

Deutsche Bank



Report to members

from the Trustee of the DB (UK) Pension Scheme (the 'Scheme')

October 2024 Newsletter



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Welcome to your Autumn 2024 newsletter

UK General Election

Following the General Election on 4 July 2024, the new Government set out its legislative plans in the King's Speech, including details of a pension schemes bill. We are monitoring developments and will keep you up to date with any initiatives that might affect the Scheme.

Scheme funding update

The Scheme's latest financial health-check has recently been completed, based on its position at 31 December 2023. The position has improved with the funding level at 128% and a surplus of £647 million. You can read more details in our Summary Funding Statement inside.

Further buy-in completed

In September 2024, we entered into a further bulk annuity policy with Legal & General as an investment of the Scheme (known as a 'buy-in'). This follows similar policies purchased with Legal & General in 2023 and 2020, and with Aviva in 2022.

It means that nearly all of the Scheme's final salary pension commitments are backed by bulk annuity policies. This does not affect the day-to-day running of the Scheme in any way.

There are still some current employees building up benefits in the Scheme and we will be able to adjust the bulk annuity policy to match their benefits in the future.

Scheme website live for active members

We are pleased to announce that the Scheme website went live recently for active members. If you are currently employed by the Bank, you will have received a mailing in the past few weeks with details of how to register for access to the site. We have also included a reminder of the online features and resources available, depending on your membership.

Expression of Wish form request

We are asking all deferred members and some pensioner members to submit a new Expression of Wish form via the Scheme website. This is to ensure our records are up to date and secured online, to support the Trustee in settling any lump sum death benefits. If this applies to you, we have included a separate postcard with more information.

If you are an active member, you should continue to submit your Expression of Wish form directly to the Bank via myFlex, so we should already have your nominations recorded online. If you haven't submitted an Expression of Wish form or want to update your form, go to myFlex and do so under the 'Beneficiaries' section.

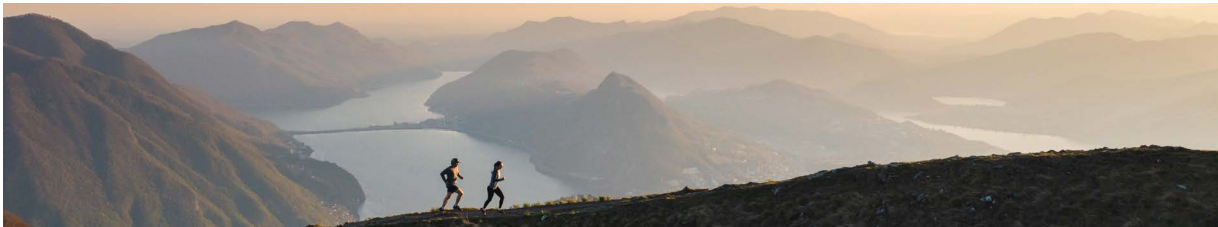
Your questions answered

We asked the Scheme Administration team for some of the most common questions members ask them. You can read the answers on pages 13 and 14.

Wider pensions news

We go into a little more detail on recent changes to the pension tax allowances, and we look at the latest Retirement Living Standards for a 'minimum', 'moderate' or 'comfortable' retirement. We hope you find the information in this newsletter interesting and useful.

[Michael Wrobel](#)
[Chair of the Trustee Board](#)



Summary Funding Statement

This Summary Funding Statement applies to the Defined Benefit (DB) section of the Scheme only, and not to the Defined Contribution (DC) section or Additional Voluntary Contributions (AVCs).

Background

At least once every three years, the Scheme's appointed actuary carries out an in-depth financial assessment of the Scheme, known as a valuation.

Each year in between valuations, the actuary carries out an interim financial update. These updates are not as detailed as valuations, but they give a good indication as to how the Scheme is developing.

The Scheme's most recent valuation was based on its financial position at 31 December 2021. This report is on the latest interim funding update as at 31 December 2023.



As at 31 December 2023

The amount needed to meet the funding target (the Scheme's 'liabilities') was	£2,320 million
The value of the assets was	£2,967 million
This gives a surplus of	£647 million
This is equal to a funding level (including buy-ins) of	128%

At 31 December 2022, the Scheme's funding level was 126% with a surplus of £615 million.	At 31 December 2021, the Scheme's funding level was 118% with a surplus of £679 million.
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Recent changes

Since 31 December 2022, the funding level has improved, and the surplus has increased by £32 million due to higher returns on the Scheme's assets than the Scheme's liabilities.

