

Panavision Europe Pension and Life Assurance Scheme – Chair’s Statement

Scheme Year ended 30 June 2025

Regulations effective from 6 April 2015 require pension trustees to prepare a statement showing how they have met certain minimum governance standards in relation to defined contribution benefits. As Chair of the Trustees for the Panavision Europe Pension and Life Assurance Scheme (the “Scheme”), it is my pleasure to report to you on how the Trustees have embedded these standards over the year from 1 July 2024 to 30 June 2025 (the “Scheme year”).

These standards cover the following areas relating to the Scheme’s defined contribution benefits, namely:

1. The default investment arrangement and its asset allocation
2. Core financial transactions
3. Charges and transaction costs
4. Net investment returns
5. Value for members
6. The Trustees’ knowledge, understanding, and,
7. Statement of DC Governance

This Statement does not contain advice in respect of actions that members should take and is not intended to be used for that purpose. If members need advice, they can visit the Money Helper website at: <https://www.moneyhelper.org.uk/en/pensions-and-retirement/taking-your-pension/find-a-retirement-adviser>

If you choose to use a regulated financial adviser, please be sure to check their area of expertise. The adviser will inform you of any charges that apply in return for their advice.

If you are aged over 50, you can also obtain free and impartial pensions information from a government service called Pension Wise, which can be accessed via the Money Helper website <https://www.moneyhelper.org.uk/en/pensions-and-retirement/pension-wise> or by telephoning 0800 011 3797.

This statement will be published on a publicly available website (<https://uk.panavision.com/legal>) and a link will be provided in the annual benefit statements.

1. Default Investment Option

The Trustees are responsible for establishing a default investment option for members who do not select their own investment options from the fund range available and for reviewing this arrangement at least once every three years.

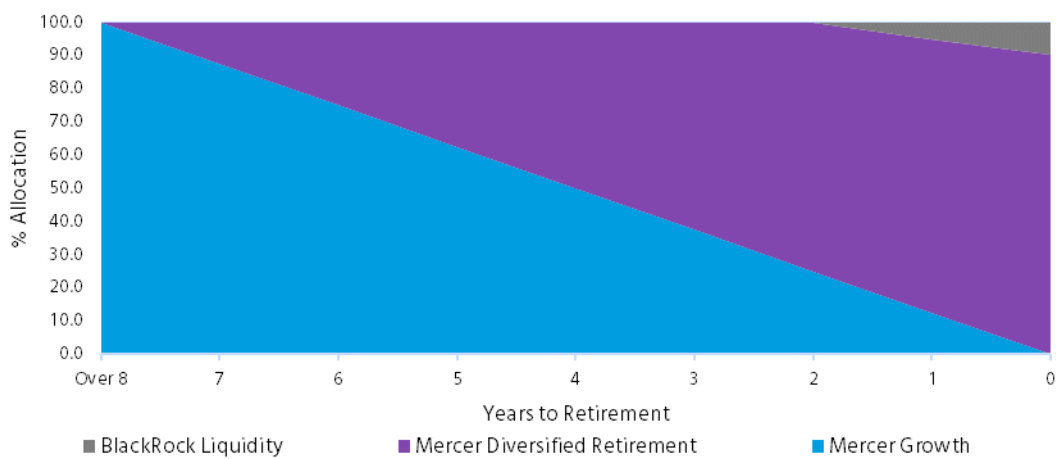
The Trustees conducted a detailed review of the default investment option during the Scheme Year, which completed in September 2025. The review concluded that the default investment option, the Target Drawdown Retirement Path, remained appropriate for the membership. The review also covered the alternative lifestyle strategies and range of self-select fund options and concluded that these remained appropriate options for members.

Elements of the investment strategy of the Scheme have been delegated to Mercer Workplace Savings (“MWS”). This includes strategic and tactical asset allocations along with manager selection.

MWS review the continued appropriateness and suitability of the investment solutions underlying the Scheme on an annual basis.

