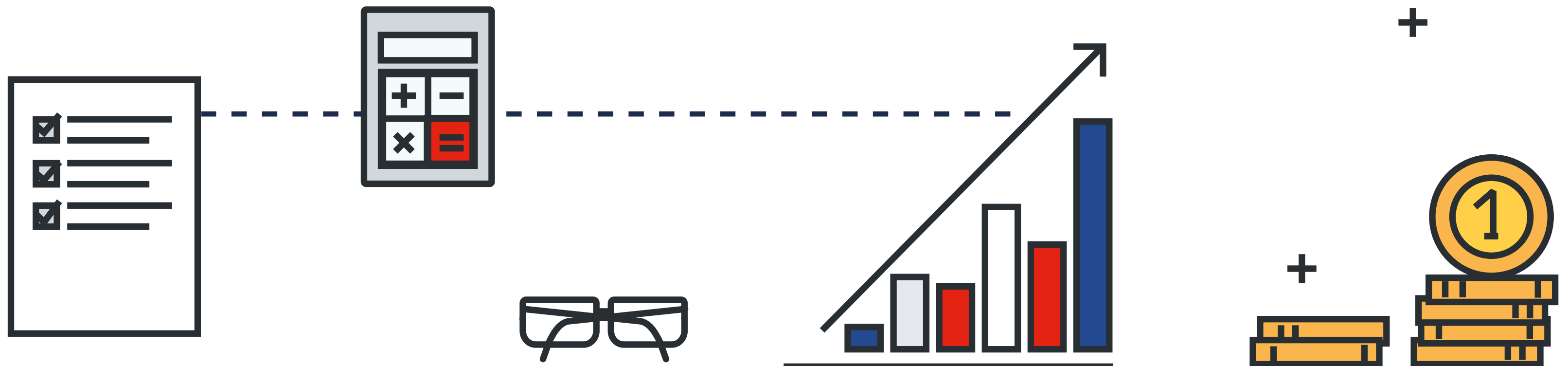
IN MAY 2018, DATA PROTECTION LAWS BECAME TOUGHER.

New legislation (the General Data Protection Regulation or GDPR) means that companies and organisations now need to justify why they hold people’s personal data, as well as record how they use it.

Personal data is broadly any piece of information that can be used to identify you as an individual.

WHAT DOES THIS MEAN FOR FUTUREPLANNER?

The Trustee is a ‘data controller’ and is responsible for how it holds and processes your personal information in line with our data protection policy and the GDPR legislation. Details of how we do this can be found in the Plan’s Fair Processing Notice in the trustee documents section of the website: <https://www.futureplanner.co.uk/library>



NEW NAMES FOR PSAL AND P-SOLVE

PSAL BECOMES XPS ADMINISTRATION

Our administrator, PS Administration Ltd (PSAL) has merged with Xafinity and is now known as XPS Administration.

There is no change to the service, just a new logo and **contact details**.