The value of both the Scheme's assets and liabilities has fallen over the reporting year, mainly because the benefit payments out of the Scheme have exceeded the investment returns and interest accruing on the Scheme's assets.

The Scheme remains financially very strong with more than enough assets to meet its expected liabilities.

As at 31 December 2023, the total value of the bulk annuity policies was £1,165.5 million. This is included in the funding target and asset figures shown.

Company support

The Company supports the Scheme financially and would pay contributions should they be necessary. However, due to the Scheme's ongoing surplus, no such contributions are required.

Should the Scheme's ongoing funding level fall below 100% whenever a quarterly check is carried out, the Company has agreed to re-start its contributions from the next quarter. Since the last Summary Funding Statement, there have not been any payments from the Scheme to the Company, other than to reimburse the Company for expenses or any payments it has made on the Scheme's behalf.

The Pensions Regulator has not had cause to use any of its powers in relation to the Scheme.

An alternative view

As part of a valuation, the actuary must also calculate a different view of the Scheme's funding, known as the 'full solvency' basis. This assumes the Scheme ended and was wound up at the valuation date. It assesses how much money would be needed to buy insurance policies for providing all members' benefits at that date. This tends to cost more than gradually providing benefits over time because insurance policies include administration costs and a profit margin as well as pricing in a degree of caution to reduce the risk that their assumptions could prove to be wrong. The last update at 31 December 2022 measured the Scheme's full solvency funding level at 113%. At 31 December 2023, this had increased to 116% (including the buy-ins).

Climate-related financial reporting

We let you know in previous newsletters about the new reporting duties that now apply across the pension industry for trustees to outline their approach to risks and opportunities linked to climate change. The Task Force on Climate-Related Financial Disclosures (TCFD) governs this requirement and issues 'best practice' reporting guidelines.

You can find our TCFD report for the 2023 calendar year at: <https://pensioninformation.aon.com/deutschebank/welcome1.aspx>

You can also visit this site to read the Scheme's official investment documents, including the Statement of Investment Principles and the Implementation Statement.

The Scheme in numbers

These figures are from the Scheme's Report & Accounts for the year ending 31 December 2023.

£3.1 billion

The total asset value of the Scheme at 31 December 2023 (including AVCs)

£69.0 million

The total value of benefits paid out to members during the year

£19.1 million

The total value of transfers out during the year

£68.2 million

The net return on investments during the year

9,580

The total number of members

7,810 DB members

259 Active members

4,594 Deferred members

2,957 Pensioner members

1,770 DC members
(all Deferred members)

If you would like a copy of the formal Report & Accounts, this is available from the Scheme website (see page 10).

Your Scheme website

The Scheme website went live for deferred and pensioner members last year, and recently launched for active members. If you are a current employee, you will have received a separate mailing with details of how to set up secure access.



Whatever type of member you are, if you have not registered for access to the site, please take a few minutes to do so. If you no longer have your one-time Enrolment ID, please contact the Scheme Administration team.

www.mypensionline.com/deutschebank

Here is a recap of what you can do on the site, depending on your membership:

If you are an active member

- ✓ See an estimate of your yearly Scheme pension
- ✓ Access your latest benefit statement
- ✓ Use modelling tools to help plan your retirement (see page 11)

If you are a deferred member

- ✓ See a summary of your benefits at your date of leaving
- ✓ Use the retirement modelling tool and get online transfer values

If you have Additional Voluntary Contributions (AVCs)

- ✓ Check how your AVCs are invested

If you are a pensioner member

- ✓ Check the value of your Scheme pension
- ✓ Access monthly payslips and your annual P60

And for all members

- ✓ Check and update your personal details
- ✓ Access useful documents and Q&As
- ✓ Submit a query directly to the Scheme Administration team

Modelling your retirement

Once you have registered for access to the Scheme website, you will have access to online planning tools (see Note below). These enable you to:

- model early retirement
- see the impact of different retirement dates on your pension and tax-free cash sum, and
- change the amount of tax-free cash you might take when you retire and see the impact on your pension.

We urge you to use the tools as often as you like to assess your options and help shape your retirement plan. The tools are secure and easy to use. We want to foster a habit of self-empowerment and responsibility, where you regularly use these tools to review your retirement plan and adjust it if necessary.

