

YBS Group Retirement Savings Plan

Scheme code: YORK

Costs, charges and illustration as at 30/09/2022

The table of fund costs shows the charges that apply to the various investment options available to you through your pension scheme and the illustration shows how they could affect the growth of a pension plan.

Further information on your investment options can be found within your plan literature and fund factsheets. This can be found online at www.planviewer.co.uk. Further notes and assumptions used for these illustrations can be found further down the page.

Default Investment

Flexible Lifestyle Strategy

Time to retirement (in years)	Total expense ratio	Transaction cost	Total cost
0	0.37%	0.00%	0.37%
3	0.38%	0.00%	0.38%
6	0.40%	0.00%	0.40%
9	0.41%	0.00%	0.41%
15	0.42%	0.00%	0.42%
20	0.38%	0.00%	0.38%
25	0.35%	0.00%	0.35%
30	0.35%	0.00%	0.35%
40	0.35%	0.00%	0.35%
50	0.35%	0.00%	0.35%

Fund/Lifestyle Strategy Cost Notes

- 1 Total Expense Ratio combines the annual management charges and other expenses (such as auditing and registry fees)
- 2 Transaction costs are a by-product of buying and selling a fund's underlying investments in order to achieve their investment objective and to raise or invest cash to satisfy client requirements.
- 3 Total cost means the Total Expense Ratio plus all fund transaction costs.
- 4 Costs shown as N/A (not available) means that the charge for this fund has not been made available by the underlying fund provider(s). FIL Life Funds invest directly into underlying funds managed by Fidelity and third party fund providers.
- 5 For Lifestyle Strategies the time to retirement relates to the period to a member's selected retirement age, or if not selected the plan's normal retirement age.

Example of the effect of costs on an average member's investments

Effect for a member 50 years prior to target retirement date

Fund value at end of year	Starting fund: £0 Future contribution: £400pm		Starting fund: £26,000 Future contribution: £400pm		Starting fund: £26,000 Future contribution: £0pm	
	No costs	After all costs	No costs	After all costs	No costs	After all costs
1	£4,809	£4,800	£31,443	£31,342	£26,634	£26,543
3	£14,781	£14,702	£42,730	£42,364	£27,949	£27,662
5	£25,246	£25,022	£54,575	£53,850	£29,329	£28,828
10	£53,724	£52,765	£86,809	£84,729	£33,085	£31,964
20	£122,088	£117,634	£164,188	£156,930	£42,100	£39,297
30	£209,081	£197,213	£262,652	£245,481	£53,572	£48,268
40	£319,777	£293,434	£387,947	£352,386	£68,170	£58,952
50	£415,111	£371,007	£492,972	£435,723	£77,862	£64,716
	Reduction in yield: 0.4%		Reduction in yield: 0.4%		Reduction in yield: 0.4%	

Effect for a member 40 years prior to target retirement date

Fund value at end of year	Starting fund: £0 Future contribution: £400pm		Starting fund: £26,000 Future contribution: £400pm		Starting fund: £26,000 Future contribution: £0pm	
	No costs	After all costs	No costs	After all costs	No costs	After all costs
1	£4,809	£4,800	£31,443	£31,342	£26,634	£26,543
3	£14,781	£14,702	£42,730	£42,364	£27,949	£27,662
5	£25,246	£25,022	£54,575	£53,850	£29,329	£28,828
10	£53,724	£52,765	£86,809	£84,729	£33,085	£31,964
20	£122,088	£117,535	£164,188	£156,797	£42,100	£39,261
30	£209,081	£196,120	£262,652	£244,072	£53,572	£47,952
40	£288,675	£264,177	£349,864	£316,818	£61,189	£52,640
	Reduction in yield: 0.4%		Reduction in yield: 0.4%		Reduction in yield: 0.4%	

Effect for a member 30 years prior to target retirement date

Fund value at end of year	Starting fund: £0 Future contribution: £400pm		Starting fund: £26,000 Future contribution: £400pm		Starting fund: £26,000 Future contribution: £0pm	
	No costs	After all costs	No costs	After all costs	No costs	After all costs
1	£4,809	£4,800	£31,443	£31,342	£26,634	£26,543
3	£14,781	£14,702	£42,730	£42,364	£27,949	£27,662
5	£25,246	£25,022	£54,575	£53,850	£29,329	£28,828
10	£53,724	£52,725	£86,809	£84,660	£33,085	£31,936
20	£122,088	£116,963	£164,188	£155,967	£42,100	£39,005
30	£189,315	£177,281	£237,400	£220,099	£48,086	£42,818
	Reduction in yield: 0.4%		Reduction in yield: 0.4%		Reduction in yield: 0.4%	

Effect for a member 20 years prior to target retirement date

Fund value at end of year	Starting fund: £0 Future contribution: £400pm		Starting fund: £26,000 Future contribution: £400pm		Starting fund: £26,000 Future contribution: £0pm	
	No costs	After all costs	No costs	After all costs	No costs	After all costs
1	£4,809	£4,799	£31,443	£31,330	£26,634	£26,532
3	£14,781	£14,690	£42,730	£42,312	£27,949	£27,622
5	£25,246	£24,982	£54,575	£53,730	£29,329	£28,748
10	£53,724	£52,568	£86,809	£84,323	£33,085	£31,755
20	£111,231	£106,589	£149,020	£141,449	£37,789	£34,860
	Reduction in yield: 0.4%		Reduction in yield: 0.4%		Reduction in yield: 0.4%	