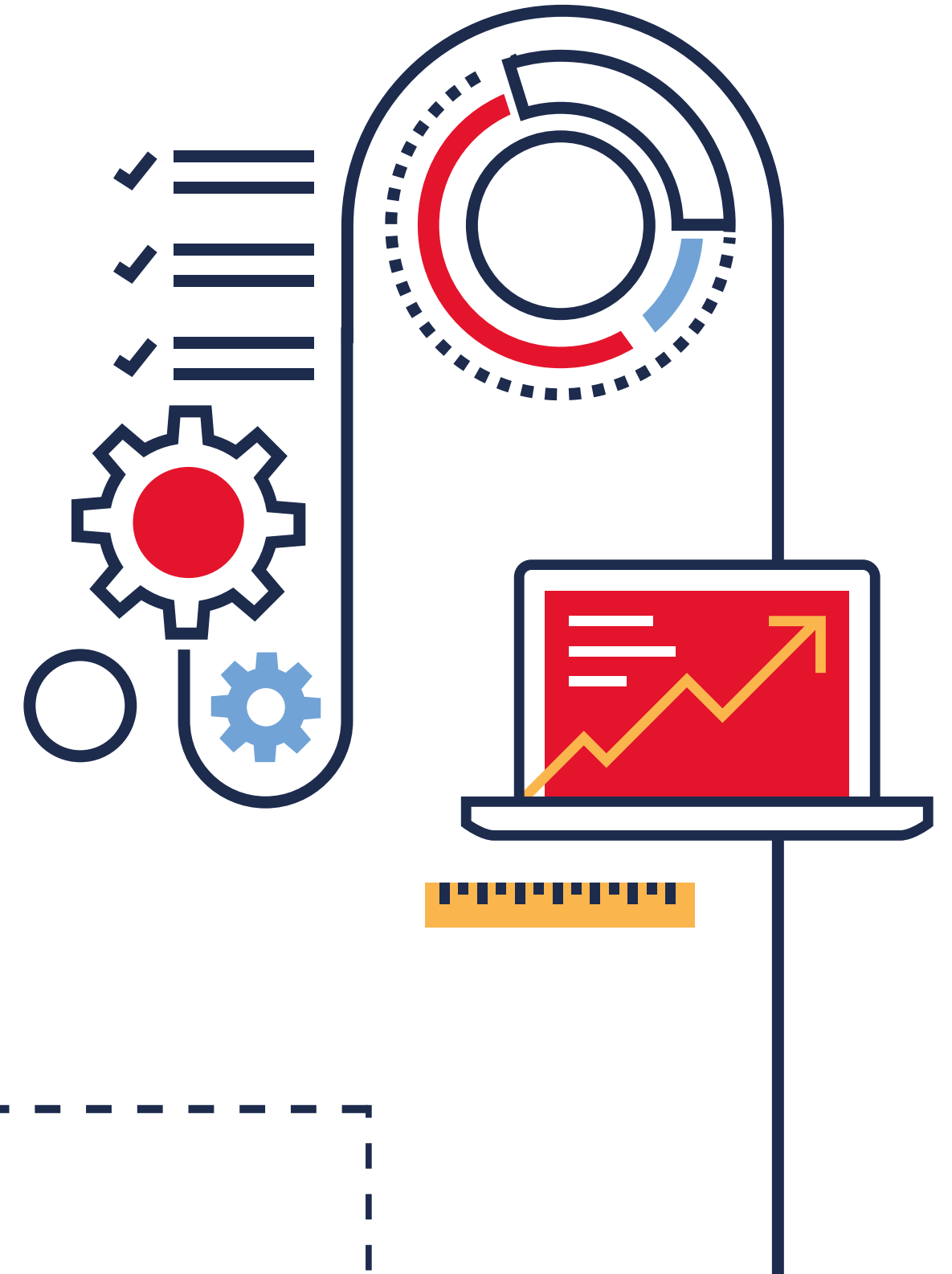


P-SOLVE BECOMES RIVER & MERCANTILE SOLUTIONS

Our investment managers, P-Solve have merged with River and Mercantile. From July 2018, P-Solve is rebranded as River and Mercantile Solutions.

We will still receive the same great service, just with a different logo!

