

ADMINISTRATION CHARGES AND TRANSACTION COSTS FOR 2024

EX EMPLOYEES OF EMERALD GROUP PUBLISHING LIMITED

This document sets out the costs and charges relevant to your plan in 2024. The first section sets out the costs and charges of the funds that are available for you to invest in. The later sections give some illustrative examples showing the cumulative effect over time of costs and charges on the value of a pension pot.

Costs and Charges

The following costs and charges may apply to your plan:

- **Fund expenses** are the cost of the day to day activities of managing each fund. The figures shown are based on what the fund expenses have been in the past – they may vary over time and may be more or less than this in future. These costs are reflected in the daily unit price.
- **Annual Management Charge (AMC)** are additional charges taken by Fund Managers for running some funds. The figures shown are based on what the charges have been in 2024 - they may vary over time and may be more or less than this in future. These charges are reflected in the daily unit price.
- **Fund Based Charges** are charges taken by Zurich for running your plan. The charges are applied by reducing the number of units in your plan each month. Due to practical system limitations we may collect a lower amount in some circumstances than the figures stated here.
- **Transaction Costs** are the costs incurred as a result of the buying, selling, lending or borrowing of investments. The figures shown are based on what transaction costs have been in 2024 – they may vary over time and may be more or less than this in future. These costs are reflected in the daily unit price.

The default investment strategy for your scheme is a lifestyle strategy. The default lifestyle strategy is designed to allow you to invest payments and money held in your plan automatically in line with a pre-agreed investment profile. The strategy is based on how close you are to your selected retirement date without you having to make day to day investment decisions and moves gradually from higher risk to lower risk investments as your selected retirement age gets near. Please see the product literature or contact us if you would like more information on the lifestyle strategy for your scheme. The table below shows the costs and charges for the funds used in the default lifestyle strategy:

Fund	Fund Expenses % (per year)	AMC% (per year)	Fund Based Charge% (per year)	Transaction Costs % (per year)	Total Fund Cost % (per year)
Long Dated Gilt 2 EP	0.16%	0.00%	0.82%	0.00%	0.98%
Managed 2 EP	0.19%	0.00%	0.79%	0.11%	1.09%
Secure 2 EP	0.07%	0.00%	0.88%	0.01%	0.96%

If you choose not to invest in the default lifestyle strategy, then a range of other investment options are available to you. The table below shows the costs and charges for all the funds that are available for you to invest in:

Fund	Fund Expenses % (per year)	AMC% (per year)	Fund Based Charge% (per year)	Transaction Costs % (per year)	Total Fund Cost % (per year)
Adventurous Managed EP	0.08%	0.00%	0.95%	0.32%	1.35%
American 2 EP	0.06%	0.00%	0.95%	0.23%	1.24%
American Select EP	0.06%	0.00%	0.95%	0.32%	1.33%
American Smaller Companies EP	0.06%	0.00%	0.95%	1.33%	2.34%
BlackRock ACS 60/40 Global Equity Tracker EP	0.02%	0.00%	0.95%	0.07%	1.04%
Aquila 70/30 Global Equity Index EP	0.00%	0.00%	0.95%	N/A*	N/A*
Aquila Corporate Bond All Stocks Index EP	0.00%	0.00%	0.95%	N/A*	N/A*
Aquila Over 15 Years Corporate Bond EP	0.02%	0.00%	0.95%	0.00%	0.97%
Aquila Over 5 Years Index Linked Gilt EP	0.01%	0.00%	0.95%	0.00%	0.96%
Aquila UK Equity Index EP	0.01%	0.00%	0.95%	0.03%	0.99%
Aquila World Ex UK Equity Index EP	0.01%	0.00%	0.95%	0.02%	0.98%
Asia Pacific 2 EP	0.08%	0.00%	0.95%	0.30%	1.33%
AXA Framlington Global Thematic EP	0.06%	0.50%	0.95%	0.18%	1.69%
Balanced Managed EP	0.08%	0.00%	0.95%	0.30%	1.33%
BlackRock Balanced Growth Portfolio EP	0.08%	0.50%	0.95%	0.46%	1.99%
Cautious Managed EP	0.07%	0.00%	0.95%	0.18%	1.20%
Equity Managed 2 EP	0.17%	0.00%	0.82%	0.17%	1.16%
European 2 EP	0.06%	0.00%	0.95%	0.54%	1.55%
European Select EP	0.05%	0.00%	0.95%	0.26%	1.26%
European Smaller Companies EP	0.07%	0.00%	0.95%	0.17%	1.19%
Far East & Japan EP	0.24%	0.00%	0.74%	0.37%	1.35%
Fidelity Open World EP	0.66%	0.65%	0.95%	0.07%	2.33%
Foreign & Colonial Managed EP	0.80%	0.33%	0.95%	0.37%	2.45%
Global Bond EP	0.06%	0.00%	0.95%	0.02%	1.03%
Global Select 2 EP	0.07%	0.00%	0.95%	0.23%	1.25%
Henderson Global Sustainable Equity EP	0.15%	0.75%	0.95%	0.10%	1.95%
Japan 2 EP	0.06%	0.00%	0.95%	0.17%	1.18%
Latin America EP	0.09%	0.00%	0.95%	0.13%	1.17%
Long Dated Gilt 2 EP	0.16%	0.00%	0.82%	0.00%	0.98%
Managed 2 EP	0.19%	0.00%	0.79%	0.11%	1.09%
Managed Equity Income EP	0.12%	0.00%	0.95%	0.22%	1.29%
Property 3 EP	0.54%	0.00%	0.95%	0.15%	1.64%
Schroder Managed Balanced EP	0.00%	0.59%	0.95%	0.28%	1.82%
Secure 2 EP	0.07%	0.00%	0.88%	0.01%	0.96%
Sterling Bond EP	0.08%	0.00%	0.95%	0.00%	1.03%
Sterling Corporate Bond EP	0.06%	0.00%	0.95%	0.00%	1.01%
UK EP	0.05%	0.00%	0.95%	0.46%	1.46%
UK Equity 2 EP	0.20%	0.00%	0.80%	0.42%	1.42%
UK Equity Income EP	0.06%	0.00%	0.95%	0.35%	1.36%
UK Growth & Income EP	0.07%	0.00%	0.95%	0.14%	1.16%

Fund	Fund Expenses % (per year)	AMC% (per year)	Fund Based Charge% (per year)	Transaction Costs % (per year)	Total Fund Cost % (per year)
UK Monthly Income EP	0.13%	0.00%	0.95%	0.21%	1.29%
UK Fixed Interest 2 EP	0.14%	0.00%	0.81%	0.01%	0.96%
UK Smaller Companies EP	0.07%	0.00%	0.95%	0.24%	1.26%

*There are no scheme assets invested in these fund(s) and so transaction cost information is not available.

Illustrative Examples for the Default Investment Strategy

The illustrative examples below show the cumulative effect of costs and charges on the value of an existing pension pot of £10,000. The table shows projected pot values in today's prices after allowing for inflation, before and after charges and costs are deducted.

Years	Age Now 25		Age Now 45		Age Now 55		Age Now 60	
	Before charges + costs deducted	After all charges + costs deducted	Before charges + costs deducted	After all charges + costs deducted	Before charges + costs deducted	After all charges + costs deducted	Before charges	After all charges + costs deducted
1	10,300	10,200	10,300	10,200	10,300	10,200	10,300	10,200
3	11,000	10,700	11,000	10,700	11,000	10,700	11,000	10,700
5	11,800	11,200	11,800	11,200	11,800	11,200	11,800	11,200
10	14,100	12,600	14,100	12,600	14,000	12,600	-	-
15	16,800	14,200	16,800	14,200	-	-	-	-
20	19,900	16,000	19,900	16,000	-	-	-	-
25	23,700	18,000	-	-	-	-	-	-
30	28,200	20,300	-	-	-	-	-	-
35	33,500	22,900	-	-	-	-	-	-
40	39,800	25,800	-	-	-	-	-	-

