

## Your pension scheme

# Avery Dennison Pension Plan

## Costs and charges illustration

### What is this illustration for and how could it help you?

The information in this document is an 'illustration'. This is to show you the possible effect of costs and charges on your pension savings to help you plan for your retirement. The figures shown in it are not personal to you and do not show the actual pension benefits you could get from the pension scheme.

Your pension scheme benefits depend on many things such as contributions from you or your employer, how your investment funds have performed, and costs and charges. You may get back less than you put in.

### How charges affect your pension scheme's investment funds

On page 2 are tables which show how different costs and charges can impact the pension pot over certain periods of time, based on a selection of investment funds. Table 1 shows typical funds for your pension scheme. Table 2 shows funds with different growth rate assumptions and charges.

Under each investment fund, there are two columns. The first shows the projected pension values assuming no charges are taken. The second shows the projected pension values after costs and charges are taken. By comparing the two you can see how much the charges over the years will impact your pension fund. So, for example, if you started your pension at age 30 and expect to retire at 65, the figures at the end of year 35 would give an idea of the effect of charges over the 35 years you are invested. The figures are based on a monthly investment of £100 – see page 3 for the assumptions we use.

Table 1

Illustration of effect of cost and charges for typical funds within your scheme – Avery Dennison Pension Plan										
	Aviva Pension Mercer Growth / Balanced Risk		Aviva Pension Mercer High Growth / Higher Risk		Aviva Pension BlackRock Institutional Sterling Liquidity		Aviva Pension Mercer Defensive / Lower Risk		Aviva Pension Mercer Target Annuity 2026	
	Assumed growth rate 4.6%		Assumed growth rate 4.7%		Assumed growth rate 1.5%		Assumed growth rate 2.7%		Assumed growth rate 3.6%	
	Assumed costs and charges 0.49%		Assumed costs and charges 0.49%		Assumed costs and charges 0.34%		Assumed costs and charges 0.46%		Assumed costs and charges 0.53%	
At end of year	Projected value assuming no charges are taken	Projected value after costs and charges are taken	Projected value assuming no charges are taken	Projected value after costs and charges are taken	Projected value assuming no charges are taken	Projected value after costs and charges are taken	Projected value assuming no charges are taken	Projected value after costs and charges are taken	Projected value assuming no charges are taken	Projected value after costs and charges are taken
1	£1,200	£1,200	£1,200	£1,200	£1,180	£1,180	£1,190	£1,180	£1,190	£1,190
2	£2,420	£2,410	£2,430	£2,410	£2,350	£2,340	£2,380	£2,370	£2,400	£2,390
3	£3,670	£3,650	£3,680	£3,650	£3,510	£3,490	£3,570	£3,550	£3,620	£3,590
4	£4,950	£4,900	£4,960	£4,910	£4,650	£4,620	£4,770	£4,720	£4,850	£4,800
5	£6,250	£6,170	£6,260	£6,190	£5,790	£5,740	£5,960	£5,890	£6,100	£6,010
10	£13,200	£12,800	£13,200	£12,900	£11,300	£11,100	£12,000	£11,700	£12,500	£12,200
15	£20,800	£20,000	£21,000	£20,200	£16,500	£16,100	£18,100	£17,500	£19,300	£18,500
20	£29,300	£27,800	£29,600	£28,100	£21,500	£20,800	£24,200	£23,100	£26,500	£25,100
25	£38,700	£36,200	£39,200	£36,700	£26,300	£25,200	£30,400	£28,700	£34,000	£31,800
30	£49,000	£45,300	£49,800	£46,000	£30,800	£29,400	£36,700	£34,200	£42,000	£38,700
35	£60,500	£55,000	£61,700	£56,100	£35,100	£33,200	£43,000	£39,700	£50,400	£45,700
40	£73,200	£65,600	£74,800	£67,000	£39,200	£36,800	£49,400	£45,100	£59,200	£53,000
45	£87,300	£77,000	£89,500	£78,900	£43,200	£40,200	£55,800	£50,400	£68,600	£60,500
50	£103,000	£89,400	£106,000	£91,800	£46,900	£43,400	£62,300	£55,600	£78,400	£68,100