RIVER AND MERCANTILE SOLUTIONS



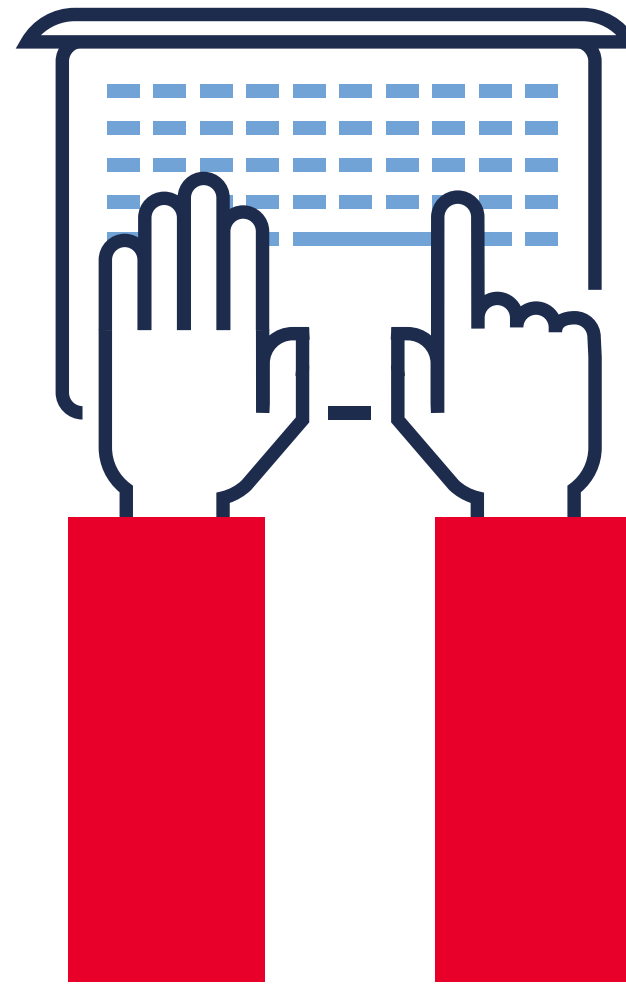
MANAGE YOUR PENSION ONLINE

Since the successful transition to our new administrator, **XPS Administration (formerly PSAL)**, the new member portal called **mypension.com** is up and running. You can log into it via **My Account** on the FuturePlanner website.

You can use mypension.com to:

- update your contact details
- revise your expression of wish
- change your contribution rate
- adjust the mix of your investments
- look at your potential pot at retirement using the modeller and the options you could have to draw your pension.

You should have received your login details already. If you're a new starter, you will receive these about eight weeks after starting employment. If not, please contact **XPS Administration**.



LOOKING AFTER FUTUREPLANNER

TRUSTEE UPDATE

In February 2018, the Trustee changed from five individual Trustees to a trustee company, called Leonardo FuturePlanner (Trustee) Ltd. This means each Trustee is now a Trustee Director.

This change simplifies the structure and brings it in line with Leonardo's other pension schemes. The new trustee company has the same responsibilities and duties as the previous individual Trustees.

In August 2018, John Archbold resigned as a Trustee Director of FuturePlanner – his replacement will be announced shortly. We thank John for his hard work and service to the Plan.

In 2017, two Member Nominated Trustee Directors were appointed. Brian Airlie has been re-selected for another term of office and we welcome a new Trustee, Mike Brinson to the Board.



COULD YOU BE A MEMBER NOMINATED TRUSTEE?

THE TRUSTEE COMPANY WHICH RUNS FUTUREPLANNER CURRENTLY HAS FIVE TRUSTEE DIRECTORS.

They are ordinary people like you, not necessarily with any particular expertise in pensions or investments but with a desire to help our members achieve the best retirement they can.

Two of the five Trustee Directors are appointed by the active members of FuturePlanner.

However, as the Plan is growing, we are expanding our Trustee Board to eight Directors, split equally between Company and Member nominees. This means we need TWO more Member Nominated Trustee Directors.

So, would you like to take on the challenge of running a multi-million-pound pension plan?

HOW TO APPLY

If you'd like to put yourself forward to become a Member Nominated Trustee, please complete an application form and return it to the Trustee by 1 October 2018.

If you have any questions or would like a printed copy of the application form, please contact **Louise Dale** on 01935 703218.

KEY INFORMATION

Role: Member Nominated Trustee for four years

Who can apply? Any active member of FuturePlanner

Number of vacancies: Two

To apply: Complete the application form by 1 October 2018.

CHANGES TO OUR DEFAULT INVESTMENT STRATEGY

SINCE PENSION FREEDOMS WERE INTRODUCED IN 2015, PEOPLE ARE CHANGING HOW THEY ACCESS THEIR SAVINGS AT RETIREMENT - AND INCOME DRAWDOWN IS BECOMING INCREASINGLY POPULAR.

