

BAE Systems Pension Scheme

Level 100+ Section
Your investment choices

Standard Life 

BAE SYSTEMS

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This guide contains information on the funds you can choose to invest in through the BAE Systems Pension Scheme Level 100+ Section, which is a Trust Based Pension provided by Standard Life.

You'll find information about the Cash Lifestyle Profile and the Pension Lifestyle Profile, and also details of the core fund range that the Trustees have selected after receiving advice from their investment advisers.

If you would like more information on any of these funds, please contact Standard Life on **0845 271 9501** (call charges will vary). Further information is also available on the website **www.standardlife.co.uk**

For more information about making payments to the Level 100+ Section, please contact the BAE Systems Pensions Helpline on **0845 180 1401**.

If you are in any doubt about which investment fund(s) you should choose, the Trustees strongly recommend you speak to a financial adviser. There may be a cost for this.

Please ensure you read the Important information on pages 2 to 4 of this booklet.

Important information you should read

Before making your investment choices please make sure you read the following information, which includes details of some of the risks you should be aware of.

- ▶ Before you decide to buy, you need to know what the risks and commitments are. Read Standard Life's Key Features Document. It will help you decide if this product is right for you. If you're still not sure what to do, speak to a financial adviser. There may be a cost for this.
- ▶ The return on each fund depends on the performance of the assets it invests in and the charges on the fund.
- ▶ The price of units depends on the value of the fund's assets after charges. This can go down as well as up, and your investment in the fund may be worth less than what was paid in.
- ▶ Standard Life review volatility ratings regularly and they can change over time.
- ▶ Some funds invest in overseas assets. This means that exchange rates and the political and economic situation in other countries can significantly affect the value of these funds. The value can go down as well as up, and your investment in the fund may be worth less than what was paid in.
- ▶ The asset mix that each fund invests in is continuously reviewed. It may be changed in line with developments in the relevant markets. Part of each fund may be held in cash and other money market instruments.
- ▶ You'll probably be one of many investors in each fund you choose. Sometimes, in exceptional circumstances, Standard Life may have to wait before they can transfer or switch your investments. This is to maintain fairness between those remaining in and those leaving the fund. This delay could be for up to a month.

But for some funds, the delay could be longer:

It may be for up to 6 months if it's a property based fund because property and land can take longer to sell.

If the fund invests in an external fund, the delay could be longer if the rules of the fund allow this.

If Standard Life have to delay a transfer or switch, they'll use the fund prices on the day the transaction takes place – these prices could be very different from the prices on the day you made the request.

- ▶ Some funds invest in property. The valuation of property is generally a matter of a valuer's opinion rather than fact.
- ▶ You can change the mix of your investments as it suits you, but you can't invest in more than 12 funds at one time. In some situations there may be a delay in carrying out your fund switch requests.

- ▶ Some funds invest in funds managed by external fund managers. In these cases, the description of the fund is provided by the external fund manager so Standard Life can't guarantee that it's accurate.

External fund managers are in charge of managing their own funds including what they invest in. This means that Standard Life is not responsible for these funds' performance or continued availability.

The investment performance of the Standard Life version of a fund will be different from what you would see if you invested in the underlying fund directly. There can be several differences, due to charges, cash management, tax and the timing of investing.

- ▶ Some fund managers may look to get a better return by lending some of the assets from their funds to certain financial institutions. This involves some risk, and in certain circumstances, the fund could suffer a loss – for example, if the institution encountered financial difficulties and was unable to return the asset. The fund manager will use some controls to manage this risk, such as obtaining security from the borrower and monitoring their credit rating. External fund managers may also lend assets and are responsible for their own controls.
- ▶ Funds can sometimes use derivatives to improve portfolio management and to help meet investment objectives. A derivative is a financial instrument – its value is derived from the underlying value or movement in other assets, financial commodities or instruments, like equities, bonds, interest rates etc.

There is a risk that a counterparty will fail, or partially fail, to meet their contractual obligations under the arrangement. Where a counterparty fails, the fund could suffer a loss. As part of the management of a fund, a number of controls can be used to reduce the impact of this risk, such as holding collateral and monitoring credit ratings.

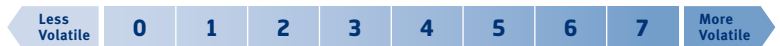
Depending on how it is used, a derivative can involve little financial outlay but result in large gains or losses. Standard Life has control over the use of derivatives in its funds and external fund managers are responsible for their own controls.