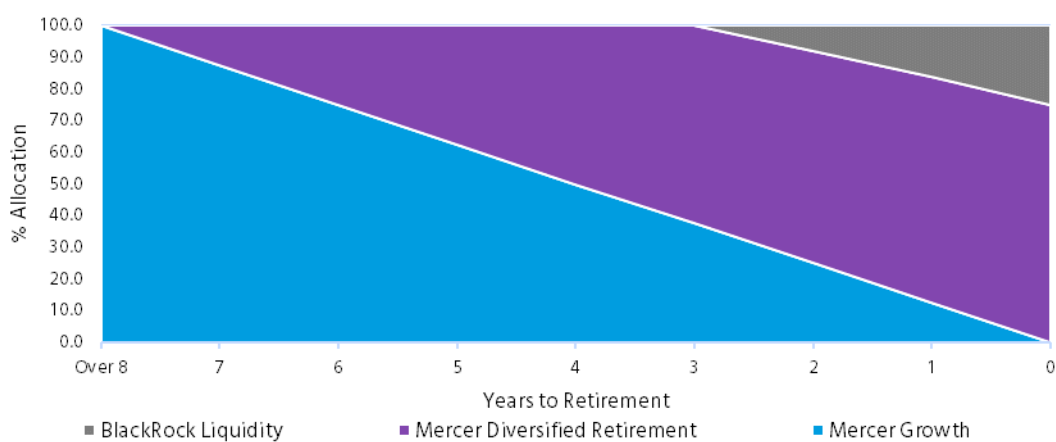
MWS have implemented changes to the glidepath of the default investment option in recent years. This included changing the Target Drawdown Retirement Path in January 2023. For members targeting retirement from January 2026 onwards, the aim was to improve inflation protection and reduce the ‘cash drag’ on returns whilst continuing to offer some protection to the value of a member’s pension savings, which is more appropriate for members targeting drawdown who are likely to keep the majority of their funds invested after retirement. The Target Drawdown Retirement Path will now introduce the cash allocation two years from retirement as opposed to the prior three year approach, and also reduce the cash allocation to 10% at retirement as opposed to the prior 25% allocation. The chart below demonstrates both glidepaths.

Target Drawdown Retirement Path – for members retiring after 2026



During the Scheme year, some members may have been targeting retirement before January 2026. The glidepath for these members is shown below.

Target Drawdown Retirement Path – for members retiring before 2026



The Trustees and their professional advisers review the performance of the Scheme's investments, including the default investment option, against the stated objectives and benchmarks on a quarterly basis. Any concerns are raised with the investment manager via the advisor.

The Statement of Investment Principles (the "SIP") has been prepared in accordance with regulation 2A of the Occupational Pension Schemes (Investment) Regulations 2005 and subsequent legislation dated October 2016. The SIP covers our aims and objectives in relation to the default investment arrangement, as well as our policies relating to matters such as risk and diversification. In addition to the default funds, the SIP covers alternate investment choices under the self-select fund range, covering a range of funds that members can choose which was designed with their needs in mind.

In selecting the default investment option to target income drawdown at retirement, the Trustees believe that:

- The growth phase structure is designed to provide growth with some downside protection and protection against inflation erosion.
- The strategy aims to suitably reduce investment risk as a member approaches retirement.
- Based on their understanding of the membership, a strategy that targets income drawdown and a tax-free cash lump sum at retirement is likely to meet a typical member's requirements for income in retirement.

The Trustees have appended the SIP, dated June 2024, and can be found here (<https://uk.panavision.com/legal>).

Asset Allocation of the Default Arrangement

The Occupational Pension Schemes (Administration, Investment, Charges and Governance) and Pensions Dashboards (Amendment) Regulations 2023 introduced new requirements for trustees and managers of certain occupational pension schemes. For the first Scheme year that ends after 1 October 2023, trustees or managers of relevant occupational pension schemes, are required to disclose their full asset allocations of investments from their default arrangement.

In accordance with this legislation, the Trustees have included a breakdown of the asset allocations of investments within the default investment arrangement in the table on the following page.

Target Drawdown Retirement Lifestyle

Asset Class	Percentage allocation – Less than 58 years	Percentage allocation – 65 years (NRD)
Cash	2.27%	25.87%
Other Bonds	0.00%	0.00%
Corporate Bonds	6.08%	23.18%
Government Bonds	18.48%	24.27%
Listed Equities	64.70%	21.12%
Private Equity	0.00%	0.00%
Infrastructure	0.00%	0.00%
Property/Real Estate	0.00%	0.00%
Private Debt/Credit	0.00%	0.00%
Other	8.47%	5.56%
<i>Total</i>	<i>100.00%</i>	<i>100.00%</i>

Source: Mercer as of 30 June 2025. Figures may not add up to 100% due to rounding.

Notes:

1. The Drawdown Lifestyle allocation demonstrated in the table represents the asset allocation for a 65 year retiring before 2026. For members retiring after 2026, the asset allocation will change to reflect a smaller allocation to cash at retirement.
2. All three lifestyles invest in the Mercer Growth Fund until 8 years before the target retirement date (we have assumed age 65 so the allocation at age 25, 45 and 55 would be the same), before “de-risking” into different funds dependent on what the member is targeting at retirement.
3. Normal Retirement Age is 65 years, members can actively change this, however the end point asset allocation would remain the same. Likewise if a member remained invested past this age.