Then, when you are ready to actively start the retirement process, simply request a formal retirement quotation by contacting the Scheme Administrator.

Remember

However you choose to take your Scheme benefits, please allow plenty of time as the retirement process takes several months – it's very different to an instant bank transfer. Don't get caught out by requesting a retirement quotation a month before you plan to retire.

In other words, we are putting in place a two-step process for your journey to retirement:

1. To explore different retirement dates and pension options, use the modelling tools on the Scheme website as often as you like.
2. When you are ready to retire (up to six months before retirement), contact the Scheme Administrator to request a retirement quotation. Please note that your retirement pension will be based on the figures contained in the Scheme Administrator's final formal quotation.

To encourage this approach, please note that in most circumstances, the Scheme Administrator will issue a formal retirement quotation **only** if you are within six months of your nominated retirement age or your Normal Retirement Age.

Note

Some active members will not have access to the modelling tools due to the terms that apply to their benefits. If this applies to you, you can request equivalent illustrations from the Scheme Administrator instead (see page 20).

Digital communications

With the Scheme website now live for all members, we can take the next step towards communicating with members digitally. This is a priority for us as it means we will be able to communicate with you more quickly and it will reduce our carbon footprint.

When you register for access to the site, you will be asked for your communication preferences – whether you are happy to receive certain communications by email rather than post.

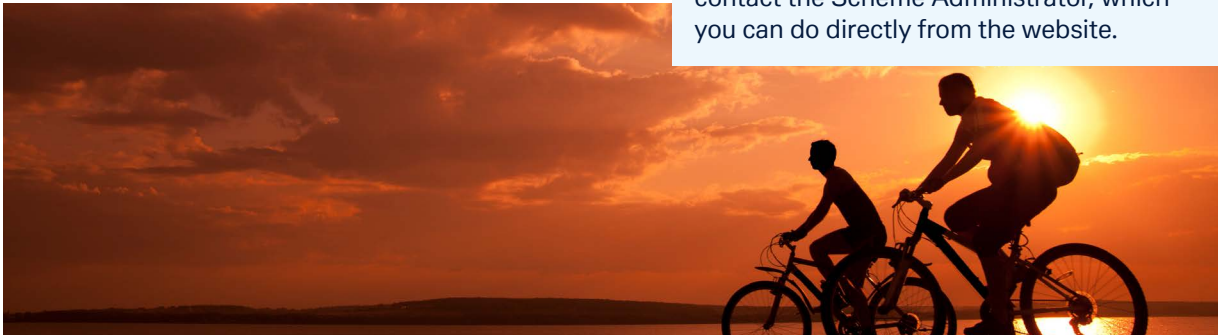
We hope all members embrace receiving future communications digitally. It's more efficient, more cost-effective and it aligns with our commitment to sustainability.

When making your selection, bear in mind that for some communications, we will always send you a printed copy regardless of your preference. This applies to, for example, communications with personal financial information.

In addition, you can always contact the Scheme Administrator to ask to receive all communications by mail.

Already registered?

If you have already registered for access to the site and you want to change your communication preferences, simply contact the Scheme Administrator, which you can do directly from the website.



Your questions answered

We asked the Scheme Administration team for some of the most common questions members ask them.

Q. What can I do on the Scheme website?

A. We have summarised this on page 10.

Q. How do I access the Scheme website?

A. Go to www.mypensionline.com/deutschebank and enter your National Insurance number and chosen password.

If you have not registered for access to the site, you will need to do that first using your one-time Enrolment ID. Choose 'Register' and follow the on-screen instructions.

Q. Can I defer taking my benefits beyond Normal Retirement Age?

A. Yes, but you must let us know well in advance of your Normal Retirement Age, as you are required to obtain consent **before you reach that age and confirm your intended retirement date**. You must also confirm that you are still in employment.

If you have already passed your Normal Retirement Age and did not request consent, your pension will be backdated to your Normal Retirement Age.

You may also be required to complete an additional agreement as part of your retirement for consent to be granted retrospectively.

You should be aware that if you have a Guaranteed Minimum Pension (GMP), there are restrictions on your ability to transfer your benefits out of the Scheme after your Normal Retirement Age. Your GMP is the minimum amount of pension the Scheme must pay you from age 60 (women) or age 65 (men). If you have service in the Scheme between 6 April 1978 and 5 April 1997, you are likely to have some GMP.

