Lazard London Staff Pension Scheme

Update to members and Summary Funding Statement for the year to 31 December 2018

The Trustees of the Lazard London Staff Pension Scheme (“the Scheme”) are pleased to be able to provide members with the Scheme’s Summary Funding Statement for the year to 31 December 2018. This statement is based on the Scheme Actuary’s approximate update of the last triennial funding valuation of the Scheme, which was carried out as at 31 December 2016.

The purpose of this statement

The purpose of this statement is:

- to summarise the approximate funding level of the Scheme as at 31 December 2018;
- to explain the reasons why the 2018 funding position is different from the funding position described in the previous summary funding statement for the year to 31 December 2017; and
- to explain how the Trustees and the Employers have agreed to improve the funding position.

This note also contains an update on how the assets are currently invested as well as confirmation that there have been no changes to the benefits provided by the Scheme since 31 December 2017.

Management of the Scheme

The Scheme comprises funds paid by Lazard & Co., Services Limited and Lazard Asset Management Limited (“the Employers”) and their predecessor business into the Scheme so that it can pay pensions to Scheme members when they retire.

The money to pay for members’ pensions is not kept separately for each individual, but rather is held in a common fund managed on behalf of the Trustees by professional third parties whom we have appointed for this purpose.

The Trustees’ objective is to have sufficient money available to pay retirement benefits as they fall due and to meet the funding levels agreed with Employers (see below). We obtain triennial actuarial valuations of the benefits due to members and, using this information and advice received from the actuary to the Scheme, agree with the Employers what measures, including further contributions, if any, to put in place to meet our objective. The most recent valuation, as at 31 December 2016, was completed in December 2017.

For each triennial valuation the actuaries make a number of assumptions about what will happen in the future, including how long people will live; inflation and returns on investments. They then calculate the valuation surplus or deficit by comparing this estimate of the amount needed to pay the benefits with the value of the investments. A valuation prepared in this way is called an “ongoing” valuation.

It is important to note that valuations are conducted at a single point in time and the position can change from one valuation date to the next.

In the case of the Lazard pension schemes the Trustees and the Employers also have targets under the 2005 Funding Agreement to meet certain funding levels by specified dates.

The 2005 Funding Agreement

The Funding Agreement executed on 30 August 2005, and amended on 31 March 2015, between the Trustees and the Employers states that buying out the Scheme's liabilities with an insurance company by June 2030 is their ultimate shared objective.

Following the 2013 actuarial valuation, the Trustees and the Employers agreed to calculate the liabilities in a way that explicitly focuses on this objective, with Lazard's contributions set to target this 2030 objective. The contributions agreed with the Employers as part of the 2016 valuation are consistent with this objective. We intend to keep this under review at future valuations.

The approximate funding level as at 31 December 2018

The Scheme Actuary has since provided approximate updates of the funding levels as at 31 December 2018. They were as follows:

	31 December 2017		31 December 2018	
	Ongoing basis	Buyout basis	Ongoing basis	Buyout basis
Assets	£304.6m	£304.6m	£280.2m	£280.2m
Amount assessed as needed to provide benefits	£314.3m	£447.2m	£300.5m	£403.3m
Shortfall	£9.7m	£142.6m	£20.3m	£123.1m
Funding level	97%	68%	93%	69%

As described below, the funding level on an ongoing basis has deteriorated somewhat. However, the funding level on a buyout basis has improved marginally. This is a result of anticipated improvements in insurer pricing relative to the cost of providing the benefits within the Scheme.