Effect for a member 10 years prior to target retirement date

Fund value at end of year	Starting fund: £0 Future contribution: £400pm		Starting fund: £26,000 Future contribution: £400pm		Starting fund: £26,000 Future contribution: £0pm	
	No costs	After all costs	No costs	After all costs	No costs	After all costs
1	£4,806	£4,795	£31,418	£31,296	£26,612	£26,501
3	£14,686	£14,593	£42,380	£41,945	£27,694	£27,352
5	£24,787	£24,530	£53,351	£52,516	£28,563	£27,986
10	£49,868	£48,882	£79,565	£77,424	£29,697	£28,542
	Reduction in yield: 0.4%		Reduction in yield: 0.4%		Reduction in yield: 0.4%	

Effect for a member 5 years prior to target retirement date

Fund value at end of year	Starting fund: £0 Future contribution: £400pm		Starting fund: £26,000 Future contribution: £400pm		Starting fund: £26,000 Future contribution: £0pm	
	No costs	After all costs	No costs	After all costs	No costs	After all costs
1	£4,777	£4,767	£31,094	£30,980	£26,317	£26,214
3	£14,436	£14,350	£41,225	£40,827	£26,789	£26,478
5	£24,097	£23,864	£51,129	£50,381	£27,032	£26,517
	Reduction in yield: 0.4%		Reduction in yield: 0.4%		Reduction in yield: 0.4%	

Effect for a member 3 years prior to target retirement date

Fund value at end of year	Starting fund: £0 Future contribution: £400pm		Starting fund: £26,000 Future contribution: £400pm		Starting fund: £26,000 Future contribution: £0pm	
	No costs	After all costs	No costs	After all costs	No costs	After all costs
1	£4,765	£4,755	£30,969	£30,858	£26,203	£26,103
3	£14,339	£14,255	£40,780	£40,397	£26,441	£26,141
	Reduction in yield: 0.4%		Reduction in yield: 0.4%		Reduction in yield: 0.4%	

Fund/Strategy investment growth rate assumptions vary according to the type of asset class the funds are (see also note 3 in Further Notes and Assumptions)

- Equity asset classes 2.44%
- Bond asset classes -0.78%
- Cash asset classes -0.59%

Illustration assumptions

- 1 These tables illustrate the potential impact fund costs may have on the projected value of monies invested in an average member's pension plan.
- 2 For lifestyle strategies the effect of costs over different time periods to target retirement age are illustrated separately. Target retirement age relates to the period to a member's selected retirement age, or if not selected the plan's normal retirement age.
- 3 These are not projections of your own pension plan. Please refer to your annual account statement for an estimate of your pension or for further help visit fidelitypensions.co.uk or call Fidelity's Pension Service Centre.
- 4 All the figures illustrated here are only examples and are not guaranteed - they are not minimum or maximum amounts.
- 5 All figures are calculated as at the end of the last quarter.
- 6 You could get back more or less than this and you may also get back less than the amount that you have invested.
- 7 Reduction in Yield (RIY) is a way of expressing the impact of all charges on a pension policy over a period of time. It sets out the annual reduction in return that would otherwise have been provided if the fund carried no charges at all.
- 8 Investment return in real terms: is the effective annual growth rate of the fund after adjusting for the inflation rate.

Further notes and assumptions

- 1 Projected pension fund values are shown in today's terms and do not need to be reduced further for the effect of future inflation.
- 2 Inflation is assumed to be 2.5 % each year.
- 3 For Lifestyle Strategies the projections take into account the changing proportion invested in the different underlying funds over time and the growth rates may be a blend of those shown above where there is a blend of different asset classes.
- 4 Any data used within the illustrations is the data held as at the last quarter end.
- 5 Where on-going contributions are assumed, these increase in line with inflation each year.
- 6 Illustrations have been shown using a range of starting fund values and future contribution levels.

- 7 The starting fund value used in the projections is representative of the average for this scheme based on all members having holdings in the scheme (subject to a minimum of £1 000).
- 8 The future contribution used in the projections is representative of the average for this scheme based on the number of members currently contributing into the scheme (subject to a minimum of £100).
- 9 Funds and Strategies displayed are those that were available within the scheme as at the end of the last quarter (please note these may not be available for selection). Any new fund(s) introduced during the quarter will only be displayed as from the start of the next quarter.
- 10 There may be more than one lifestyle strategy or fund defined as a default arrangement by law but only one is shown as the default investment choice. Where there are different strategies in place for different contribution types, unless specified by the scheme, the default will be determined by the company contribution in the first instance.
- 11 If the underlying fund provider(s) has not provided transaction costs, then projections have been made using just the available Total Expense Ratio figure.
- 12 The projections assume that no withdrawals are made prior to scheme Pension Age.