Q. I paid Additional Voluntary Contributions (AVCs) when working for the Bank. What happened to them and how do they work?

A. The Scheme has a number of AVC providers. They invest AVCs across a variety of different policies.

The Scheme Administration team liaise with these providers on your behalf and obtain valuations and the disinvestment of your AVCs as required while processing requests.

You can also see valuations for most of the AVC policies on the Scheme website.

It can take several weeks to obtain information about your AVCs, or to request settling them when you look to take your benefits, so make sure you account for this when reviewing your retirement plans.

Q. What quotations can I get from the Scheme Administration team?

A. Most members who haven't yet taken their benefits can get retirement and transfer quotes via the Scheme website and this should be your first port of call.

Then, when you are ready to receive your benefits from the Scheme, contact the Scheme Administration team to request a formal quotation for your chosen retirement date.

We have explained this two-step process on page 11.

Please note: you are only entitled to one transfer quote within a 12-month period.

Enrolment ID?

You will have received a mailing with this when the site was first launched – in March 2023 for deferred and pensioner members or in August 2024 for active members. If you no longer have this, please contact the Scheme Administrator (see page 20).

Newsround

New lump sum allowances

The Lifetime Allowance was abolished from 6 April 2024. New allowances have been introduced from the same date to maintain certain lump sum benefits.

The Lifetime Allowance used to apply to the total pension benefits you could build up over your lifetime (excluding any State pension) before you had to pay a Lifetime Allowance tax charge.

New: lump sum allowance

This is the maximum amount of tax-free cash you can take when you retire. The allowance is £268,275. (This is 25% of the final standard Lifetime Allowance amount of £1,073,100.)

You or your beneficiaries may be able to take a tax-free lump sum of up to £1,073,100 in certain circumstances - for example if you receive a lump sum as a result of serious ill health or your beneficiaries receive certain lump sum benefits following your death. This is called the lump sum and death benefit allowance.

New: excess lump sum allowance

The new pension commencement excess lump sum (PCELS) allows for payment of an additional lump sum at retirement in certain circumstances. Any lump sum taken is subject to tax at the individual's marginal rate. You can only take a PCELS once you have used up all your usual lump sum allowance.

You can find full details of the pension tax allowances on the Government's website at www.gov.uk/tax-on-your-private-pension

If you are unsure of your tax position, speak to an independent financial adviser (see page 20).

Retirement Living Standards

The Retirement Living Standards aim to illustrate the kind of lifestyle you could have in retirement and roughly how much money you might need to achieve it.

The standards are split into three types of lifestyle:

- 'Minimum' covers all your needs with a little left over.
- 'Moderate' provides a little more financial security and flexibility.
- 'Comfortable' provides more financial freedom with some luxuries.

Latest figures show that there has been a significant increase in the cost of living in retirement, driven by recent high levels of inflation and changes in the way people plan to spend their time and money.

To achieve a 'moderate' lifestyle in retirement as a couple, you might need to spend £43,100 a year. The figure is higher if you live in London.

Find out more at
www.retirementlivingstandards.org.uk



Beware: pension fraud and cybercrime

Scammers will use any means necessary to get their hands on your financial details – from bogus websites that appear genuine, to tempting texts or social media posts which try to lure you into their trap. Scams can be sophisticated and difficult to spot, so it's important to know how you can keep your savings and personal data safe.

To learn more:

- Go to www.moneyhelper.org.uk and choose Money troubles > Scams > How to spot a pension scam.
- Visit the ScamSmart area of the Financial Conduct Authority's website at www.fca.org.uk/scamsmart

The Government's National Cyber Security Centre has a Cyber Aware website with advice on how to stay secure online. For more information, including a free personalised action plan to improve your cyber security, visit www.ncsc.gov.uk/cyberaware

If you are a victim of cybercrime, report it online to Action Fraud, the UK's fraud and cybercrime reporting centre. www.actionfraud.police.uk

Before you make any important financial decision, consider taking independent financial advice (see page 20).

Pensions Dashboards update

In previous newsletters, we have reported on the Pensions Dashboards Programme. This is about developing an online system for people who have not yet retired to use to keep track of all their pension savings.

There is now a single deadline for all schemes to connect to the system: 31 October 2026. Individual schemes will be given guideline connection dates to aim for to avoid a 'bottleneck'. It has not yet been confirmed when individuals will be able to access this system.

