

# Airways Pension Scheme

Summary funding statement

Updating you on the funding position as at 31 March 2022



# Glossary

Wherever the following terms are used in this document, they have the meanings set out below.

<b>Agreed valuation basis</b>	The AVB is an agreed method of using assumptions to calculate the Scheme's technical provisions. We agreed the assumptions with BA as part of the settlement agreement of 8 April 2019 but have allowed for the effect of RPI reform. The AVB does not include any allowance for future discretionary increases but does include discretionary increases that have already been granted.
<b>Agreed valuation basis plus proposed pattern (AVB + PP)</b>	The AVB + PP is another method of using assumptions to calculate the Scheme's liabilities. The AVB + PP is based on the AVB but also assumes that future discretionary increases are granted in line with the proposed pattern of discretionary increases set out in the settlement agreement of 8 April 2019.
<b>Assets</b>	The total market value of the investments and cash held by the Scheme, built up from contributions made by BA and the Scheme members plus investment returns.
<b>Buy-in</b>	An insurance policy that covers a proportion of a pension scheme's liabilities and is held as an asset of that pension scheme. The scheme pays a premium to an insurance company in return for a policy, and the policy pays an income that is related to the liabilities insured. This significantly reduces the risk that the scheme's assets won't be enough to meet future liabilities. We (the Trustee) and BA have ultimate responsibility for making sure the Scheme can meet members' benefits.
<b>Buy-out</b>	An insurance policy which replaces a pension scheme's obligations to pay members' pensions with individual annuity policies between the insurer and each member. The annuity policies reflect exactly the benefits that would be provided under the pension scheme.
<b>Deficit</b>	The difference between the value of a scheme's assets and its liabilities, if the value of the assets is not enough to cover the scheme's liabilities. Deficits are also sometimes referred to as shortfalls.
<b>Funding level</b>	This measures a scheme's progress towards having enough money to pay all promised benefits. The funding level is given as a percentage and is calculated by dividing the assets by the liabilities.
<b>Illiquid assets</b>	An illiquid asset is an asset that is typically designed for longer-term investment, so is usually difficult to sell quickly without losing a lot of value. Examples of illiquid assets include property or shares in a private (unlisted) company.
<b>Investment risk</b>	The risk of investments not performing as well as expected or the value of the assets changing by a different amount to the liabilities, which would result in a higher deficit. Investment risk tends to be higher in certain assets (such as equities, illiquid assets and property) than others (such as government bonds and cash).
<b>Liabilities</b>	The value placed on expected future benefit payments and expenses, calculated using actuarial methods and assumptions.

# Glossary (continued)

Wherever the following terms are used in this document, they have the meanings set out below.

<b>Liability-matching investments</b>	These are assets which have similar characteristics to a pension scheme's liabilities, for example they produce income that broadly matches the scheme's expected benefit payments.
<b>Pensions Increase (Review) Orders (PIRO)</b>	Standard pension increases apply to APS pensions. These increases are set out in the Government's yearly Pensions Increase (Review) Orders (PIRO). The orders broadly reflect the increase in the Consumer Price Index (CPI), but the Secretary of State decides how the orders are measured and this may change from time to time.
<b>Responsible investment</b>	An investment strategy and practice which considers both financial returns and environmental, social and governance (ESG) factors.
<b>RPI reform</b>	In November 2020, the UK Statistics Authority announced that it intends to amend the Retail Price Index (RPI) measure of inflation to align it with the Consumer Price Index, including owner occupiers' housing costs (CPIH). This change is expected to take place from 2030.
<b>Scheme actuary</b>	A professional adviser who advises us on the Scheme's ability to meet its long-term and short-term liabilities. The Scheme Actuary calculates what needs to be paid into the Scheme by BA and current BA employees who are in the Scheme.
<b>Solvency position</b>	The Scheme Actuary estimates how much an insurance company would charge to take over responsibility for paying all of a pension scheme's benefits, for example, if the Scheme was wound up (ended). Comparing this estimate with the value of the Scheme's assets gives the solvency position.
<b>Statement of investment principles (SIP)</b>	A document which sets out the investment principles that govern decisions about a pension scheme's investments. We must prepare the SIP under the Pensions Act 1995. A copy of the SIP is available on the ' <b>Scheme documents</b> ' page of our website.
<b>Surplus</b>	The difference between the value of a pension scheme's assets and its liabilities, if the value of the assets is higher than its liabilities.
<b>Technical provisions</b>	A method of calculating the Scheme's liabilities which uses assumptions we have agreed with BA. By law, these assumptions must be cautious.