Changes to the funding level since the previous summary funding statement

The previous summary funding statement set out the ongoing funding position as at 31 December 2016 and 31 December 2017. The approximate position as at 31 December 2018 is taken from an actuarial report obtained by the Trustees in February 2018. A comparison of the results is as follows:

	31 December 2016 Actuarial valuation	31 December 2017 Actuarial Report	31 December 2018 Actuarial Report
Assets	£297.9m	£304.6m	£280.2m
Amount assessed as needed to provide benefits	£314.9m	£314.3m	£300.5m
Shortfall	£17.0m	£9.7m	£20.3m
Funding level	**95%**	**97%**	**93%**

As shown above, the funding position worsened over the year to 31 December 2018. This was primarily as a result of worse than anticipated investment returns on the Scheme's assets. Other factors which contributed to the worsening in the funding position were:

- actual inflation over the year being higher than previously assumed, which has marginally increased the amount assessed as needed to provide benefits; and
- an improvement in the terms for exchanging pension for cash at retirement, which increases the assessment of the amount needed to provide the benefits.

These impacts were partially offset by the Employers' payment of £2.0m into the Scheme in accordance with the recovery plan agreed following the 2016 valuation, along with changes in market conditions which marginally reduced the assessment of the money needed to provide the benefits.

The Trustees have taken steps in the past to control the level of risk being run by the Scheme and will continue to monitor the position. However, the funding level will continue to fluctuate to some extent as a result of movements in the investment markets and other factors.

Addressing the funding shortfall

Following completion of the 2016 valuation, the Employers agreed with the Trustees a "recovery plan" that comprises:

- a contribution of £3m to be paid by the Employers by 31 March 2018, of which £1m was paid in December 2017 and £2m paid in January 2018; and
- ten annual contributions of £0.2m, payable by 31 March each year. The first payment must be made by 31 March 2021 and the final payment must be made by 31 March 2030.

These deficit contributions, together with anticipated investment returns on the Scheme's assets, are designed to enable the Scheme to have sufficient monies to buy-out all the Scheme's remaining liabilities by 31 May 2030.

The Trustees will continue to monitor the funding position and we will send you a summary funding statement for the year to 31 December 2019 following the completion of the next full triennial valuation of the Scheme as at 31 December 2019. As part of that triennial valuation, the Trustees will assess whether a new recovery plan is required to meet the Scheme's funding targets and this will need to be agreed with the Employers.

The importance of support from the Employers

The Trustees' objective is to have enough money in the Scheme to pay pensions now and in the future. However, the success of this relies on the Employers continuing to be willing and able to support the Scheme with additional cash if there are funding shortfalls.

By obtaining an unlimited guarantee from Lazard's US parent, Lazard Group LLC at the time of the 2013 triennial valuation, the Trustees believe the overall security of members' benefits has significantly improved.

Securing the benefits payable from the Scheme

As noted above, the Trustees' and the Employers' long term objective is to have sufficient assets to secure the Scheme's liabilities with an insurance company by 2030 and the Funding Agreement sets this out as a specific funding target. The framework for funding of the Scheme is aligned with this objective.

The higher shortfall on a buyout basis, shown above, reflects an estimate of the cost of securing all current and future benefits with insurance companies immediately. Insurers are obliged to take a very cautious view of the future; they seek to make a profit and the cost of securing pensions in this way incorporates the cost of the insurer administering the benefits. By contrast, the ongoing funding plan assumes that the Employers will continue in business and continue to support the Scheme, with the buying-out of the remaining benefits, in full, not happening until 2030. Whilst the Scheme remains ongoing members' benefits will continue to be paid in full, even though funding may temporarily be below target.

If the Scheme were to start to wind up, the Employers would be required by law to pay enough into the Scheme to enable the members' benefits to be completely secured with an insurance company at the time. It may be, however, that the Employers would not be able to pay this amount in full. If the Employers could not meet this cost and it became insolvent, the Trustees would then seek to secure the additional monies necessary to buy out the benefits from Lazard Group LLC, under the terms of the guarantee, and then buy out the benefits. In the event that the full amount could not be paid by Lazard Group LLC, for instance if that was also in financial difficulty, the Trustees would secure as much of the Scheme's benefits as it could with an insurer. However, in the unlikely event that better benefits could be secured through the Pension Protection Fund, they would take over the Scheme and pay a specific level of compensation to members.

