

Annual Implementation Statement (the “Statement”) – Year Ending 31 December 2023

The Professional Golfers’ Association Scheme 2001 Retirement and Death Benefits Scheme – Policy E28481

Introduction

This statement, written for the benefit of the members of The Professional Golfers’ Association Scheme 2001 Retirement and Death Benefits Scheme (the “Scheme”) sets out how, and the extent to which, the Statement of Investment Principles (“SIP”) produced by the Trustees has been followed over the 12 months to 31 December 2023. The Scheme is a defined contribution pension plan, which will provide members with a money purchase benefit. This statement has been produced in accordance with The Occupational Pension Schemes (Investment and Disclosure) (Amendment) Regulations 2019 and the guidance published by the Pensions Regulator. The table later in the document sets out how, and the extent to which, the policies in the SIP have been followed.

The SIP is a document drafted by the Trustees in order to help govern the Scheme’s investment strategy. It details a range of investment-related policies, a summary of which is included in the table below, alongside the relevant actions taken by the Trustees in connection with each of these policies.

As required by the legislation, the Trustees have consulted a suitably qualified person and has obtained written advice from its investment consultant, Mercer Limited (“Mercer”). The Trustees believe that the investment consultant meets the requirement of Section 35 (5) of the Pensions Act 1995. In preparing this Statement, the Trustees have also consulted the sponsoring Company.

The statement is based on, and should be read in conjunction with, the relevant version of the SIP that was in place for the Scheme year, which was the SIP signed on 26 July 2023.

A copy of the SIP is available at: https://static.aviva.io/content/dam/document-library/dwp/pga_dc_default_sip_section_e28481.pdf

Investment Objectives of the Scheme

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This Scheme has only one investment option, which constitutes the default, noting that the Scheme has no active members. This arrangement is closed to new members and new investments.

The Trustees believe it is important to consider the policies in place in the context of the investment objectives they have set. The objectives of the Scheme are as follows:

- To generate returns in excess of inflation during the lifetime of the investment.
- To provide a strategy that manages investment risk over the lifetime of the investment.
- To provide a strategy that manages the volatility of investment returns through "smoothing".

Review of the SIP

The Trustees formally reviewed the SIP, taking formal advice from its investment consultant, Mercer Limited ("Mercer"), during the year and no changes were made as part of the annual review. The SIP was signed on 26 July 2023.

Investment Strategy Review

The default investment option is reviewed at least triennially and the last review was undertaken in December 2021.

There were no changes made to the fund range following this review due to the risk of returns being lost from the With-Profits policies if they were terminated earlier than the maturity date. The next triennial review will take place in December 2024.

Assessment of how the policies in the SIP have been followed for the year to 31 December 2023

The information provided in this section highlights the work undertaken by the Trustees during the year, and longer term where relevant, and sets out how this work followed the Trustees' policies in the SIP, relating to the Scheme as a whole and the default investment option. The SIP is attached as Appendix A and sets out the policies referenced below.

In summary, it is the Trustees' view that the policies in the SIP have been followed during the year.

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	Requirement	Policy	In the year to 31 December 2023
1	Securing compliance with the legal requirements about choosing investments	(1.1) Introduction <i>The Trustees of the Scheme have drawn up this Statement of Investment Principles ("the Statement") to comply with the requirements of the Occupational Pension Schemes (Investment) Regulations 2005 and subsequent legislation, relating to provision of information specific to investment that have been defined as "default investments", referred to as "Default Investment Strategy".</i>	The Trustees obtained advice from Mercer Limited when undertaking the annual review of the Scheme's SIP and this was signed on 26 July 2023. No investment changes were implemented over the Scheme year.
2	Kinds of investments to be held	(2.1) Default Investment Strategy <i>The default investment option aims to generate returns in excess of inflation during the lifetime of the investment; to provide a strategy that manages investment risk over the lifetime of the investment; to provide a strategy that manages the volatility of investment returns through "smoothing".</i>	The next triennial review is due to be undertaken in December 2024. The default invests in a mix of assets with a view to achieving long-term real growth from the asset pool. The investment objective for Aviva is "to aim for long term growth by investing in a broad range of assets to provide the best possible returns, allowing for the level of guarantees and the amount of excess assets in the Fund". The Trustees believe that a strategy that manages risk through a diversified allocation is appropriate. The selection of the investments is effectively delegated to Aviva, who will consider the kinds of investments to be held in order to achieve the objectives and are responsible for decisions for the smoothing of returns.
3	The balance between different kinds of investments	(2.2) Policies in relation to the default investment option <i>In designing the default investment option, the Trustees explicitly considered the trade-off between expected risk and return. As the arrangement has been</i>	The default investment option manages investment risks through a diversified strategic asset allocation consisting of traditional assets i.e. equities, bonds, property and cash and are invested a pooled investment vehicle, which is managed by Aviva. The asset allocation of the default as at 31 December 2023 is composed of 13.1% UK Equities, 27.4% International Equities, 9.6% Property; 15.3% Fixed Interest Gilts;