# Summary funding statement

As the Trustee of the Airways Pension Scheme (referred to in this document as 'the Scheme') we are responsible for making sure that the Scheme has enough funds to pay your benefits. We carry out a detailed financial health check of the Scheme's funding position, known as a valuation, at least every three years and issue yearly updates (summary funding statements) in between. This summary funding statement provides an update on the Scheme's position following the 31 March 2022 yearly funding update.

## In the year to 31 March 2022

Between 31 March 2021 and 31 March 2022, the funding level increased from 104.2% to 104.8%. The Scheme remained in surplus, with the surplus increasing from £295 million to £336 million.

The Scheme's assets reduced from £7,374 million to £7,297 million. It paid out £376.6 million in benefits to members, including transfers out of £18.9 million. BA paid £1.0 million into the Scheme and active Scheme members paid in £0.1 million in normal contributions and £0.3 million in AVCs. The return on investments was higher than in the previous year and added £301.8 million to the Scheme.

The increase in the surplus is largely due to stronger returns on the assets compared with the liabilities, mainly caused by a larger difference between RPI and CPI inflation over the period to the assessment date than previously assumed.

The stability of the investment markets between 31 March 2021 and 31 March 2022 continued to be affected by the coronavirus (COVID-19) pandemic and the conflict in Ukraine, as well as increasing

inflation, which in turn affected pension schemes. However, as the Scheme is not invested in publicly listed equities and holds insurance contracts and other liability-matching assets which have similar characteristics to the Scheme's liabilities, these external factors have had a limited effect on its funding position.

The table below shows how the funding position has changed since 2021:

	31 March 2022 (£million)	31 March 2021 (£million)
Liabilities	<b>(6,961)</b>	(7,079)
Assets	<b>7,297</b>	7,374
Surplus	<b>336</b>	295
Funding level	<b>104.8%</b>	104.2%

Using the AVB + PP assumptions, the funding level at 31 March 2022 was 99.9% and there was a deficit of £11 million. At 31 March 2021, the funding level using the AVB + PP assumptions was 99.2% and there was a deficit of £56 million.

## How the funding position is worked out

To assess the funding position of the Scheme we look at the following two things.

- The funds built up by the valuation date from contributions made by BA and the Scheme members plus the investment returns. The sum of these, less the pension benefits paid up to the valuation date, is equal to the value of the Scheme's assets.
- The total value of future pension payments promised to Scheme members. These are known as the Scheme's liabilities.

For more details about the Scheme's assets, see our **2022 annual report and financial statements** available on the **Scheme documents** page of

our website. The Scheme Actuary works out the Scheme's liabilities using various assumptions, for example about the life expectancy of members and the investment returns we might achieve in the future.

We compare the values of the assets and the liabilities to work out the Scheme's funding position under different scenarios in line with the Pensions Act 2004. These include the technical provisions, which are currently calculated using a set of assumptions known as the agreed valuation basis (AVB) and provide an estimate of the Scheme's liabilities assuming it will continue into the future and that BA will continue to operate and to support the Scheme.

The AVB does not include any allowance for future discretionary increases but does include discretionary increases already granted. Following the Scheme's discretionary increases settlement agreement on 8 April 2019, we also assess the funding position, assuming future discretionary increases are granted in line with the proposed pattern (PP) set out in the settlement agreement we have in place with BA. We refer to this as the 'AVB + PP.'

The Scheme Actuary must also provide an estimate of what the funding position would be if the Scheme had been wound up (brought to an end) at the valuation date. This is known as the solvency position and looks at whether the Scheme has enough money to buy insurance policies to provide

all the benefits promised to members. There are no plans to wind up the Scheme. The solvency position simply helps us to understand the Scheme's financial position.

The last solvency position was calculated at the 2021 actuarial valuation. At 31 March 2021, the value of the Scheme's assets was enough to buy an insurance policy which would cover 94.2% of members' benefits. This estimate showed that BA would have had to make an extra final contribution of about £455 million to make sure that an insurance company could pay all members' pensions in full. This shortfall does not affect the pensions being paid out of the Scheme – we have always paid members their full pensions.

### The funding and investment strategy

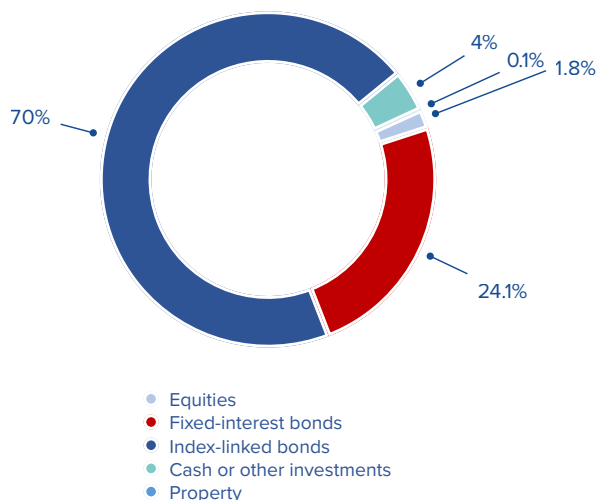
A substantial proportion of the Scheme's liabilities are already insured through a range of different contracts, including a buy-in. The uninsured part of the fund is invested in various assets, mainly those classified as liability-matching assets (such as cash and bonds).