- ▶ Charges and rebates are not guaranteed and can be altered in the future.
- ▶ The funds listed here were correct when this document was published. Standard Life can't guarantee that all funds will be available when you make an investment.

Guidance notes

Volatility

The volatility rating of a fund indicates how much the fund price might move compared to other funds. The higher the volatility rating, the less stable the fund price is likely to be. You can use this to help you decide how much risk you're comfortable taking with your investments.



Standard Life regularly review volatility ratings for funds, and these may change.

They set ratings based on their experts' judgement, using data on:

- ▶ how the fund price has varied from month to month in the past, compared to other funds available
- ▶ how investments in similar asset classes vary from month to month and the investment policy of the fund.

Typically, higher volatility ratings mean greater potential investment returns over the longer term. But high volatility funds are more likely to suddenly fall or rise in value. The volatility ratings for funds are kept under review and may change. The volatility rating is not the only factor you should consider when selecting a fund. If you're not sure which funds to choose, please seek advice from a financial adviser.

Effective Fund Management Charge

A charge is applied to money invested in a fund. This charge is known as the Fund Management Charge (FMC). Standard Life deduct the charge from the fund on a daily basis which has the effect of reducing the unit price for the fund.

Standard Life have agreed with the Scheme Trustees and their adviser, to provide enhanced terms to give you a rebate on your Fund Management Charges. For any passive funds you select, the rebate is 0.65%, and for any active funds you select, the rebate is 0.60%. The exception to this is the SL SLI Global Absolute Return Strategies Pension Fund, where the rebate is 0.75%.

See the 'Investment approaches' section on page 9 for an explanation of active and passive funds. The individual fund descriptions on pages 14 to 21 show which investment approach each fund follows.





Your rebate is given to you as additional units in your fund each month. This reduces the effect of the Fund Management Charge.

In the long term your effective FMC will be close to the FMC you pay less the rebate you receive. But it won't be the same because the FMC is deducted daily while the rebate is applied monthly.

Your effective FMC will be affected by factors such as:

- ▶ the period it has been measured over
- ▶ any single payments and transfer payments made
- ▶ changes in the timing of your regular payments
- ▶ daily changes in the fund value.

The example below illustrates how the effective FMC is calculated for a fund with an FMC of 1.00%:

If you invested in the Standard Life Managed Cash Pension Fund with an FMC of 1.00%, less rebate of 0.60% this would give an effective FMC of 0.40%.

If you leave the pension plan, the rebate detailed on page 5 would remain in place.

Full details of your special terms are detailed in the tables in the rest of this booklet.

Additional expenses

Additional expenses may be deducted from some funds. They include items such as trustees', registrars', auditors' and regulators' fees and where a fund invests in other underlying funds they may include their underlying management charges. The additional expenses relate to expenses incurred during the fund management process and as such they will regularly increase and decrease as a percentage of the fund, sometimes significantly. Where expenses arise within a fund they have been taken into account in the calculation of the price.

All additional expense figures quoted in the following pages are rounded to 2 decimal places. An additional expense charge may apply but due to the fact that Standard Life have rounded to 2 decimal places it may show as 0.00%.

The additional expenses quoted are correct as at 16th January 2012.

The charges and additional expenses are not guaranteed. They are regularly reviewed and may be changed in the future.

Where you can invest your money

Choosing where to invest your money is one of the most important decisions you have to make when arranging a pension. Many people find this task confusing.

To help make your life easier, after recommendations from their investment advisers, the Scheme Trustees have chosen two Lifestyle Profiles and some core funds which they think are appropriate for pension plan investments.

You can choose to invest in either of the two Lifestyle Profiles, or in any combination of the 13 individual funds described on pages 15 to 21, but you can't invest in more than 12 funds at one time.

If you would like more information on any of the funds from Standard Life, please contact them on: **0845 271 9501** or visit the website at **www.standardlife.co.uk**

If you are in any doubt as to which fund(s) you should choose, the Trustees strongly recommend you seek advice from a financial adviser. There may be a cost for this.

If you do not make an investment choice, then your money will be invested in the Cash Lifestyle Profile (also known as the 'default fund').



The fund descriptions may contain terminology you're not familiar with. Please contact your financial adviser if you need an explanation of the terms used.

Fund name and fund code

This gives the name of the fund and internal code used by Standard Life. Please enter both of these in full in the appropriate boxes when completing an application form. This will help Standard Life process your application more quickly.