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		<i>closed for some years, investment policy has not developed since inception and remains at the discretion of the provider. The Trustees believe that delegating ongoing management and design to the provider is appropriate in this instance, given the nature of the arrangement.</i>	33.8% Fixed Interest – other bonds and 0.8% Cash/Money Market Instruments. Aviva has full discretion over these allocations, which has been delegated by the Trustees. Aviva provides an annual summary, which describes the underlying asset allocation of the current With-Profits arrangement.
4	Risks, including the ways in which risks are to be measured and managed	(3.1) Risk <i>The Trustees have explicitly considered the trade-off between risk and expected returns. Risk is not considered in isolation, but in conjunction with expected investment returns and retirement outcomes for members. In particular, when reviewing the investment strategy, the Trustees consider risk quantitatively in terms of the variability of investment returns and potential retirement outcomes for members.</i>	The Trustees have considered risks from a number of perspectives, but overall risk control is again delegated to the manager. As detailed on Section 3 of the SIP, the Trustees have considered return expectations and risk from a number of perspectives. The list provided in this section of the SIP is not exhaustive but covers the main risks that the Trustees consider and how these are managed and measured. From a qualitative perspective, the Trustees have considered risk in terms of the (mis)alignment of investments with the retirement benefits targeted by the default investment option. This is covered as part of the triennial investment strategy review which will be undertaken in December 2024. As this is a legacy arrangement, members typically have small fund values and the Trustees' decision has been to maintain the investments and preserve the terms of the With-Profits arrangements and associated guarantees. Aviva provides an annual summary, which is reviewed as part of producing the annual governance reports.
5	Expected return on investments	(2.2) Policies in relation to the default investment option <i>In designing the default investment option, the Trustees explicitly considered the trade-off between expected risk and return.</i>	The objectives of the default investment option are detailed in Section 2.2 of the SIP. The Trustees have access to the return that is published to consider the smoothing element. The provider sets any bonus rates that have an impact on the return.

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6	Realisation of investments	(2.2) Policies in relation to the default investment option <i>Assets in the Default Investment Strategy are invested via a pooled investment vehicle, which is managed by Aviva. The selection, retention and realisation of assets within the funds are delegated to Aviva. The Trustees consider the liquidity of the investments in the context of the likely needs of members. The default arrangement is daily dealing and therefore should be realisable based on member demand.</i>	Members' investments and the funds available are closed for the purposes of new investment but remained open over the year for the realisation of assets where required. No action was taken in terms of disinvestments by the Trustees – the members are able to disinvest of their own accord, based on their own retirement plans and timings. The Trustees have considered disinvesting on behalf of the members but remain of the view that the nature of the With-Profits policies provide a meaningful barrier to doing so. No known issues relating to the liquidity of the Scheme's investment arose during the Scheme year.
7	Financially material considerations over the appropriate time horizon of the investments, including how those considerations are taken into account in the selection, retention and realisation of investments	(2.2) Policies in relation to the default investment option <i>Aviva has full discretion (within the constraints of their mandates) on the extent to which environmental, social and governance (ESG) considerations are taken into account in the selection, retention and realisation of investments. Whilst the Trustees have not sought feedback from our members directly on their views on these issues, we welcome member views in this area.</i>	The Trustees' policy on managing ESG risks is delegated to the manager of the Fund and measured through annual reporting from the provider. As the assets of the Scheme are invested in pooled funds, the Trustees have given appointed investment managers full discretion in evaluating ESG factors, including climate change considerations, and exercising voting rights and stewardship obligations attached to the investments. The Trustees review ESG ratings on an annual basis and review against the Mercer Universe, where possible, noting that this is challenging for With-Profits policies. There has been no member feedback to consider during the year.
8	The extent (if at all) to which non-financial matters are	<i>The Trustees does not explicitly take the views of individual members and beneficiaries of the Scheme into account</i>	Member views are not explicitly taken into account in the selection, retention and realisation of investments – hence no action taken over the Scheme year to 31