To reflect this, we have changed the balance of one of the funds used in the default investment strategy. Our 'off-risk' Retirement Protection Fund is now made up of:

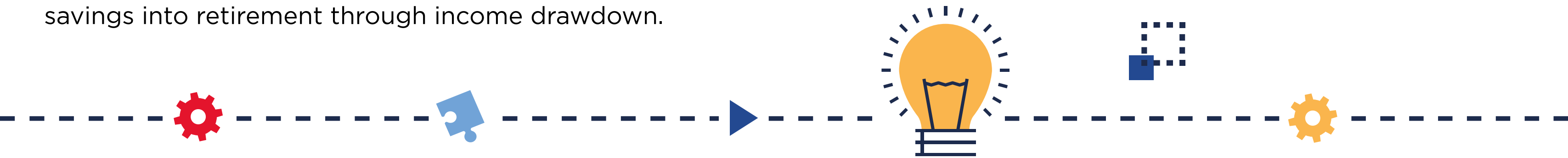
- 50% Cautious Growth (previously 37.5%)
- 25% Annuity Protection (previously 37.5%)
- 25% Cash (previously 25%)

We have done this because the Cautious Growth fund is a more natural fit when a member continues to invest their savings into retirement through income drawdown.

If you're in the default investment strategy, your savings will automatically move into this fund three years before your target retirement age (TRA).

The change to the fund will cause a marginal increase in the risk profile.

It's really important to make sure your TRA reflects when you plan to take your FuturePlanner benefits. You can check this on mypension.com and update it if necessary.



TAKE THE 'FREE MONEY'!

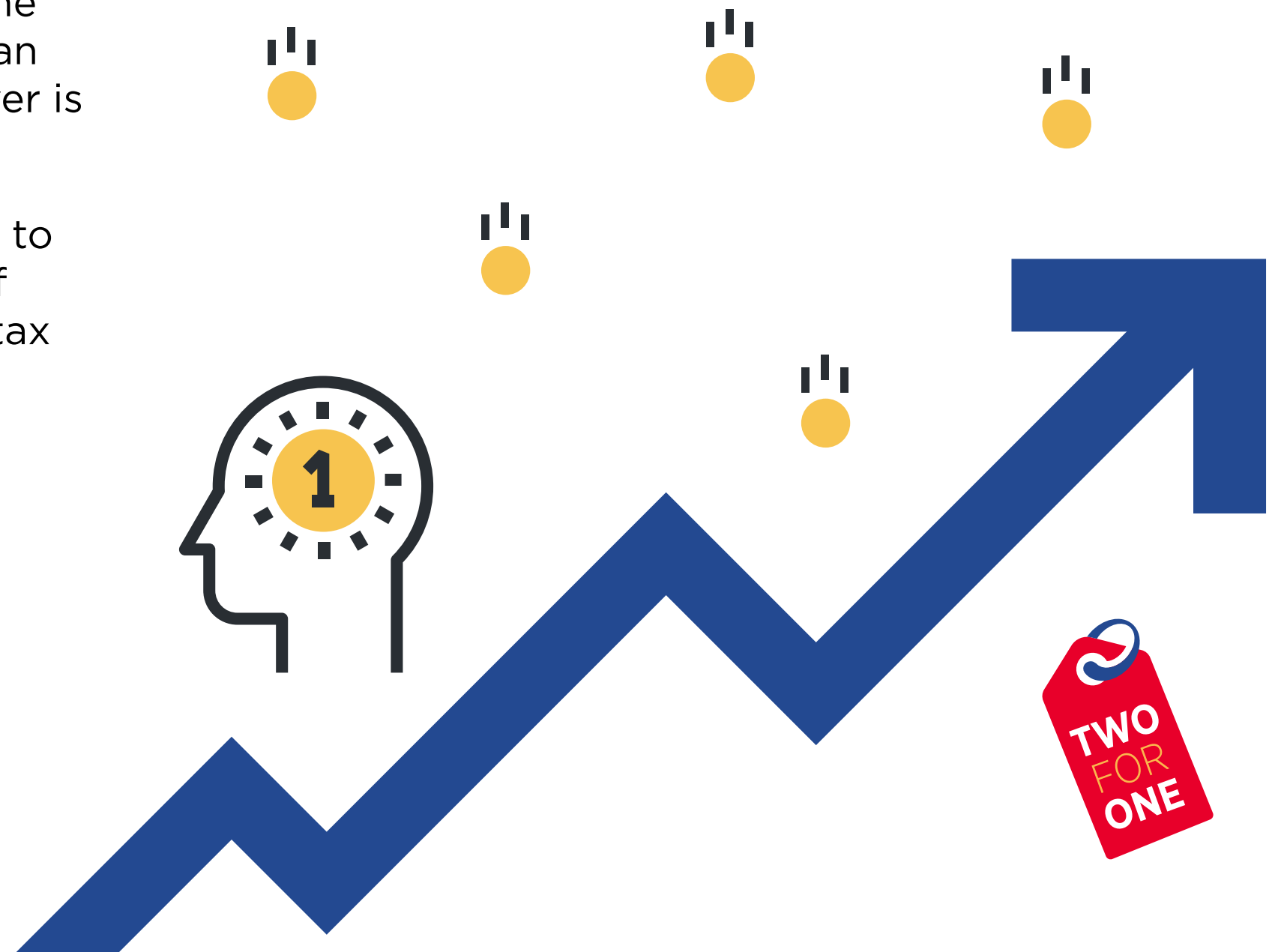
DO YOU KNOW ABOUT LEONARDO'S TWO-FOR-ONE DOUBLE-MATCHING CONTRIBUTIONS?