Investment approaches

Passive investment

A 'passive' investment aims, before charges, to track or replicate the performance of an index or indices. The fund will be affected by market volatility, but relative performance won't be impacted by stock selection.

Active investment

Active investments aim to achieve returns that are above average, using fund manager analysis. The fund manager will try to outperform the market by investing in companies that they believe will provide higher than average returns. However, returns are not guaranteed, and there is a chance of poor performance. These investments can be more volatile than passive investments, and are usually more expensive.

Lifestyle Profiles

Lifestyle Profiles are designed for customers investing for retirement. The funds used depend on the profile chosen.

The funds you are invested in at any point will also depend on how long you've got until your selected retirement date. If this date is some time away (typically more than 10 years), the profiles will invest in funds that offer growth potential over the long term. But remember that all funds can go up and down in value and investment growth is not guaranteed.

As you get closer to retirement, the investment aims of the profile move away from growth and towards preparing your pension pot for retirement. The profiles will do this by automatically switching your funds – you don't need to do anything.

Before making this choice you need to consider the following:

A Lifestyle Profile may not be suitable for those who do not intend to retire at their selected retirement age. In addition, these Lifestyle Profiles may not be suitable in other circumstances (e.g. the Cash Lifestyle Profile may not be suitable for those who aren't planning on taking

all of their pension benefits as tax-free cash, and the Pension Lifestyle Profile may not be suitable for customers who aren't considering annuity purchase, or those who intend to buy a pension that varies each year at a rate linked to inflation).

You should seek advice from a financial adviser before making any investment decision.

You should note that the inclusion of these Lifestyle Profiles does not mean that they are recommended by the Trustees or their investment advisers as being suitable in every case.

You should also be aware of the risks and commitments involved. Read Standard Life's Key Features Document for more information.

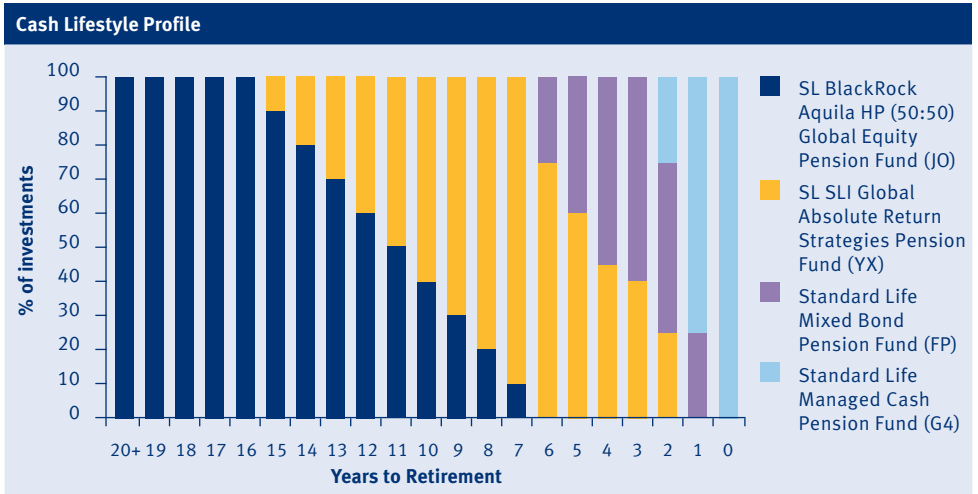
All Lifestyle Profiles (including the Cash Lifestyle Profile) are subject to risk and the value of units in the underlying funds can go down as well as up - your investment may be worth less than what was paid in.

If you choose to invest in one of the following Lifestyle Profiles you cannot combine this with any other fund or with the other Lifestyle Profile.

The Cash Lifestyle Profile

This is a tailored Lifestyle Profile where your investments start in the SL BlackRock Aquila HP (50:50) Global Equity Pension Fund. The Cash Lifestyle Profile then gradually moves your investments into a combination of the SL BlackRock Aquila HP (50:50) Global Equity Pension Fund, the SL SLI Global Absolute Return Strategies Pension Fund, the Standard Life Mixed Bond Pension Fund, and the Standard Life Managed Cash Pension Fund until, at retirement, you are invested in the Standard Life Managed Cash Pension Fund only. This Lifestyle Profile may be suitable for those members who expect to use their benefits to provide a tax-free lump sum.