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	taken into account in the selection, retention and realisation of investments	<i>in relation to ethical considerations, social and environmental impact, or present and future quality of life matters (wording not specifically in the SIP but taken into account when making decisions around investments).</i>	December 2023. There are no active members, meaning that the likelihood of receiving member feedback is low.
9	The exercise of the rights (including voting rights) attaching to the investments and undertaking engagement activities in respect of the investments (including the methods by which, and the circumstances under which, trustees would monitor and engage with relevant persons about relevant matters)	(7) Corporate Governance, Voting and Activism <i>Aviva has full discretion (within the constraints of their mandates) on the extent to which environmental, social and governance (ESG) considerations are taken into account in the selection, retention and realisation of investments.</i>	The default investment option is the Aviva FP With-Profits Fund (NGP Pre Demutualisation) Arrangement, which contains an allocation to equities. This arrangement adopts an investment approach that is defined by the bundled pension scheme provider, Aviva. The developments in policy were reviewed within the last investment strategy review. The following components of Aviva FP With-Profits Fund (NGP Pre Demutualisation) Arrangement contain an allocation to equities: • Schroder Global Equity Alpha Fund • Schroder Strategic Global Equity Fund • Schroder AI UK Equity ex Tobacco Fund • SISF - Global Climate Change Equity Fund • UKLAP WP FPLP Asset Share Walter Scott (FPWW) The information received about the voting activity is summarised at the end of this statement.

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10	Undertaking engagement activities in respect of the investments (including the methods by which, and the circumstances under which, trustees would monitor and engage with relevant persons about relevant matters)	<i>Outside of those exercised by investment managers on behalf of the Trustees, no other engagement activities are undertaken.</i> <i>Where deemed appropriate, the Trustees will engage with investment managers regarding undertaking activities in respect of investments if, they are deemed to be falling behind wider peers or, not meeting the responsibilities expected of them.</i>	No specific activity took place during the year under review and this is likely to be the position in future for With-Profits arrangements.
11	How the arrangement with the asset manager incentivises the asset manager to align its investment strategy and decisions with the trustees' policies	(5) Aligning Manager Appointments with Investment Strategy <i>Investment managers are appointed based on their capabilities and, therefore, their perceived likelihood of achieving the expected return and risk characteristics required for the single investment option available.</i> <i>The Trustees will seek guidance from the Investment Consultant, where appropriate, for their forward looking assessment of a manager's ability to perform over a full market cycle. There are limitations with what is achievable in relation to with-profits policies, given the</i>	As the Trustees invest in pooled investment funds, they accept that they cannot specify the risk profile and return targets for these funds. Manager ratings are not available for with-profits arrangements but consideration has been given to the terms of the arrangement and associated bonus rates and guarantees, with support from the investment consultant, within the latest triennial investment strategy review completed. No new investment managers were appointed during the year.

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		<i>nature and patterns for how returns are achieved.</i> <i>The Trustees will review an appointment if, the investment objective for a manager's fund changes to ensure it remains appropriate and consistent with the Trustees' wider investment objectives.</i>	
12	How the method (and time horizon) of the evaluation of the asset manager's performance and the remuneration for asset management services are in line with the trustees' policies	<i>The Trustees receive investment manager performance at least annually using information provided by Aviva. The Trustees review the absolute performance and relative performance against a suitable index or benchmark.</i>	Factsheets were received from Aviva during the year, which detail the absolute performance and relative performance. These factsheets were reviewed by the Trustees at quarterly meetings. Bonus rates for the policies are published by Aviva within their annual report.
13	How the trustees monitor portfolio turnover costs incurred by the asset manager, and how they define and monitor targeted portfolio turnover or turnover range	<i>The Trustees monitors portfolio turnover costs, which are incorporated in the annual costs and charges on an annual basis, as part of its annual value for members' assessment.</i>	Transaction costs are disclosed in the annual Chair's Statement and Value for Members' assessment. Aviva confirmed the With-Profits Fund (NGP Pre Demutualisation) has total transaction costs of 0.0890%, as at 31 December 2023. There is not yet any "industry standard" or universe to compare these to. -