Further information and guidance is available on the Pension Protection Fund's website at www.pensionprotectionfund.org.uk or you can write to the Pension Protection Fund at Renaissance, 12 Dingwall Road, Croydon, Surrey, CR0 2NA.

It should be noted that the information in this statement on the Scheme's buyout position is provided to help you understand the financial security of your benefits and the financial implications of the 2030 funding target in the Funding Agreement. Its inclusion does not imply that the Employers are thinking of winding up the Scheme prior to 2030, nor that the Employers are likely to become insolvent.

Important: If you are thinking of leaving the Scheme for any reason, you should consult a professional advisor, such as an independent financial advisor, before taking any action. The law prevents us, or any employee of Lazard, from providing you with financial advice.

Scheme Investments

The Trustees' policy remains to invest in a broad range of assets. As at 31 December 2018, the Scheme's investment strategy, excluding AVCs, was to invest the Scheme's assets according to the following benchmark:

Global equities	24.0%
Absolute return investments	11.0%
Private credit	7.5%
Total growth assets	**42.5%**
Total matching assets*	**57.5%**

*Matching assets are assets that are designed to move broadly in line with the Scheme's liabilities and include liability driven investment funds and bond funds.

This overall split of the benchmark between growth and matching assets is unchanged from the previous summary funding statement provided to you during 2018.

Further information is set out in the Scheme's Statement of Investment Principles, which is available on request (see below).

Changes to the benefits and the potential impact of equalising GMPs

There have been no changes to benefits provided by the Scheme over the period since 31 December 2017.

However, you may have seen in the news that the High Court has recently ruled on a case involving the Lloyds Pension Scheme. The ruling requires that the Lloyds Scheme must “equalise” a portion of members’ pensions (known as GMP) earned between 1990 and 1997, so that benefits are equal for men and women. It is expected that this will have implications for all schemes that have GMP, including the Lazard London Staff Pension Scheme.

The expectation is that for many members the ruling will ultimately have no impact on benefits. However, there may be some members whose benefits will need to be corrected – albeit increases are expected to generally be small as a proportion of members’ benefits.

The Trustees are currently taking advice on this issue and will write to impacted members in due course. This is a highly complex issue and the legal position is still evolving. Therefore it will likely be several months, or even years, before the final position becomes clear.

Payments to the Employers

Apart from reimbursement of Trustees' remuneration paid on behalf of the Scheme, there have been no payments to the Employers out of the Scheme's funds since 31 December 2017.

Further information

Information about the Scheme can be accessed online at:
http://www.lazard.com/London-pension-scheme/

When prompted for a User Name and Password, please enter the following:
User Name: uklazard
Password: 1a7ard

Please note that the user name and password are case sensitive and the first and third characters of the password are the numbers one and seven respectively.

The website contains the following documents:

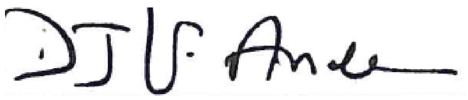
- The Annual Report and Accounts for the year ended 31 December 2017, which shows the Scheme’s income and expenditure in the year;
- the Statement of Investment Principles, which explains how the Trustees invest the money paid into the Scheme;
- the Schedule of Contributions, which shows how much money is being paid into the Scheme by the Employers;
- the full report on the Actuarial Valuation as at 31 December 2016; and
- the actuarial report on the approximate funding position as at 31 December 2018.

Alternatively, you may request copies of any of these documents from the Scheme administrator, Capita using the following telephone number and address:

Capita Employee Solutions
48 Finnieston Square
Skypark 4
GLASGOW
G3 8ET

Telephone: 0345 601 0577
Email: joan.gorman@capita.co.uk

Please also contact Capita if you change your address or if you require any more information about the Scheme.



David Anderson
Chairman
on behalf of the Trustees of Lazard London Staff Pension Scheme.

March 2019.