The following describes the types of investments covered by the above asset classes:

- **Cash** – Cash and assets that behave similarly to cash e.g. treasury bills. It only includes invested cash and not the cash balance held by the Mercer Growth Fund.
- **Bonds** – Loans made to the bond issuer, usually a government (Government Bonds) or a company (Corporate Bonds), to be repaid at a later date.
- **Listed Equity** – Shares in companies that are listed on global stock exchanges. Owning shares makes the Fund a part owner of the company, entitled to a share of the profits (if any) payable as dividends.
- **Private Equity** – Unlisted equities that are not publicly traded on stock exchanges. Encompasses a broad range of investment styles, including:
 - Venture Capital – Small, early-stage businesses that may have high growth potential, albeit at significant risk.
 - Growth Equity – Relatively mature companies that are going through a transformational event with potential for growth.
- **Property** – Real estate, potentially including offices, retail buildings which are rented out to businesses.
- **Infrastructure** - physical structures, facilities, systems, or networks that provide or support public services including water, gas and electricity networks, roads, telecommunications facilities, schools, hospitals, and prisons
- **Private Debt** – Other forms of loan that do not fall within the definition of a ‘Bond’.
- **Other** – Any assets that do not fall within the above categories.

2. Core Financial Transactions

As required by the regulations, the Trustees must ensure that core financial transactions have been processed promptly and accurately. As set out in Regulation 24 of the Occupational Pension Schemes (Scheme Administration) Regulations 1996 (the “Administration Regulations”), core financial transactions are broadly defined as:

- Investment of contributions made to the Scheme by members and their employer(s);
- Transfers into and out of the Scheme of assets relating to members;
- Switches of members’ investments between different funds within the Scheme; and
- Payments from the Scheme to or in respect of members (e.g. payment of death benefits).

The Trustees operate a system of internal controls to monitor the Scheme’s administration and management. Included in this system are mechanisms for ensuring the prompt and accurate processing of financial transactions.

During the Scheme year, the Scheme administrator was Aptia. The Trustees have delegated the administration of Scheme member records and management of the Trustee bank account to Aptia over the Scheme year as professional third-party administrator. The Trustees appointed Scottish Widows to provide investment platform services to the Scheme.

The Payment Schedule sets out timescales for the employer to remit monthly contributions to the Scheme in accordance with legislative requirements. All contributions were received within the statutory deadline during the year.

The Trustees have set service level agreements (“SLAs”) with Aptia which cover the accuracy and timeliness of all core administration processes, including core financial transactions. The service level standards are reviewed periodically to ensure they remain appropriate and meet legislative requirements. The processes adopted by Aptia to ensure SLAs are met include:

- Transactions recorded and monitored on the workflow system. Transactions consist of payments in, payments out as well as investment transactions.
- Member transactions are independently checked via a quality queue within the workflow process.
- Investment deadline on receipt of DC contributions (receipt of reconciled and validated contribution data and money) hardcoded into workflow system which feeds into a central investment cycle spreadsheet that is monitored and reviewed to highlight exceptions.
- Daily monitoring of bank accounts (and separate cheque receipt log, which is reconciled daily and is maintained by a central treasury team).
- Two individuals checking all investment and banking transactions.
- Monthly reconciliation of contributions received.
- Input onto the administration system and any subsequent changes approved by an authorised individual.

In addition, the Scheme’s data quality was poor with 44% of common data being complete when it was last measured at November 2024 and 53.4% of scheme-specific data being complete at November 2024. The Trustee is working with Aptia to understand how the Scheme’s data quality can be improved.

The Trustees monitor the length of time it takes for Aptia to complete case types. The Scheme's target performance against SLAs is shown in the table below..

Aptia's administration reports provide performance versus the SLAs respectively. During the year, the Trustees reviewed performance of the administrator against these service levels. Performance against SLAs was discussed, and the Trustees had the opportunity to raise any issues.

The Trustees receive Aptia's assurance report on internal controls. During the Scheme year, the report was received from Aptia for the period 1 January to 31 December 2024 and included the Independent Service Auditor's opinion that, in all material aspects, its controls were suitably designed and those tested operated effectively. The next assurance report will be received from Aptia for the year to 31 December 2025.

The Trustees appoint an independent auditor, Ernst and Young LLP, to carry out an annual audit of the Scheme, including the material financial transactions that have taken place during the Scheme year. The auditors carry out spot checks to ensure that contributions to the Scheme or payments made by the Scheme are paid in accordance with the Scheme's rules.

The Scheme's risk register details the key risks to Scheme members including those in relation to financial transactions, and considers the impact, likelihood, controls and mitigation steps for each risk. This register is monitored and reviewed on at least an annual basis.

