

3505977

Lazard London Staff Pension Scheme

Page 1 of 7

("the Scheme")

Actuarial report as at 31 December 2018

This report is addressed to the Trustees of the Scheme and is the second actuarial report since the completion of the actuarial valuation as at 31 December 2016. Its purpose is to provide you with an estimate of the ongoing funding position as at 31 December 2018 and an indication of how the funding position has developed from 31 December 2016 to 31 December 2018.

We have undertaken this work assuming that there are no specific decisions for you to take as a result of this report. Appendix 1 sets out further details of the scope of our work.

1. Estimate of funding position as at 31 December 2018

I set out in the table and chart below my estimate of the ongoing funding position as at 31 December 2018, with figures at 31 December 2016 and 31 December 2017 for ease of comparison.



The chart below shows the development of the deficit from 31 December 2016 until 7 February 2019, together with the position, had experience been in line with assumptions adopted for the previous valuation.

3505977

It shows that the deficit has varied between about £2m and £26m over the period and that by 7 February 2019 it was around £19m. It illustrates how sensitive the funding position is to market movements, even over short time periods.

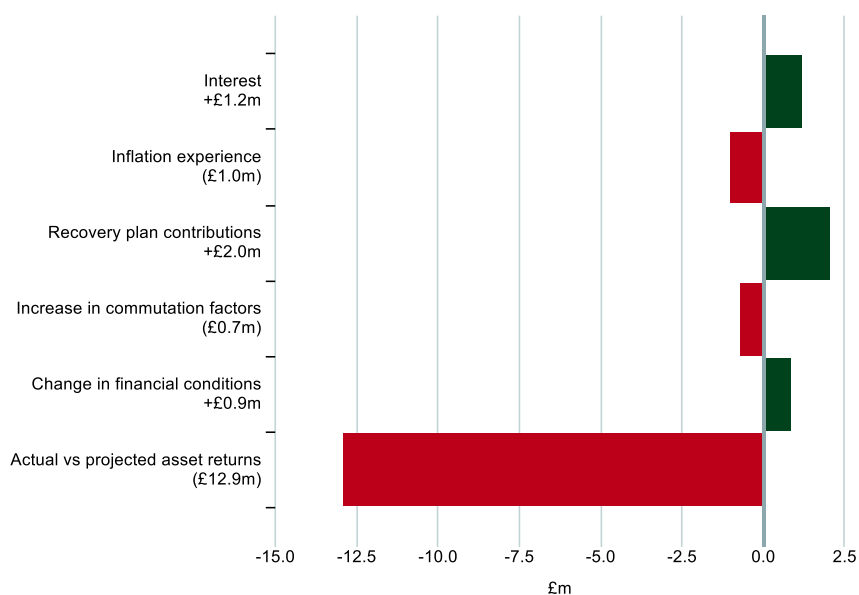
Page 2 of 7



The Appendix provides details of the method, data and assumptions that we have used in our calculations.

2. Change in funding position from 31 December 2017 to 31 December 2018

The deficit increased by £10.6m between 31 December 2017 and 31 December 2018 and the main reasons for this are shown below.




3505977

3. Next steps

Page 3 of 7

The Trustees are required to provide a copy of this report to the employer within seven days of receiving it. Certain information in this report also needs to be included in the summary funding statement to members, which we understand will be sent in the coming months.

The next formal valuation is due with an effective date as at 31 December 2019.

 Prepared as an attachment to an email
at 18:03 on 15 February 2019

Jeremy Dell FIA

Partner

Appointed Scheme Actuary

15 February 2019

Direct tel: +44 (0)20 7432 6744

Email: jeremy.dell@lcp.uk.com

95 Wigmore Street

London W1U 1DQ

www.lcp.uk.com

The use of our work

This work has been produced by Lane Clark & Peacock LLP under the terms of our written agreement with the Trustees of the Lazard London Staff Pension Scheme ("Our Client").

This work is only appropriate for the purposes described and should not be used for anything else. It is subject to any stated limitations (eg regarding accuracy or completeness). Unless otherwise stated, it is confidential and is for your sole use. You may not provide this work, in whole or in part, to anyone else without first obtaining our permission in writing. We accept no liability to anyone who is not Our Client although we acknowledge that you are required to pass it to the employer sponsoring the scheme.

If the purpose of this work is to assist you in supplying information to someone else and you acknowledge our assistance in your communication to that person, please make it clear that we accept no liability towards them.

Professional Standards

This report is part of the work in connection with the valuation of the Scheme. The report has been produced for the information of interested readers and not with the intention that it should support any decision that they may make. Our work in preparing this document complies with Technical Actuarial Standard 100: Principles for Technical Actuarial Work, together with Technical Actuarial Standard 300: Pensions.

3505977

Scope of work

Appendix 1

Page 4 of 7

We have prepared the calculations in this report in accordance with the requirements of the Pensions Act 2004 and the Occupational Pension Schemes (Scheme Funding) Regulations 2005.

We have undertaken this work assuming that there are no specific decisions for you to take as a result of this report. Please contact me if you do intend to take some specific actions on receiving this report, as it may then be appropriate for me to provide additional advice.

For the purpose of this report, and consistently with the valuation we have excluded all liabilities relating to defined contribution benefits including AVCs, for which the value is equal to the value of the corresponding assets. We have estimated the value of the insured annuities as at 31 December 2018 and included that figure within the assets and technical provisions shown.