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14	<i>The duration of the arrangement with the asset manager</i>	<i>The Trustees are long-term investors and are not looking to change the investment arrangements on a frequent basis and so will therefore retain an investment manager unless:</i> <i>1) There is a strategic change to the overall strategy that no longer requires exposure to that asset class or manager;</i> <i>2) The basis on which the manager was appointed changes materially (e.g. manager fees or investment process);</i> <i>3) The manager appointed has been reviewed and a decision is taken to terminate the mandate.</i>	There were no changes in investment managers during the year as the Trustees remained comfortable that the existing investment option available to members remains appropriate.
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Appendix A – Statement of Investment Principles

Appendix B - Voting Activity during the Scheme year

The Trustees have delegated activities relating to the exercise of voting rights on investments and engagement with investee companies to Aviva as the fund manager. The Trustees have also considered what the Scheme's stewardship priorities should be as a result of the new requirements introduced last year for the SIP Implementation Statement in relation to 'significant votes'. The Trustees have decided the following ESG factors should have the most focus:

- **Environmental:** Climate change with a focus on low carbon transition and physical damages resilience.
- **Environmental:** Pollution & natural resource degradation with a focus on air, water, land (forests, soils and biodiversity)
- **Governance:** Diversity, equity and inclusion in terms of governance and decision making.

These areas have been selected by the Trustees as they believe them to be financially material in terms of both risk and opportunity and/or carry most reputational risk and, as a result, areas of focus that are in members' best interests. Although the Trustees have not made the investment managers' aware their stewardship priorities, they note that these priorities are broadly aligned with the areas the Scheme's investment managers are currently focusing on in terms of voting and engagement.

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Aviva did not provide voting and engagement activity specific for the Aviva FP With-Profits Fund (NGP Pre Demutualisation) however it did provide related to the Aviva With-Profits Fund in general. Information below relates to Aviva as investment manager.

Overview of use of proxy services

Aviva Investors subscribe to proxy advisory services for independent research and recommendations including recommendations based on their own policy (where certain resolutions will be referred to us for further consideration). Providers include the IVIS service, ISS-Ethix and MSCI. Aviva uses research for data analysis only, as they have their own robust voting policy, which applies to all holdings. Aviva also take into consideration the views of the fund manager and the conversations with the company through voting specific engagement.

Process followed for determining the “most significant” votes?

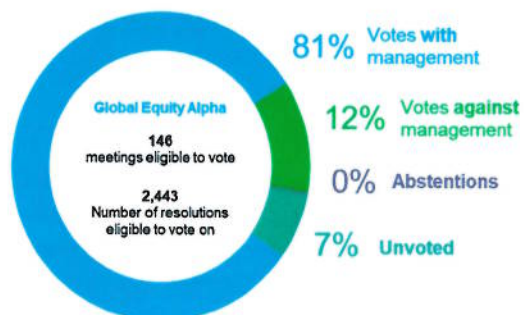
Aviva look at a number of criteria for the list of votes undertaken for the fund including: the impact on the company (both short and long-term) if the resolution was or wasn't approved; the materiality of the shareholder resolutions; the level of public and / or media interest in certain companies and resolutions; and how significant the holdings are in relation to the fund and to Aviva Investors (acknowledging that the larger the aggregate / percentage holding, the more ability we have in affecting change).

Overview of voting activity, on behalf of the Trustees, for the funds containing equity.