Aptia SLA's for the Scheme year:

SLA Description	SLA (# of days)	Q3 2024	Q4 2024	Q1 2025	Q2 2025
First Contact Team Contact	1	89%	97%	100%	95%
Data Change	15	100%	100%	100%	100%
Death – Acknowledgement	2	n/a	n/a	n/a	n/a
Death - Quotation	2	n/a	n/a	n/a	n/a
Death - Settlement	2	n/a	n/a	n/a	n/a
Divorce	62	n/a	n/a	n/a	n/a
DWP	28	n/a	n/a	100%	100%
Enquiry / Query	10	97%	95%	96%	96%
Leaver Deferred – Settle	19	100%	100%	100%	100%
Leaver - Refund	9	n/a	n/a	0%	n/a
New Entrants	15	100%	100%	100%	100%
Individual Member Switch	8	n/a	100%	n/a	100%
Retirement - Settlement	13	100%	100%	100%	100%
Retirement - Quotation	10	100%	100%	80%	89%
Transfer Out - Quotation	20	100%	100%	100%	100%
Transfer Out - Settle	15	100%	100%	100%	100%
Total		96%	97%	97%	96%

*n/a in period means no cases were processed.

The Trustees will continue to seek the relevant details to support effective monitoring of these processes.

During the Scheme year there were no material administration service issues that needed to be reported here by the Trustees. The overall SLA performance for the Scheme year was 96.6%, which is a slight decline from the previous Scheme year. All Scheme contributions were received within the statutory deadline, all requests for information have been met within the statutory time limits and there were no reported breaches. The Trustees are confident that the processes and controls in place with the administrator are robust and will continue to ensure that core financial transactions are dealt with accurately and efficiently.

3. Charges and Transaction Costs

As required by the Administration Regulations, the Trustees are required to report on the charges and transaction costs for the investments used in the default investment option, as well as the wider fund choice available and their assessment on the extent to which the charges and costs represent good value for members.

The range of the levels of charges and transaction costs applicable to default arrangement during the period are detailed in this section.

In relation to transaction costs, we note that when buying and selling investments, transaction costs can be incurred. Transaction costs are not explicitly deducted from a fund but are captured in its investment performance (in other words, higher transaction costs will lead to lower fund returns). Due to the way in which transaction costs are required to be calculated, they can be negative or positive in nature; a negative figure is effectively a gain (on average) from trading activity, whilst a positive figure is effectively a cost from trading activity.

Charges relating to investment management are deducted from members' funds. The Scheme is used as a qualifying arrangement for automatic enrolment and as such must comply with regulations on charge controls introduced from April 2015. Specifically, all default investment arrangements under the Scheme must have a Total Expense Ratio equal to, or below the charge cap of 0.75% p.a.. The Trustees can confirm that this threshold is adhered to.

Charges related to investment management are deducted from members' funds. There are two different types of investment charges;

- the annual management charge ("AMC"); and
- total expense ratio ("TER")

The AMC includes the fee applied by the investment manager of the underlying funds. In addition to the investment manager charges, the AMC for the Scheme includes a platform charge from Scottish Widows and Mercer charges for intermediary services, investment governance and asset allocation. Further to these costs there is also a Trustee charge included in the AMC, through the unit price of the funds. This is used by the Trustees as a contribution towards the Scheme's administration expenses. The TER will be the same or higher than the AMC as it includes any additional expenses associated with the running and management of the funds such as custody costs (which may vary from time to time).

The table below shows the TER applicable for each of the funds available within the Scheme, including those underlying the Scheme's current default investment option. These charges are deducted from members' pension savings.

The table below shows the TER in each of the funds in which members held investments as at the date of this Statement. The funds underlying the Scheme's default arrangements are in bold text.

The transaction costs shown in the following table have been provided by Scottish Widows. As members approach retirement, their investments switch from the Mercer Growth/Balanced Risk fund into the Target Drawdown fund aligned to their retirement date. There are no performance related fees incurred within the Scheme.