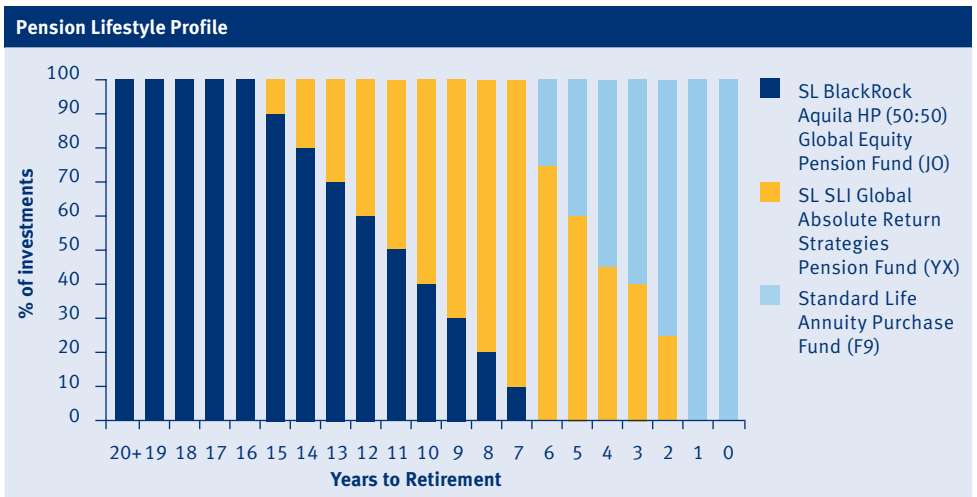
The graph below illustrates how the funds you invest in will vary during the years before your selected retirement date.



The Pension Lifestyle Profile

This is a tailored Lifestyle Profile where your investments start in the SL BlackRock Aquila HP (50:50) Global Equity Pension Fund. The Pension Lifestyle Profile then gradually moves your investments into a combination of the SL SLI Global Absolute Return Strategies Pension Fund and the Standard Life Annuity Purchase Fund until, at retirement, you are invested in the Standard Life Annuity Purchase Fund only. This Lifestyle Profile may be suitable for those Members who expect to use their benefits to provide a pension income.

The graph below illustrates how the funds you invest in will vary during the years before your selected retirement date.





For more information about the funds that make up each Lifestyle Profile, including the description, charges and volatility rating, refer to pages 14 to 21.

You should also read the Important information on pages 2 to 4.

Any reference to 'our' within the Standard Life or SL SLI fund descriptions, on pages 14 to 21, refers to Standard Life or Standard Life Investments.

For all other funds, the description of the fund is provided by the external fund manager.

The Standard Life Annuity Purchase Fund is not part of the core fund range but it is included in the Pension Lifestyle Profile.

Standard Life Annuity Purchase Fund

- ▶ Volatility Rating: 3
- ▶ Fund Code: F9
- ▶ Active Fund
- ▶ FMC: 1.00%
- ▶ Effective FMC: 0.40%
- ▶ Additional Expenses: 0.01%

This fund has a very different aim from most other investment-linked funds. It is designed for investors approaching retirement and considering purchasing a fixed annuity. It aims to reduce the effect of changes in long term interest rates on the value of annuity that can be purchased.

The fund invests predominantly in bonds whose prices are normally expected to rise and fall broadly in line with long term interest rates, which in turn are one of the major factors affecting the cost of purchasing an annuity. The fund does not provide any guarantee in relation to the level of annuity you will be able to purchase at retirement. It also does not protect against changes in the cost of purchasing an annuity that arise due to changes in life expectancy.

Please note that this fund may not be suitable for everyone and there may be more suitable alternative funds for those who intend to buy an annuity that increases each year at a rate linked with inflation.

Core fund range

The funds described below have been ordered in line with their volatility rating (see page 5). The lower volatility funds are shown first, moving through to the higher volatility funds.

Standard Life Managed Cash Pension Fund

- ▶ Volatility Rating: 1
- ▶ Fund Code: G4
- ▶ Active Fund
- ▶ FMC: 1.00%
- ▶ Effective FMC: 0.40%
- ▶ Additional Expenses: 0.01%

The fund aims to provide a return before charges equivalent to overnight deposits by investing in deposits and short term money market instruments.