This report does not consider the solvency level of the Scheme, either on a buy-out basis or on a basis relative to the compensation provided by the Pension Protection Fund. The cost of buying out benefits with an insurance company is likely to be significantly higher than the technical provisions.

It is possible that the technical provisions may prove to be too low on account of any back-dated adjustment to benefits arising from equalisation or discrimination issues or from future legislation or court judgements.

In particular, we note the October High Court ruling in relation to the issue of inequalities in Guaranteed Minimum Pension. That ruling made clear that benefits will need to be corrected in due course to remove the inequality arising from Guaranteed Minimum Pension. We have made no allowance for any liabilities that might arise from such an exercise.

We expect that the 2019 valuation will either be based on revised member data, reflecting the impact of equalising GMPs, or (if such work has not been completed at that time) to include a reserve for the expected impact of such work.

1. Method

We have estimated the technical provisions as at 31 December 2018 by projecting forward the technical provisions as at 31 December 2016. Our projection allows for:

- changes in the financial assumptions;
- interest on the technical provisions;
- increases to pensions in payment / revaluation of deferred benefits since 31 December 2016;
- increases to the commutation factors with effect from 1 August 2018; and
- net payments out of the Scheme.

We have assumed that all other experience over the period was in line with the assumptions used in calculating the technical provisions, as set out in the Scheme's Statement of Funding Principles. If the Scheme's experience was significantly different from these assumptions or if there were significant events of which we are not aware, then the technical provisions based on a full actuarial valuation could be significantly different from those we have estimated.

I note that under the existing Statement of Funding Principles, agreed as part of the 2016 valuation, the technical provisions are calculated with an allowance for the broad cost of buying out the remaining benefits in 2030 (in excess of valuing the benefits on a gilts basis). This additional cost was £12m for the purpose of the 31 December 2016 valuation, to be reviewed at future valuations. We have not carried out any analysis at this stage to check whether that allowance remains reasonable based on current insurer pricing.

2. Data used to estimate the technical provisions as at 31 December 2018

We have based our calculations on the following data:

- the membership data provided for the actuarial valuation of the Scheme as at 31 December 2016 and summarised in our valuation report dated 20 March 2018; and
- estimated figures of £13.8m and £20.1m in respect of net benefit cash flow out of the Scheme for the years to 31 December 2017 and 31 December 2018 respectively from data provided by Capita.

3505977

3. Special events

Appendix 2 (cont)

Page 6 of 7

We understand that over the period between 31 December 2016 and 31 December 2018 there were no material changes to the Scheme.

4. Assets as at 31 December 2018

We have based the asset figure on the unaudited accounts as at 31 December 2018 that have been provided by the investment managers, showing a total asset figure (excluding AVCs and insured annuities) of £279.7m. To this we have added the estimated value of the insured annuities (£0.5m), calculated using the assumptions as those detailed in Section 5 below.

It is possible that the final asset figure shown in the audited accounts could be different. This would affect the funding position at 31 December 2018 disclosed in this report.

5. Assumptions as at 31 December 2018

Our calculations are based on the assumptions set out in the Trustees' statement of funding principles dated 21 December 2017, updated only to reflect changes in gilt yields between 31 December 2016 and 31 December 2018.

The key financial assumptions are set out below along with those at 31 December 2016 and 31 December 2017 for comparison. All non-financial assumptions are as set out in the statement of funding principles dated 21 December 2017.

	31 December 2018	31 December 2017	31 December 2016
Rate of return from gilts	1.8% pa	1.7% pa	1.7% pa
Price inflation			
Retail Price Inflation (RPI)	3.4% pa	3.4% pa	3.5% pa
Consumer Price Inflation (CPI)	2.4% pa	2.4% pa	2.5% pa
Overall assumed return in excess of gilt yields			
Up to 31 May 2020	1.4% pa	1.4% pa	1.4% pa
01/06/2020 – 31/05/2030	1.1% pa	1.1% pa	1.1% pa
From 01/06/2030	0.0% pa	0.0% pa	0.0% pa
Additional cost of buying out the benefits in 2030	£12m in 2030	£12m in 2030	£12m in 2030
Rate of pension increases			
RPI, maximum 5% pa, minimum 3% pa	3.8% pa	3.8% pa	3.8% pa

All financial assumptions are term-dependent and calculated by reference to the relevant gilt yield curves. The rates above are approximate single-equivalent rates, weighted by reference to the Scheme's projected benefit cashflows.

6. Projections between 31 December 2016 and 31 December 2018

Sections 1 to 5 above describe the data and assumptions we have used to estimate the funding position as at 31 December 2018.

We have produced the figures calculated at other dates between 31 December 2016 and 31 December 2018 (as shown in Section 1 of this paper) using a more approximate method as they are for illustration only. In producing these figures, we have projected the technical provisions and asset figures as at 31 December 2016 on a daily basis to allow approximately for:

- investment performance, using certain index returns as a broad proxy for this;
- interest on the technical provisions;
- increases to the commutation factors with effect from 1 August 2018;
- changes in the technical provisions due to changes in gilt yields; and
- deficit contributions and an estimate of other net payments into and out of the Scheme.