Fund	TER (%, p.a.)	Transaction Cost (%, p.a.) ⁴
Mercer Defensive	0.419	0.116
Mercer Moderate Growth	0.381	0.124
Mercer Growth^{1,2}	0.361	0.124
Mercer High Growth	0.373	0.132
Mercer Target Drawdown 2026 Retirement Fund¹	0.433	0.119
Mercer Target Drawdown 2027 Retirement Fund¹	0.430	0.125
Mercer Target Drawdown 2028 Retirement Fund¹	0.425	0.127
Mercer Target Drawdown 2029 Retirement Fund¹	0.414	0.126
Mercer Target Drawdown 2030 Retirement Fund¹	0.403	0.126
Mercer Target Drawdown 2031 Retirement Fund¹	0.393	0.125
Mercer Target Drawdown 2032 Retirement Fund¹	0.382	0.125
Mercer Target Drawdown 2033 Retirement Fund¹	0.372	0.124
Mercer Drawdown Retirement Fund¹	0.409	0.100
Mercer Target Annuity 2026 Retirement Fund ²	0.285	0.011
Mercer Target Annuity 2027 Retirement Fund ²	0.296	0.025
Mercer Target Annuity 2028 Retirement Fund ²	0.305	0.039
Mercer Target Annuity 2029 Retirement Fund ²	0.325	0.054
Mercer Target Annuity 2030 Retirement Fund ²	0.336	0.070
Mercer Target Annuity 2031 Retirement Fund ²	0.346	0.085
Mercer Target Annuity 2032 Retirement Fund ²	0.358	0.100
Mercer Target Annuity 2033 Retirement Fund ²	0.369	0.116
Mercer Annuity Retirement Fund ²	0.277	0.003
Mercer Target Cash 2026 Retirement Fund ³	0.318	-. ⁵
Mercer Target Cash 2027 Retirement Fund ³	0.340	-. ⁵
Mercer Target Cash 2028 Retirement Fund ³	0.362	-. ⁵
Mercer Target Cash 2029 Retirement Fund ³	0.384	-. ⁵
Mercer Target Cash 2030 Retirement Fund ³	0.384	-. ⁵
Mercer Target Cash 2031 Retirement Fund ³	0.379	-. ⁵
Mercer Target Cash 2032 Retirement Fund ³	0.373	-. ⁵
Mercer Target Cash 2033 Retirement Fund ³	0.367	-. ⁵
Mercer Cash Retirement Fund ³	0.295	-. ⁵
Mercer Sustainable Global Equity Fund	0.720	-. ⁵
Mercer Active Money Market Fund	0.245	0.014

Source: Scottish Widows, 30 June 2025.

¹ Used in the Scheme's default investment option - Target Drawdown Retirement Path.

² Used in the Scheme's alternative lifestyle investment option - Target Annuity Retirement Path.

³ Used in the Scheme's alternative lifestyle investment option - Target Cash Retirement Path.

⁴ Transaction costs cover the period 01/07/2024 to 30/06/2025 and represent annualised costs incurred by the fund manager within the underlying fund. Figures do not currently contain impacts of dilution adjustments incurred at the Scottish Widows fund level when Scottish Widows deals in the underlying funds.

⁵ Scottish Widows could not provide transaction costs for the Sustainable Global Equity Fund or the Target Cash Retirement Path funds as they were not invested in by members over the Scheme year.

4. Net Return on Investments

The Occupational Pension Schemes (Administration, Investment, Charges and Governance) (Amendment) Regulations 2021 require trustees of relevant occupational pension schemes to report on the net investment returns for their default arrangement(s) and for each fund that Scheme members are, or have been able to, select, and in which scheme members are invested during the scheme year. Net investment returns refer to the returns on funds minus all transaction costs and charges.

The tables below, which have been produced in line with statutory guidance, set out annualised net performance over the 1 and 5-year periods for the lifestyle arrangements (for age 25, 45, and 55) and for the self-select fund range.

For those members within 8 years to retirement the date of the fund corresponds to the year they are intending to retire. Over time the expected performance of the fund will change as the member approaches their selected retirement age and the investments change as described in the graphs on page 2.

Lifestyle Strategies

Target Drawdown Retirement Path	Annualised returns to 30 June 2025 (%)	
Age of member	1 year	5 years
25	6.9	6.0
45	6.9	6.0
55	6.9	5.7

Target Annuity Retirement Path	Annualised returns to 30 June 2025 (%)	
Age of member	1 year	5 years
25	6.9	6.0
45	6.9	6.0
55	6.9	5.1

Please note, members can also choose to invest in the Target Cash Retirement Path, however there were no members invested during the Scheme year.

Self-Select Funds

Self-Select funds	Annualised returns to 30 June 2025 (%)	
	1 year	5 years
Mercer Growth	6.9	6.0
Mercer Defensive	4.4	0.1
Mercer High Growth	8.1	7.4

Source: Mercer. Performance shown net of all charges and transaction costs.

Please note, there are more funds available to members of the Scheme, however there were no members invested in those other funds during the Scheme year.

Impact of Costs and Charges

Using the charges and transaction cost data provided by Scottish Widows and in accordance with regulation 23(1)(ca) of the Administration Regulations, the Trustees have prepared illustrations detailing the impact of the costs and charges paid by representative members of the Scheme on their pension savings. The statutory guidance has been considered when providing these examples.

The illustrations that follow take into account the following elements:

- Initial pension savings value;
- Contributions, where applicable;
- Real terms investment return gross of costs and charges;
- Real terms investment return adjusted for the effect of costs and charges; and
- Time period.