The fund price is not guaranteed by Standard Life and there could be circumstances where the fund price may fall. A fall might happen if, for example, there is a default by one of the banks where some of the money is held or where there is an adverse market movement in the value of some of the money market instruments held. A fall may also happen if interest income falls so low as to be less than the charges applied to the fund.

Standard Life Mixed Bond Pension Fund

- ▶ Volatility Rating: 2
- ▶ Fund Code: FP
- ▶ Active Fund
- ▶ FMC: 1.00%
- ▶ Effective FMC: 0.40%
- ▶ Additional Expenses: 0.01%

The fund aims to provide long term growth mainly from the reinvestment of income generated by investing predominantly in UK bonds such as gilts and corporate bonds. The fund is actively managed by our investment teams who may also invest a proportion of assets in other bonds (e.g. overseas bonds) and/or money market instruments, such as Certificates of Deposits (CDs) and Floating Rate Notes (FRNs), to try to take advantage of opportunities they have identified.

Standard Life Property Pension Fund

- ▶ Volatility Rating: 3
- ▶ Fund Code: FM
- ▶ Active Fund
- ▶ FMC: 1.00%
- ▶ Effective FMC: 0.40%
- ▶ Additional Expenses: 0.01%

The fund aims to provide long term growth from a combination of income and capital growth by investing predominantly in prime quality UK properties. Typically the fund will invest in a mix of freehold and leasehold properties selected from across the retail, office, industrial and other sectors. The fund may also invest in European properties and in property development opportunities. As well as direct investments, the fund may also invest indirectly in property through investment vehicles such as quoted and unquoted property companies or collective investment schemes.

Selling property can be a lengthy process so investors in the fund should be aware that they may not be able to sell their investment when they want to.

SL SLI Global Absolute Return Strategies Pension Fund

- ▶ Volatility Rating: 3
- ▶ Fund Code: YX
- ▶ Active Fund
- ▶ FMC: 1.50%
- ▶ Effective FMC: 0.75%
- ▶ Additional Expenses: 0.11%

The fund is invested in the Standard Life Investments Global Absolute Return Strategies Fund which aims to provide positive investment returns in all market conditions over the medium to long term. The investment team who actively manage the fund have a wide investment remit to help them try to achieve this aim. The team look to exploit market inefficiencies through active allocation to highly diversified market positions. The fund manager utilises a combination of traditional assets (such as equities and bonds) and investment strategies based on advanced derivative techniques resulting in a highly diversified portfolio. The fund can take long and short positions in markets, securities and groups of securities through derivative contracts.

SL BlackRock Aquila HP Over 15 Year Gilt Pension Fund

- ▶ Volatility Rating: 3
- ▶ Fund Code: ND
- ▶ Passive Fund
- ▶ FMC: 1.00%
- ▶ Effective FMC: 0.35%
- ▶ Additional Expenses: 0.01%

The SL BlackRock Aquila HP Over 15 Years Gilt Pension Fund invests primarily in the BlackRock Aquila HP 15 Year Gilt Pension Fund. The aim of the BlackRock Aquila HP 15 Year Gilt Pension Fund is summarised below.

To invest in UK government fixed income securities (gilts) that have a maturity period of 15 years or longer. The fund aims to achieve a return consistent with the FTSE* UK Gilts Over 15 Years Index, which is widely regarded as the benchmark for UK pension fund investment in the longer dated end of the UK gilt market.

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Standard Life Ethical Pension Fund

- ▶ Volatility Rating: 5
- ▶ Fund Code: G7
- ▶ Active Fund
- ▶ FMC: 1.00%
- ▶ Effective FMC: 0.40%
- ▶ Additional Expenses: 0.01%

The fund aims to provide long term growth by investing in a diversified portfolio of assets (including equities and corporate bonds) that meet our strict ethical criteria. The fund's assets can be from both the UK and overseas and are predominantly equity based. The ethical criteria are agreed with the Standard Life Ethical Committee and may be amended from time to time if considered appropriate. The fund manager will exclude companies which fail to meet the ethical criteria whilst seeking to include companies whose business activities are regarded as making a positive contribution to society.

Standard Life Managed Pension Fund

- ▶ Volatility Rating: 5
- ▶ Fund Code: FA
- ▶ Active Fund
- ▶ FMC: 1.00%
- ▶ Effective FMC: 0.40%
- ▶ Additional Expenses: 0.01%

The fund aims to provide long term growth whilst investing in a diversified portfolio of assets (including equities, bonds, property, cash deposits and money-market instruments) in order to reduce the risk associated with being solely invested in any one asset class. These assets can be from both the UK and overseas. The fund is predominantly equity based and is actively managed by our investment team, who will vary the proportions held in each asset class to try to take advantage of opportunities they have identified.