Any amount up to 5% of your salary that you decide to contribute to your pension will be double-matched by the Company. This means that if you pay in anything less than 5%, you're missing out on 'free money' that your employer is willing to pay into your pension.

By contributing 5% of your salary, an amount equivalent to 15% of your salary is going into your pension pot. Also, if you take up the SMART option, this is taken out before tax and National Insurance.

This means that if you're a basic rate taxpayer, every £3 contributed to your pension pot only costs you 68p.

The savings can differ if you're a higher rate taxpayer or you live in Scotland. To see the cost to you of your contribution compared with the amount being paid into your pot, use the Two-for-one tool on the Plan website (www.futureplanner.co.uk)



FUTUREPLANNER FACTS & FIGURES

FUTUREPLANNER CONTINUES TO GROW.

It now has over 3,700 members with assets totalling £106 million.

- During the last year, we welcomed 497 new members and
- the assets increased by more than £20 million.

FUTUREPLANNER is now Leonardo's biggest pension scheme in terms of active members.

Our 2017 annual report is available [here](#) and our 2018 report will be available later this year.



A WORD OF WARNING

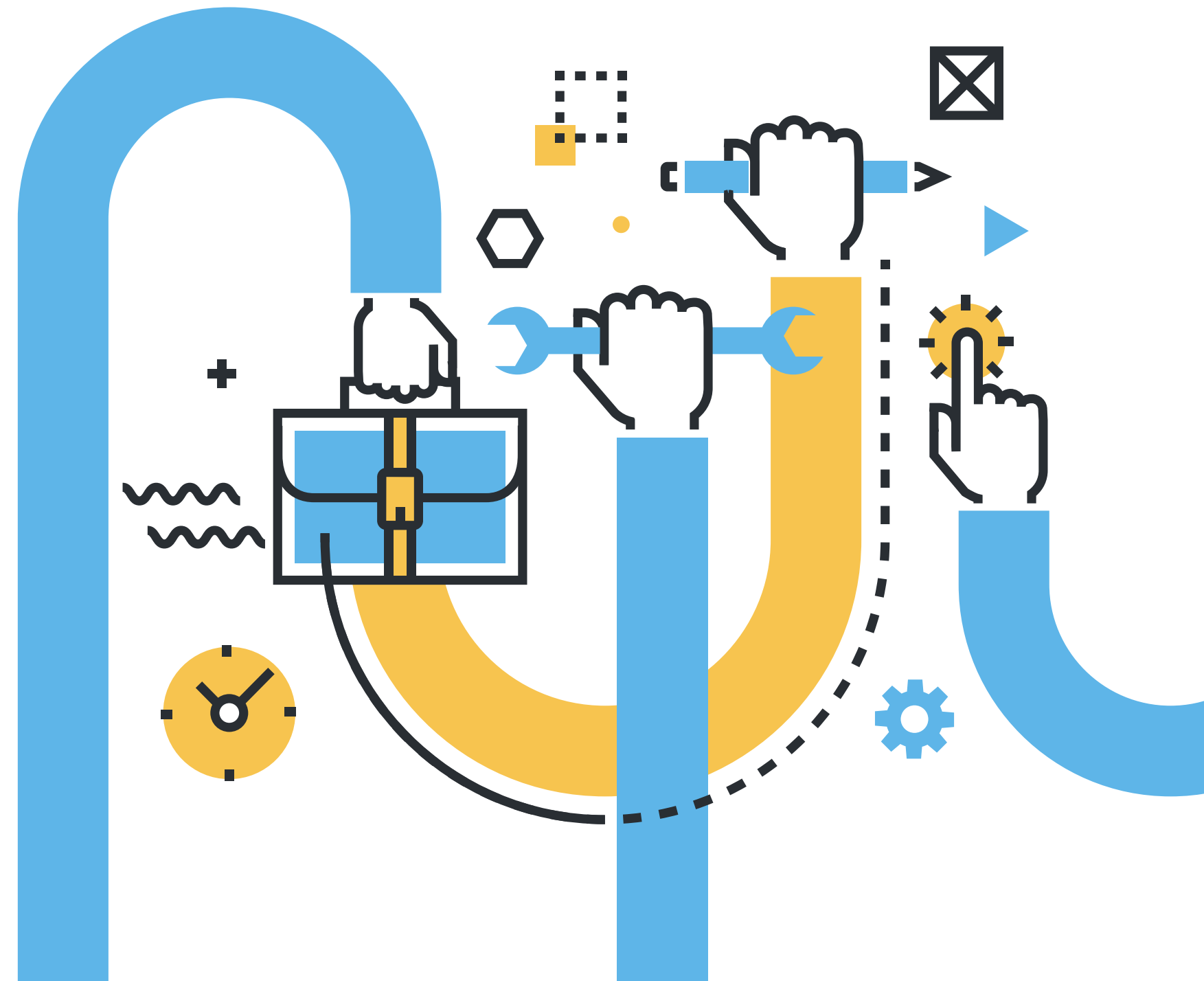
WITHDRAWING PENSION MONEY WHILE YOU'RE STILL SAVING

HMRC provides tax relief on your total pension contributions. This 'standard' Annual Allowance is £40,000 (for the tax year 2018/19).

However, if you start withdrawing money from a DC pot, the amount you can continue paying into a pension and get tax relief may be restricted. This is known as the Money Purchase Annual Allowance (MPAA).

From April 2017, the MPAA is £4,000. If you've already taken money out of a DC pension pot and your total contributions into FuturePlanner (including Leonardo's matching contributions) have exceeded this, please seek advice as there may be a tax charge.

For more information, please go to <https://www.gov.uk/tax-on-your-private-pension/annual-allowance>