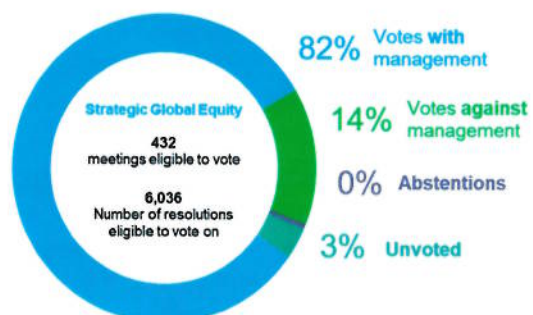
Set out below is a summary of voting activity for this reporting period relating to the relevant strategies of the Scheme. Voting activity has been requested from Aviva and was provided in relation to With-Profits Fund in general. We will continue to chase Aviva to receive this specific information in relation to the Aviva FP With-Profits Fund (NGP Pre Demutualisation) . Votes “for / against management” assess how active managers are in voting for and against management. Purple represents abstention

Aviva has provided the voting disclosures relating to the funds containing equity. The data relates to the period 1 January to 31 December 2023. The below funds contain equity holdings in the With Profits Fund:

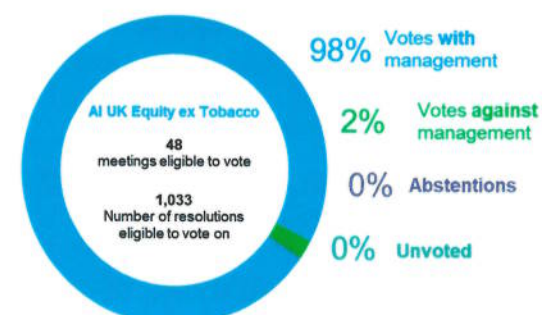
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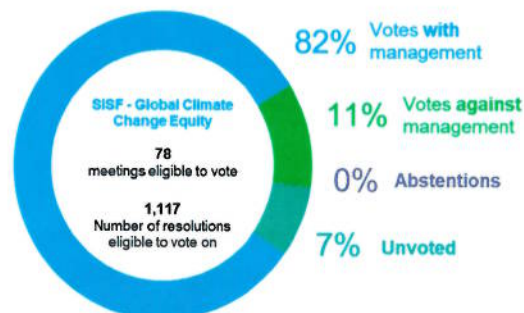
*93.1% of resolutions voted on



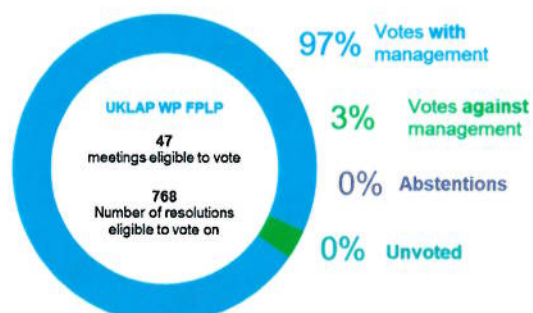
*96.7% of resolutions voted on



*100.0% of resolutions voted on



*92.7% of resolutions voted on



*100.0% of resolutions voted on

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Fund	Company	Approx. size of holding at date of vote	Date	How the manager voted	Summary of the Resolution	Priority area for PGA significance	Rationale for the Manager vote	Final outcome
Source: Aviva, investment managers as at 31 December 2023. Figures may not sum to 100% due to rounding.								
Figures for SIF Global Climate Change Equity Fund as at 31 March 2023. Figures as at 31 December 2023 were not provided at the time of writing.								
Strategic Global Equity	Apple Inc.	2.10	10/03/2023	For	Report on Median Gender/Racial Pay Gap	Governance	Shareholders could benefit from the median pay gap statistics that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.	☒
Strategic Global Equity	Novo Nordisk A/S	1.80	23/03/2023	Against	Amendment to Remuneration Policy for Board of Directors and Executive Management	Governance	Use of same performance targets in the short and long term which runs the risk of paying out twice for the same performance. Manager is also not supportive of LTIP performance period which are less than three years.	N/A



Sample of significant votes

Managers have provided examples of significant votes across the funds previously noted as containing equity. Significant votes for each manager were included focusing on the priority areas for the Trustees with a threshold of above 1% approximate size of holding at date of vote. The final outcome column below represents the result of the Resolution after all the votings: Passed (✓) or Not-Passed (✗).

Source: Aviva as at 31 December 2023.