Once the system is live, the expectation is that multiple organisations will provide access to it. These are likely to include Government-backed bodies such as MoneyHelper, pension providers and banks.

You can keep up to date on progress at www.pensionsdashboardsprogramme.org.uk

Who's who

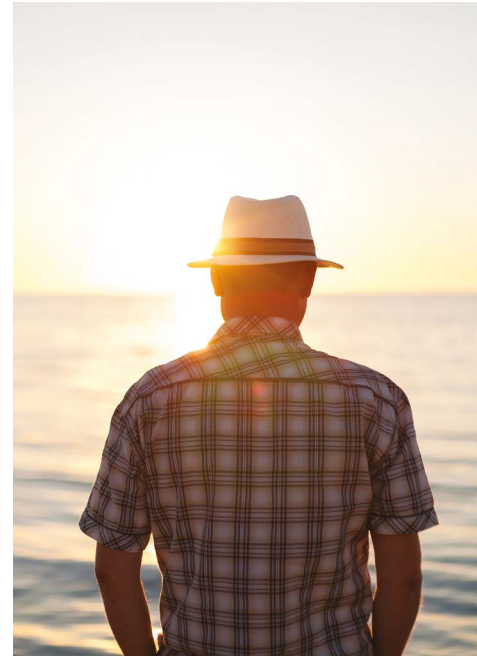
Your Trustee Directors

DB Trustee Services Limited is the corporate Trustee body responsible for managing the Scheme in line with its own rules and wider pensions law.

Your Trustee Directors are:

Appointed by the Company	Nominated by members
Michael Wrobel, <i>Chair</i>	James Arculus
Scott Dobbie	Julia Land
Nick Harrison	Martin Pengelley
Wayne Jury	
Andrew Vose	

Secretary to the Trustee is Aon Solutions UK Limited.



Our advisers

We appoint a team of professional advisers to assist us in certain areas of expertise.

Actuary (DB Section)	Jonathan Ford, FIA, Aon Solutions UK Limited
Administrator	Aon Solutions UK Limited
Auditor	Grant Thornton UK LLP
Banker	HSBC Bank plc
Investment advisers	Aon Investments Limited Lane, Clark & Peacock
Custodian (DB Section)	State Street Bank and Trust Company
Investment managers (DB Section)	BlackRock Investment Management (UK) Limited Legal & General Assurance (Pensions Management) Limited Royal London Asset Management Limited
Investment manager (DC Section)	Legal & General Assurance (Pensions Management) Limited
Legal advisers	CMS Legal Services Hogan Lovells International LLP Slaughter and May
Life assurers (DB Section)	AIG Life Limited Assicurazione Generali S.p.A. (removed 31 March 2024) Legal & General Assurance Society Limited (appointed 1 April 2024) MetLife Europe Limited Zurich Assurance Limited
Bulk annuity providers (DB Section)	Legal & General Assurance Society Limited Aviva Life & Pensions UK Limited

Contact and advice

Contact point

If you have a query about your benefits or the Scheme, please contact Aon, the Scheme Administrator:

- Email deutsche.bank.uk@aon.com
- Phone **+44 (0) 330 123 1209**
Monday to Friday, 9am to 5pm
(except Bank Holidays)
- Write to **DB (UK) Pension Scheme, Aon Solutions UK Limited, PO Box 196, Huddersfield, HD8 1EG**

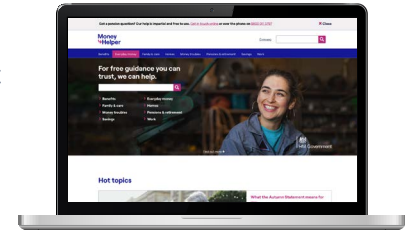
Financial advice

If you would like help with your retirement plans, consider taking independent financial advice from an adviser regulated by the Financial Conduct Authority (FCA).

The FCA holds a register of financial advisers at <https://register.fca.org.uk> and you should check any adviser you are considering using is on this list.

MoneyHelper also has an online directory of regulated and authorised advisers.

Go to www.moneyhelper.org.uk and choose Pensions & retirement > Taking your pension > Find a retirement adviser.



Legal note

Nothing in this document confers any rights to benefits, or to a particular level of benefits or options under the Scheme. Members' benefits and rights are determined in line with the Scheme's Trust Deed and Rules as in force from time to time.