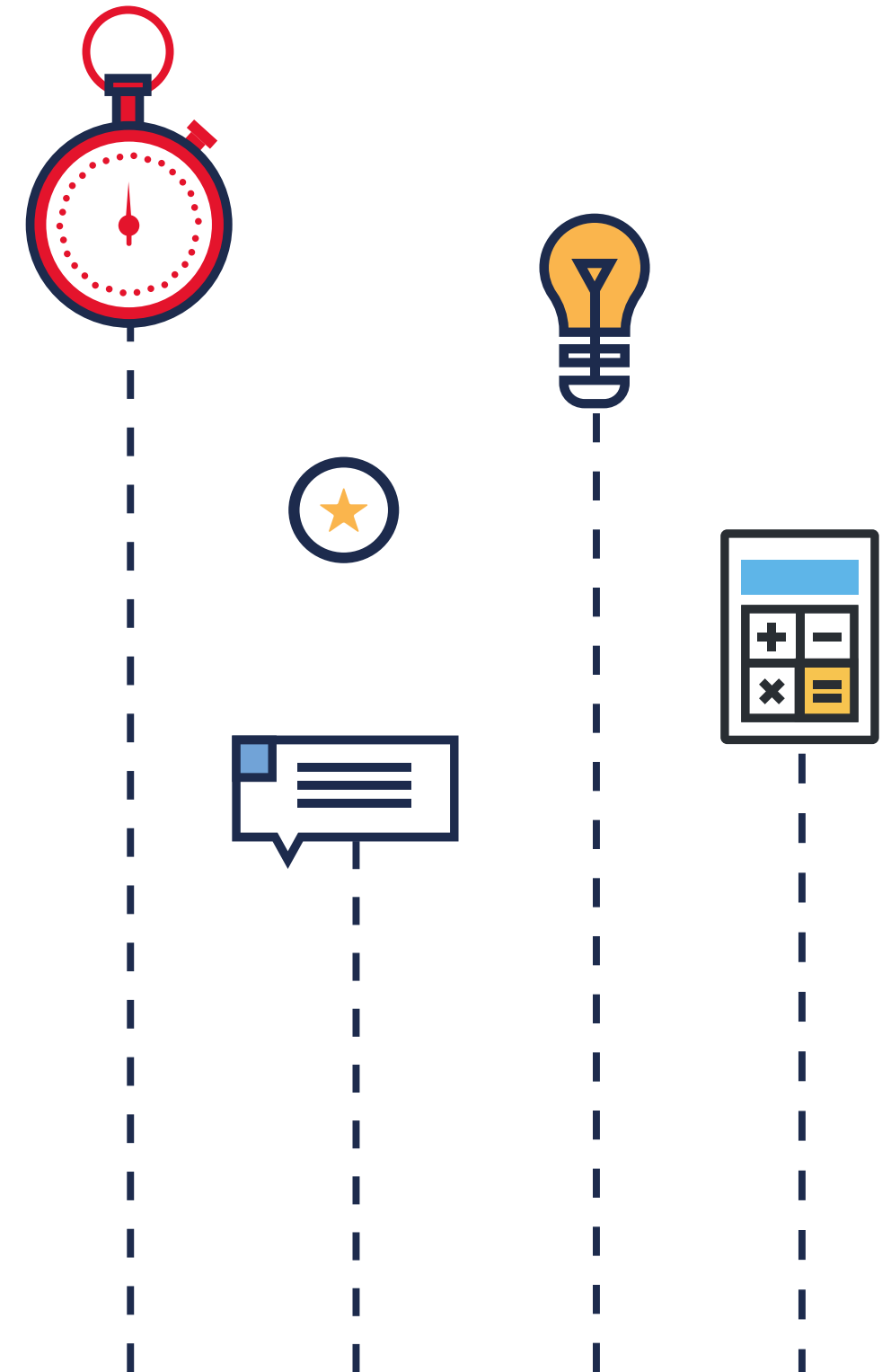
CHALLENGING TIMES AHEAD?

THE LAST FEW YEARS HAVE SEEN BUOYANT TIMES IN EQUITY MARKETS AND THE GROWTH IN INVESTMENTS HAS BEEN GOOD.

However, our investment managers River & Mercantile Solutions (formerly P-Solve) are anticipating uncertain times for the next 12 months or more.

They have already taken de-risking steps to mitigate potential losses and diversify into other asset classes, ready to maximise gains when they see an opportunity.

This doesn't mean that our Plan won't see investment growth and we still expect to achieve our long-term goals. However, as always, there is a risk that growth will be slower in the short term and the ride might be bumpy.



VALUE FOR MEMBERS

EXTERNAL CONSULTANT GIVES FUTUREPLANNER AN A+

One of the regular governance checks that the FuturePlanner Trustee conducts each year is a review of the 'value' provided to members.

This year the Trustee appointed LCP, an independent consultant, to review our Plan. LCP assessed nine areas and concluded that overall the Plan is 'market leading' and ahead of its peers. The Plan was 'excellent' in six areas and 'good' in two.

In particular LCP said that 'the communications and website are some of the best we've seen of any DC scheme'.

LCP identified one area as 'poor', concerning the cost of the 'pick & mix' funds that a minority of our members use. The Trustee will be discussing this finding with our advisers with a view to improving the value we can report next year.



CONTACT US

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