On 1 June 2021, the investment management of the Scheme's assets was transferred from British Airways Pension Investment Management Ltd to BlackRock Investment Management (UK) Limited.

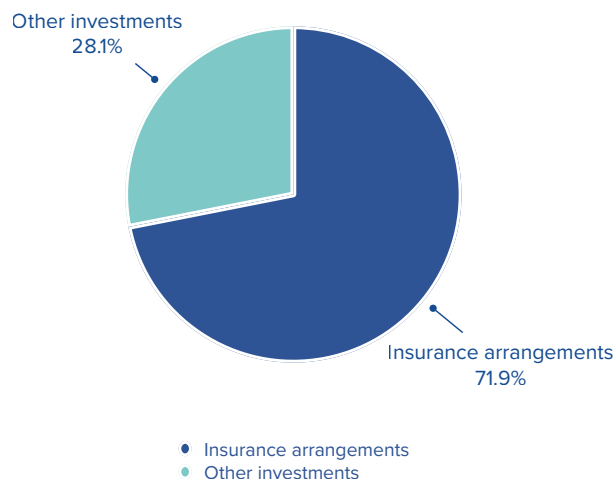
Over the year to 31 March 2022, we continued to reduce investment in illiquid assets (such as private equity and property) and corporate bonds. The aim of this was to reduce investment risk and improve liquidity, which makes it easier to raise cash when we need to.

The Trustee Board is responsible for monitoring how the Scheme invests in assets and reviewing its investment strategy in order to reduce risk and increase returns from the Scheme's assets. For more details on the investment approach and the Scheme's approach to responsible investment, see the statement of investment principles, available on the '[Scheme documents](#)' page of our website.

How the Scheme's assets (not including insurance arrangements) were invested as at 31 March 2022



How the Scheme's assets were split between insurance arrangements and other investments as at 31 March 2022



# Finding out more

## How the Scheme's benefits are protected

Pension schemes are regulated by a watchdog called The Pensions Regulator. The Pensions Regulator can intervene and issue directions to trustees and companies to make sure employers pay money to a scheme or put another form of financial support in place.

As part of this statement, we must tell you if the Scheme has made any payments to BA since the last valuation update as at 31 March 2021. We can confirm that no payments have been made. We are pleased to say that The Pensions Regulator has not enforced an approach for calculating the Scheme's technical provisions liabilities and has not set a schedule of contributions.

The Pensions Regulator has more information about valuations and funding statements on its website at [www.thepensionsregulator.gov.uk](http://www.thepensionsregulator.gov.uk)

## The Pension Protection Fund

The Government set up the Pension Protection Fund to pay compensation to members of occupational schemes if their employer becomes insolvent and cannot cover the cost of providing the scheme benefits. You can find more information at [www.ppf.co.uk](http://www.ppf.co.uk)

## Important to know

### Transfers

If you are thinking about transferring your savings out of the Scheme we recommend you get financial advice first, especially as we are aware that there is an increased risk of pensions scams. If you are considering transferring your benefits out of the Scheme or someone approaches you with pensions advice you haven't asked for, we strongly recommend that you get financial advice before making any decision. Please also read the useful information the Financial Conduct Authority provides on its website about pension scams at [www.fca.org.uk/scamsmart](http://www.fca.org.uk/scamsmart) before deciding to go ahead with a transfer from the Scheme.

### Use of personal information

As the Trustee of the Scheme, we (Airways Pension Scheme Trustee Limited) hold and process personal information about Scheme members and beneficiaries so that we can run the Scheme. In doing so, we keep to relevant data-protection legislation. Our latest **privacy notice** is available on our website.

### Find out more

You can find the Scheme's full valuation report for 2021, as well as trustee reports and financial statements, on the '**Scheme documents**' page of our website.

We regularly publish news and our trustee bulletins on our website. If you're registered for our online communications, we will send you email alerts whenever new information about your pension is available.

For more information about your pension or the Scheme, please visit the **FAQs** page of our website.

Or, if you have a question about your pension, you can contact us in several ways (please remember to include your pension reference number or British Airways staff number).

Send us a message through our website at [www.mybapension.com/aps/contact-us](http://www.mybapension.com/aps/contact-us)

Call us on **020 8538 2100**  
(Monday to Friday, 9am to 1pm).

Write to us at:  
**British Airways Pensions**  
**PO Box 2074**  
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**L69 2YL.**