Table 2

Illustration of effect of costs and charges for funds with different growth rates and charges within your scheme – Avery Dennison Pension Plan									
	Aviva Pension Mercer Cash Retirement		Aviva Pension BlackRock Institutional Sterling Liquidity		Aviva Pension MFS Meridian Global Equity		Aviva Pension Mercer Active Emerging Markets Equity		
	Assumed growth rate 1.5%		Assumed growth rate 1.5%		Assumed growth rate 5%		Assumed growth rate 5%		
	Assumed costs and charges 0.36%		Assumed costs and charges 0.34%		Assumed costs and charges 1.09%		Assumed costs and charges 1.65%		
At end of year	Projected value assuming no charges are taken	Projected value after costs and charges are taken	Projected value assuming no charges are taken	Projected value after costs and charges are taken	Projected value assuming no charges are taken	Projected value after costs and charges are taken	Projected value assuming no charges are taken	Projected value after costs and charges are taken	Projected value after costs and charges are taken
1	£1,180	£1,180	£1,180	£1,180	£1,200	£1,200	£1,200	£1,200	£1,190
2	£2,350	£2,340	£2,350	£2,340	£2,430	£2,410	£2,430	£2,430	£2,390
3	£3,510	£3,490	£3,510	£3,490	£3,700	£3,630	£3,700	£3,700	£3,600
4	£4,650	£4,620	£4,650	£4,620	£4,990	£4,880	£4,990	£4,990	£4,820
5	£5,790	£5,730	£5,790	£5,740	£6,310	£6,140	£6,310	£6,310	£6,050
10	£11,300	£11,100	£11,300	£11,100	£13,400	£12,700	£13,400	£13,400	£12,300
15	£16,500	£16,100	£16,500	£16,100	£21,500	£19,700	£21,500	£21,500	£18,900
20	£21,500	£20,800	£21,500	£20,800	£30,500	£27,200	£30,500	£30,500	£25,600
25	£26,300	£25,200	£26,300	£25,200	£40,700	£35,200	£40,700	£40,700	£32,700
30	£30,800	£29,300	£30,800	£29,400	£52,300	£43,700	£52,300	£52,300	£40,000
35	£35,100	£33,100	£35,100	£33,200	£65,300	£52,800	£65,300	£65,300	£47,600
40	£39,200	£36,700	£39,200	£36,800	£79,900	£62,500	£79,900	£79,900	£55,500
45	£43,200	£40,100	£43,200	£40,200	£96,500	£72,900	£96,500	£96,500	£63,700
50	£46,900	£43,200	£46,900	£43,400	£115,000	£84,100	£115,000	£115,000	£72,200

## How we worked out the figures in the tables

It's important to understand how much or how little difference charges make to your pension pot, but we can't predict exactly what will happen in the future so we've had to make some assumptions. The values shown are estimates and are not guaranteed.

### These assumptions are:

1. **We've assumed someone doesn't have anything in their pension pot when they start saving.** Contributions are assumed to be paid £100 monthly increasing in line with assumed earnings inflation of 2.5% each year.
2. **The figures illustrate the pension pot value in 'today's money' which means they take inflation into account by discounting values at 2.5% a year. Seeing the figures in this way shows you what they could be worth today. It's important to note that inflation reduces the worth of all savings and investments. The effect of this is shown in the illustration and could mean the fund may reduce as well as grow in 'today's money'.**
3. Transaction costs may not have been included where data was not available from the fund managers.

## Some important things to remember

Your scheme will offer other funds to those illustrated, with different growth potential and different charges, and may also offer some form of lifestyling investment approach. If you have selected the lifestyling investment approach your pension pot will automatically be moved into different funds as you approach your retirement date and your scheme literature will provide details of how this works. As the individual funds used in a lifestyling approach have different growth potential and different charges, the overall growth rate and overall charge will change over time.

For these reasons, we have shown a range of funds with a range of charges which are available to you and which could apply to your pension pot during the life of your plan. A personal projection of your pension pot is included in your annual benefit statement and you should read that to get an individual view of **your projected pension benefits. You'll also find details of the actual charges applicable to you in your scheme literature.**

### The figures shown here:

- **Shouldn't be used to make investment decisions, so if you need to do that, we recommend that you take financial advice.**
- May not be relevant to your personal circumstances. Your money may be invested in different funds, for example.