To illustrate the potential impact of charges on a member's pension savings, the below illustrations account for all estimated member costs, including the TER, transaction costs and inflation.

Illustration 1: Typical Active Member

Projected Pension Savings in Today's Money						
Year End	Default: Target Drawdown Retirement Path		Most expensive fund: Mercer Sustainable Global Equity		Least expensive fund: Mercer Active Money Market	
	Value with no Charges Incurred	Value with Charges Incurred	Value with no Charges Incurred	Value with Charges Incurred	Value with no Charges Incurred	Value with Charges Incurred
1	£92,177	£91,706	£92,042	£91,380	£88,600	£88,371
2	£100,528	£99,529	£100,242	£98,839	£93,059	£92,590
3	£109,184	£107,597	£108,728	£106,504	£97,495	£96,778
4	£118,157	£115,917	£117,512	£114,381	£101,910	£100,934
5	£127,458	£124,497	£126,603	£122,474	£106,304	£105,060
10	£176,698	£169,100	£177,060	£166,410	£127,954	£125,233
15	£221,353	£207,283	£236,986	£216,740	£149,084	£144,666

Notes:

1. Values shown are estimates at end of each year and are not guaranteed.
2. Projected pension savings values are shown in today's terms.
3. Starting age is assumed to be 50, with a normal retirement age of 65.
4. Starting pension savings assumed to be £84,120.
5. Starting salary is assumed to be £40,870, with total contributions of 12% p.a. of salary assumed.
6. Price inflation is assumed to increase 2.5% per year.
7. When allowing for the transaction costs within the growth assumptions, the Trustees have used an average of the transaction costs provided by Scottish Widows for the last five Scheme years (where available). This is because the transaction cost for each will fund will fluctuate, so using an average is likely to be more accurate over a long time period.
8. Charges, transaction costs and gross growth rates are assumed as follows:

	TER	Transaction costs	Growth rate assumptions
Default	0.361% p.a. for members eight or more years from retirement, rising to 0.430% p.a. for members approaching retirement	0.150% p.a. for members eight or more years from retirement; an average of 0.142% for members within eight years of retirement	6% p.a. before inflation for members eight or more years from retirement, falling to 4.07% p.a. before inflation for members at retirement
Mercer Sustainable Global Equity	0.720% p.a.	No transaction costs available as no members invested	6% p.a. before inflation
Mercer Active Money Market	0.245% p.a.	0.014% p.a.	2% p.a. before inflation

Illustration 2: Youngest Active Member

Projected Pension Savings in Today's Money						
Year End	Default: Target Drawdown Retirement Path		Most expensive fund*: Mercer Sustainable Global Equity		Least expensive fund: Mercer Active Money Market	
	Value with no Charges Incurred	Value with Charges Incurred	Value with no Charges Incurred	Value with Charges Incurred	Value with no Charges Incurred	Value with Charges Incurred
1	£10,695	£10,640	£10,682	£10,605	£10,338	£10,311
2	£14,380	£14,250	£14,347	£14,165	£13,521	£13,459
3	£18,199	£17,973	£18,141	£17,823	£16,688	£16,583
4	£22,159	£21,812	£22,067	£21,582	£19,839	£19,684
5	£26,263	£25,771	£26,131	£25,444	£22,976	£22,762
10	£49,145	£47,502	£48,687	£46,413	£38,430	£37,812
15	£76,528	£72,849	£75,477	£70,433	£53,513	£52,311
20	£109,294	£102,414	£107,294	£97,949	£68,232	£66,278
25	£148,504	£136,898	£145,083	£129,469	£82,597	£79,734
30	£195,423	£177,121	£189,964	£165,578	£96,617	£92,696
35	£249,597	£222,297	£243,269	£206,941	£110,299	£105,184
39	£289,328	£253,498	£293,031	£244,326	£121,007	£114,844

Notes:

1. Values shown are estimates at end of each year and are not guaranteed.
2. Projected pension savings values are shown in today's terms.
3. Starting age is assumed to be 25, with a normal retirement age of 65.
4. Starting pension savings assumed to be £7,140.
5. Starting salary is assumed to be £27,000, with total contributions of 12% p.a. of salary assumed.
6. Price inflation is assumed to increase at 2.5% per year.
7. When allowing for the transaction costs within the growth assumptions, the Trustees have used an average of the transaction costs provided by Scottish Widows for the last five Scheme years (where available). This is because the transaction cost for each will fund will fluctuate, so using an average is likely to be more accurate over a long time period.
8. Charges, transaction costs and gross growth rates are assumed as follows:

	TER	Transaction costs	Growth rate assumptions
Default	0.361% p.a. for members eight or more years from retirement, rising to 0.430% p.a. for members approaching retirement	0.150% p.a. for members eight or more years from retirement; an average of 0.142% for members within eight years of retirement	6% p.a. before inflation for members eight or more years from retirement, falling to 4.07% p.a. before inflation for members at retirement
Mercer Sustainable Global Equity	0.720% p.a.	No transaction costs as no members are currently invested.	6% p.a. before inflation
Mercer Active Money Market	0.245% p.a.	0.014% p.a.	2% p.a. before inflation

Illustration 3: Typical Deferred Member

Projected Pension Savings in Today's Money						
	Default: Target Drawdown Retirement Path		Most expensive fund: Mercer Sustainable Equity		Least expensive fund: Mercer Active Money Market	
Year End	Value with no Charges Incurred	Value with Charges Incurred	Value with no Charges Incurred	Value with no Charges Incurred	Value with Charges Incurred	Value with no Charges Incurred
1	£54,181	£53,904	£54,099	£53,710	£52,016	£51,881
2	£56,161	£55,589	£55,993	£55,190	£51,763	£51,495
3	£58,214	£57,327	£57,953	£56,710	£51,511	£51,112
4	£60,342	£59,120	£59,981	£58,272	£51,261	£50,732
5	£62,548	£60,968	£62,080	£59,877	£51,012	£50,355
10	£73,536	£69,872	£73,732	£68,592	£49,784	£48,510
14	£81,243	£75,473	£84,609	£76,468	£48,823	£47,083

Notes:

1. Values shown are estimates at end of each year and are not guaranteed.
2. Projected pension savings values are shown in today's terms.
3. Starting age is assumed to be 50, with a normal retirement age of 65.
4. Starting pension savings assumed to be £52,270.
5. Price inflation is assumed to increase at 2.5% per year.
6. When allowing for the transaction costs within the growth assumptions, the Trustees have used an average of the transaction costs provided by Scottish Widows for the last five Scheme years (where available). This is because the transaction cost for each will fund will fluctuate, so using an average is likely to be more accurate over a long time period.
7. Charges, transaction costs and gross growth rates are assumed as follows:

	TER	Transaction costs	Growth rate assumptions
Default	0.361% p.a. for members eight or more years from retirement, rising to 0.430% p.a. for members approaching retirement	0.150% p.a. for members eight or more years from retirement; an average of 0.137% for members within eight years of retirement	6% p.a. before inflation for members eight or more years from retirement, falling to 4.07% p.a. before inflation for members at retirement
Mercer Sustainable Global Equity	0.720% p.a.	No transaction costs as no members are currently invested.	6% p.a. before inflation
Mercer Active Money Market	0.245% p.a.	0.014% p.a.	2% p.a. before inflation

The Trustees acknowledge the requirement to publish these illustrations on a website (<https://uk.panavision.com/legal>) and this Statement will be available ahead of the deadline, which is seven months following the Scheme year end. This website will also be signposted on member's annual benefit statements.

5. Value for Members

The Trustees are required to assess the extent to which the Scheme delivers value for members across three key areas:

Assessment area	Type of assessment
Costs and charges	Comparative assessment against three larger DC arrangements, considering the level of ongoing member-borne charges and transaction costs.
Net investment performance	Comparative assessment against three larger DC arrangements, considering investment performance net of all member-borne costs and charges.
Governance and administration	Standalone assessment of the Scheme's governance and administration arrangements, covering: core financial transactions; record keeping; default investment strategy; investment governance; trustee knowledge and understanding; member communications; and management of conflicts of interest.

The Trustees have carried out a value for member assessment as at 30 June 2024. The conclusions of this assessment are set out in the table below:

Assessment area	Type of assessment
Costs and charges	<p>The Trustees have assessed the Scheme as offering reasonable value from a costs and charges perspective, relative to the three comparator schemes.</p> <p>The Trustees note that charges are higher than available within the comparator schemes, although this is largely due to the transaction costs incurred over the assessment period.</p>
Net investment performance	<p>The Trustees have assessed the Scheme as offering reasonable value from a net investment performance perspective, relative to the three comparator schemes.</p> <p>The Scheme's default strategy has had lower returns to 30 June 2025 for younger members than the comparator arrangements, however performance for older members is more in line with comparators which is important since the Scheme has a more mature membership profile.</p> <p>Performance of the two most popular self-select funds has been reasonable compared to the comparator arrangements over the assessment period. The Mercer High Growth Fund outperformed or performed in line with its comparator arrangements over the periods whilst the Mercer Defensive Fund underperformed over the same period.</p>
Governance and administration	The Trustees have assessed the Scheme as offering good value from a governance and administration perspective.
Overall	Considering all three areas set out above, the Trustees have assessed the Scheme as offering overall reasonable value for members.