Notes

1. Projected pension pot values are shown in today's terms and do not need to be reduced further for the effect of future inflation.
2. The selected retirement age is assumed to be 65.
3. It is assumed no further contributions are paid
4. Inflation is assumed to be 2.5% each year.
5. Values shown are estimates and are not guaranteed.
6. The charges assumed are as shown in the Costs and Charges section above.
7. The projected growth rates for the funds used in the lifestyle strategy are as follows:
Managed 2 EP: 3.5% above inflation.
Long Dated Gilt 2 EP: 4.3% above inflation.
Secure 2 EP: 0.5% below inflation.

Illustrative Examples for other Funds

The illustrative examples below show the cumulative effect of costs and charges on the value of the pension pot for a specimen member who has chosen to invest in other available funds. The table shows projected pot values in today's prices after allowing for inflation, before and after charges and costs are deducted. We have shown illustrations for a representative sample of four funds:

- Secure 2 EP is the fund most commonly invested in.
- Foreign & Colonial Managed EP is the fund with the highest costs and charges.
- BlackRock ACS 60/40 Global Equity Tracker EP is the equity fund with the lowest costs and charges.
- Aquila Corporate Bond Over 15 Year Index EP is the fixed interest security fund with the lowest costs and charges.

As for the default strategy we have given illustrative examples of the cumulative effect of costs and charges on the value of an existing pension pot of £10,00. As it is assumed that the pension pot is invested in the same funds throughout, these illustrations are relevant for any starting age.

Projected pension pot in today's money (£)								
Fund choice								
	Secure 2 EP		Foreign & Colonial Managed EP		BlackRock ACS 60/40 Global Equity Tracker EP		Aquila Corporate Bond Over 15 Year Index EP	
Years	Before charges + costs deducted	After all charges + costs deducted	Before charges + costs deducted	After all charges + costs deducted	Before charges + costs deducted	After all charges + costs deducted	Before charges + costs deducted	After all charges + costs deducted
1	9,950	9,850	10,400	10,200	10,300	10,200	10,400	10,300
3	9,850	9,570	11,400	10,600	11,000	10,700	11,300	11,000
5	9,760	9,300	12,600	11,100	11,800	11,200	12,300	11,800
10	9,530	8,650	15,900	12,400	14,000	12,600	15,300	13,900
15	9,300	8,050	20,000	13,800	16,700	14,200	19,000	16,400
20	9,080	7,490	25,300	15,400	19,800	16,100	23,600	19,400
25	8,870	6,970	31,900	17,200	23,500	18,100	29,200	22,900
30	8,660	6,490	40,200	19,200	27,900	20,400	36,200	27,100
35	8,450	6,040	50,700	21,500	33,100	23,000	44,900	32,000
40	8,250	5,620	64,000	24,000	39,300	25,900	55,700	37,800

Notes

1. Projected pension pot values are shown in today's terms and do not need to be reduced further for the effect of future inflation.
2. The selected retirement age is assumed to be 60.
3. For the illustration of the existing pot it is assumed no further contributions are paid.
For the illustration for future contributions it is assumed that contributions of £100 are paid each month, that contributions are paid to the selected retirement age and that contributions increase in line with inflation each year.
4. Inflation is assumed to be 2.5% each year.
5. Values shown are estimates and are not guaranteed.
6. The charges assumed are as shown in the Costs and Charges section above.
7. The projected growth rate for each fund is as follows:
 - Secure 2 EP: 0.5% below inflation.
 - Foreign & Colonial Managed EP: 4.7% above inflation.
 - BlackRock ACS 60/40 Global Equity Tracker EP: 3.4% above inflation.
 - Aquila Corporate Bond Over 15 Year Index EP: 4.3% above inflation.