SL SLI UK Equity High Income Pension Fund

- ▶ Volatility Rating: 5
- ▶ Fund Code: 88
- ▶ Active Fund
- ▶ FMC: 1.30%
- ▶ Effective FMC: 0.70%
- ▶ Additional Expenses: 0.10%

The fund invests in the Standard Life Investments UK Equity High Income Fund which aims to provide income and some capital growth over the longer term by investing in UK equities. The fund typically holds a concentrated portfolio of stocks and may also hold a proportion in bonds to supplement the income of the fund. The fund is actively managed by our investment team, who will select stocks to try to take advantage of opportunities they have identified.

SL Newton Managed Pension Fund

- ▶ Volatility Rating: 5
- ▶ Fund Code: KM
- ▶ Active Fund
- ▶ FMC: 1.30%
- ▶ Effective FMC: 0.70%
- ▶ Additional Expenses: 0.13%

The SL Newton Managed Pension Fund invests primarily in the Newton Managed Fund. The aim of the Newton Managed Fund is summarised below.

The objective of the sub-fund is to achieve capital growth and income from a portfolio of UK, EC and international securities. The sub-fund may also invest in collective investment schemes. The Investment Adviser for this fund is Newton Investment Management Limited.

Standard Life International Equity Pension Fund

- ▶ Volatility Rating: 6
- ▶ Fund Code: FO
- ▶ Active Fund
- ▶ FMC: 1.00%
- ▶ Effective FMC: 0.40%
- ▶ Additional Expenses: 0.01%

The fund aims to provide long term growth and is designed for investors who are looking for exposure to global equity markets. The fund invests predominately in the shares of companies listed on the Global stock markets and is actively managed by our investment team, who will select stocks to try to take advantage of opportunities they have identified.

SL BlackRock Aquila HP UK Equity Pension Fund

- ▶ Volatility Rating: 6
- ▶ Fund Code: JP
- ▶ Passive Fund
- ▶ FMC: 1.00%
- ▶ Effective FMC: 0.35%
- ▶ Additional Expenses: 0.01%

The SL BlackRock Aquila HP UK Equity Pension Fund invests primarily in the BlackRock Aquila HP UK Equity Pension Fund. The aim of the BlackRock Aquila HP UK Equity Pension Fund is summarised below.

This fund invests in the shares of UK companies and aims to achieve a return that is consistent with the return of the FTSE* All-Share Index.

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SL BlackRock Aquila HP (50:50) Global Equity Pension Fund

- ▶ Volatility Rating: 6
- ▶ Fund Code: JO
- ▶ Passive Fund
- ▶ FMC: 1.00%
- ▶ Effective FMC: 0.35%
- ▶ Additional Expenses: 0.02%

The SL BlackRock Aquila HP (50:50) Global Equity Pension Fund invests primarily in the BlackRock Aquila HP 50/50 Global Equity Pension Fund. The aim of the BlackRock Aquila HP 50/50 Global Equity Pension Fund is summarised below.

To invest primarily in equities, both in the UK and overseas markets. The fund has approximately 50% invested in the shares of UK companies. The remaining 50% is invested in overseas companies split between the US, Europe excluding the UK, and the Far East. The fund aims to provide returns consistent with the markets in which it invests and provides broad exposure to countries around the world.

SL HSBC Amanah Pension Fund

- ▶ Volatility Rating: 6
- ▶ Fund Code: JB
- ▶ Active Fund
- ▶ FMC: 1.30%
- ▶ Effective FMC: 0.70%
- ▶ Additional Expenses: 0.01%

The SL HSBC Amanah Pension Fund invests primarily in the HSBC Amanah Global Equity Index Fund. The aim of the HSBC Amanah Global Equity Index Fund is summarised below.

To achieve capital appreciation over the long-term principally through the implementation of an active management strategy. The investments will consist of a diversified portfolio of global equities adhering to Shariah principles.

Find out more

If you'd like more information on the products or services within this literature, or if there's anything more Standard Life can help you with, just call them on this number or visit their website.

Call us on 0845 271 9501

(Mon-Fri, 9am to 5pm). Call charges may vary and calls may be recorded and/or monitored to help improve customer service.

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