6. Trustee Knowledge & Understanding

In accordance with sections 247 and 248 of the Pensions Act 2004, the Trustees are required to maintain an appropriate level of knowledge and understanding that, together with professional advice available to them, enables them to properly exercise their functions and duties in relation to the Scheme. This requirement has been met over the Scheme year and the Trustees have undertaken regular training throughout the year.

The Trustees have put in place arrangements for ensuring that they take responsibility for keeping up to date with relevant developments and consider their training requirements. Training for the Trustees is provided regularly during meetings from the Scheme's pension consultant (Mercer). The Trustees assess any training gaps during their regular meetings and records of Trustee training are maintained.

The Trustees receive professional advice from Aptia as administrator, Mercer as actuary and consultant, and Shoosmiths as their appointed legal advisors, to support them in reviewing the performance of the Scheme and in governing the Scheme in line with the Trust Deed and Rules. The Trustees consider the relevant skills and experience of those advisors and consider these to be key criteria when evaluating advisor performance and selecting new advisors. The advice received by the Trustees along with their own experience allows them to properly exercise their function as Trustees.

The Trustees are conversant with, and have a working knowledge of, the Trust Deed and Rules. If there are any ambiguities over the interpretation of the Rules, legal advice is sought from Shoosmiths.

The Trustees are conversant with, and have a working knowledge of, the current SIP. The Trustees undertake regular training on investment matters and review the investments held by the Scheme at each meeting.

The Trustees have a robust training programme in place for any newly appointed Trustees. Upon appointment, a Trustee is required to complete the Pensions Regulator's online training programme. The Trustee toolkit is expected to be completed within six months of appointment. New Trustees meet with the Chair of Trustees shortly after their appointment and are provided with an information pack and access to all Scheme documents and advisors.

All of the Trustees have completed the Pension Regulator's Trustee Toolkit training. The Trustees maintain a training log. The Trustees undertook the following training and education during the Scheme year:

- DC News & Views (12/09/2024, 12/12/2024 26/03/2025, 18/06/2025)– Various topics including the increase in the Normal Minimum Pension Age (NMPA), the FCA's Sustainability Disclosure Requirements (SDR), Collective Defined Contribution Schemes (CDCs), Statutory Money Purchase Illustrations and Inheritance Tax implications for pensions.

The Trustees undertook a number of activities over the past year, which demonstrate how they have a working knowledge of pension & trust law, funding & investment principles, the Trust Deed and Rules and the SIP. These activities include:

- Review of the regulatory required annual Scheme Governance Documents;
- Advice received regarding the Scheme’s Statutory Money Purchase Illustrations (SMPI) assumptions;
- Review of Investment Consultancy Objectives;
- Commencement of the Triennial Strategy Review;
- Review and creation of Trustee policies such as the draft remuneration policy and draft cyber culture policy.

The Risk Register and Business Plan are reviewed and updated regularly. These demonstrate that the Trustees hold relevant knowledge on DC specific internal controls and the regulatory requirements. The Trustees also review and assess, on an ongoing basis, whether the systems, processes and controls across key governance functions are consistent with the Pensions Regulator’s General Code of Practice. The Trustees continue to review the General Code of Practice, ensuring they have an Effective System of Governance (ESOG) and are ready for their first Own Risk Assessment (ORA). The Risk Register and Business Plans were updated in May 2025 and discussed at the 18 June 2025 Trustee meeting.

As a result of the training activities which have been completed by the Trustees and taking into account the professional advice available to the Trustees, the Trustees are confident that the combined knowledge and understanding of the Board enables it to exercise properly its function as the Trustees to the Scheme.

This statement has been prepared in accordance with Regulation 23 of the Occupational Pension Schemes (Scheme Administration) Regulations 1996 as amended by the Occupational Pension Schemes (Charges and Governance) 2015 and I confirm that the above statement has been produced by the Trustees to the best of my knowledge.

Finally, I would like to thank both the Company and my fellow Trustees for their diligence and support in running the Scheme for the benefit of the members.

7. Statement of DC Governance

This statement has been prepared in accordance with Regulation 23 of the Occupational Pension Schemes (Scheme Administration) Regulations 1996 as amended by the Occupational Pension Schemes (Charges and Governance) 2015 (together ‘the Regulations’) and I confirm that the above statement has been produced by the Trustee to the best of my knowledge.

Signed for and on behalf of The Trustees of the Panavision Europe Pension and Life Assurance Scheme.

Date: _____

By _____

Jasminder Kalsey, Chair of the Trustees

Appendix – Statement of Investment Principles

Statement of Investment Principles – June 2024