



A collective voice for the development of UK-based business

THE HUNDRED GROUP OF FINANCE DIRECTORS

ANNUAL REVIEW FOR THE YEAR ENDED
30 SEPTEMBER 2020



Welcome to the 2020 Annual Review of The 100 Group, which provides an overview of the Group's activities over the past 12 months.

We are a collective voice to promote the competitiveness of the UK for UK business. We draw on our unique and diverse membership to provide informed views that help shape the business environment, particularly in times of change.

WHO WE ARE

The 100 Group represents the Finance Directors of the UK's largest companies. Members are drawn from the FTSE 100 and other large UK private companies.

Collectively our members represent approximately 87% of the market capitalisation of the UK FTSE 100 Index, collectively employing around 6% of the UK workforce and in 2020 paid, or generated, taxes equivalent to approximately 11% of UK government receipts.

WHAT WE DO

Influence the business agenda to highlight unnecessary bureaucracy and regulation which hinders efficient operation.

Support and communicate the contributions that large companies make to society, both financially and non-financially.

Contact us:

info@the100group.co.uk
www.the100group.co.uk

CONTENTS

Chairman's Introduction	4
How we operate	6
The contribution of our members	7
Financial Reporting Committee report	9
Tax Committee report	10
Investor Relations and Markets Committee report	11
Pensions Committee report	12
Unaudited financial statements for the year ended 30 September 2020	13
Appendices	18

CHAIRMAN'S INTRODUCTION



It has been a year of unparalleled and unpredictable change for our people and businesses and for the economy. We have seen the effects of the COVID-19 pandemic and the healthcare, social and political responses to it transform the ways we operate on a day to day basis. And in addition, the UK has left the EU and the Transition Period is about to end, a new President has been elected in the US and Environmental, Social and Governance (ESG) continues to rise up the political agenda.

Our businesses have been and will continue to need to adapt to thrive, and our collective voice will be more important than ever to help shape a robust and competitive business environment to support the economy and demonstrate the role that large businesses can contribute to this.

Over the last year we have continued to highlight the multifaceted impact that our members, and the wider business community has on the UK, including through our 2020 Total Tax Contribution Report. In the year to March 2020 our members made an estimated total tax contribution of £84.1bn, which represents 11.3% of government receipts. There are also lots of examples of our members supporting the Covid-19 response more broadly, whether it's keeping food available in supermarkets, developing vaccines or producing Personal Protective Equipment (PPE). The Committees have also been an important forum for members to share their experiences and discuss best practice in this rapidly changing environment. Further details of what each of our committees have been doing can be found on pages 9 to 12.

Stakeholders including BEIS, HMRC, the FRC, the IASB and the Pensions Regulator (TPR) have continued to engage actively and early, allowing us to input substantively into the many consultations and reviews throughout 2020.

We have been involved in discussions ranging from interconnected standard setting in corporate reporting and the future of audit to climate related disclosures. We are supporters of improved transparency and of corporate reporting, both financial and non-financial, that is clear, insightful and comparable.

Investors and regulators have increasingly high expectations of the role of business in society. Our members have been embracing this challenge. At our breakfast on Diversity and Inclusion we heard from Justine Greening on Social Mobility, from David Tyler on BAME representation at Board level and from Sir Philip Hampton and Denise Wilson OBE on gender diversity.

As the topics of ESG and non-financial reporting continue to gather pace we have decided to revisit how we as a Group consider external reporting. We have therefore decided to establish a new Stakeholder Communications and Reporting Committee (SCRC) who will have a boarder remit to address stakeholder related matters as they arise. We will be asking the current members of the Financial Reporting and Investor Relations and Markets Committees to continue to support us through working groups responsible for providing technical support to this new Committee.

This year, we have welcomed four new members to our Main Committee – Andy Agg (National Grid), who has also taken on the role of Tax Committee Chair, Julie Brown (Burberry), Murray Auchincloss (BP) and Jakob Stausholm (Rio Tinto) each of whom bring with them valuable experience and deep sector insight. Committee meetings and Breakfasts have temporarily moved to virtual events, with excellent participation. As working habits adapt we welcome your comments on how you would like us to engage with you, both through the current restrictions and beyond.

The success of The 100 Group relies on the efforts and goodwill of a great number of already busy people. Given all that everyone has had to balance this year, between work and home, I am very grateful to the members of the Main Committee and sub-committees for their continued commitment, particularly the sub-committee chairs who, in an eventful year, have continued to play a crucial role, meeting with key stakeholders and responding to consultations to ensure our views are heard.

Finally I would like to take this opportunity thank Brian Gilvary, who retired from the role of Chair in June after two years of successfully leading the Group, and all our members for their continued support. I look forward to working with you in what we hope will be a happier 2021.



Julia Wilson

Chairman

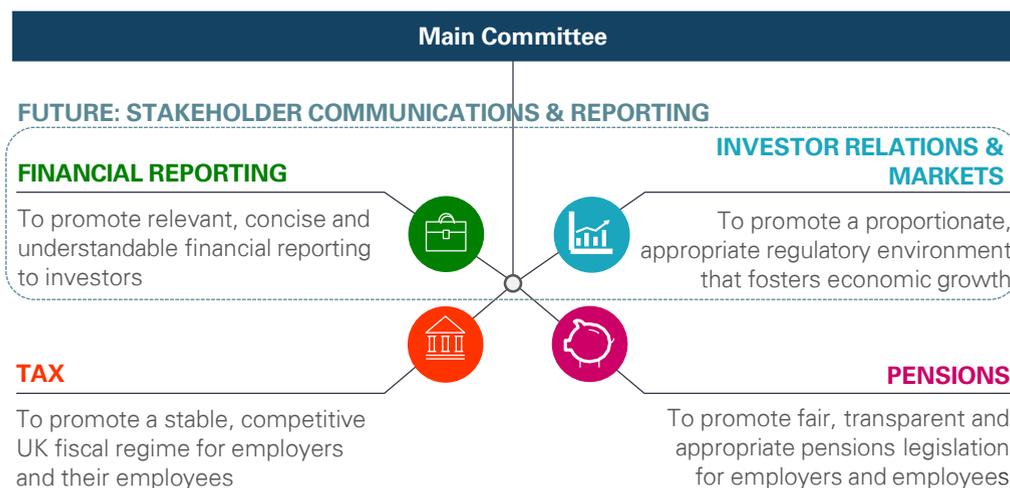
The Main Committee					
	Julia Wilson Chair IR&M Chair 3i		Graeme Pitkethly Vice Chair Unilever		Andy Agg Tax Chair National Grid
	Iain MacKay Financial Reporting Chair GSK		Alan Stewart Pensions Chair Tesco		Murray Auchincloss BP
	Julie Brown Burberry		Margherita Della Valle Vodafone		Mark FitzPatrick Prudential
	Kathy Mikells Diageo		Tushar Morzaria Barclays		Jakob Stausholm Rio Tinto
	Jessica Uhl Royal Dutch Shell		Karen Witts Compass		

HOW WE OPERATE

The 100 Group is operated through a structure of committees. Each committee meets on a regular basis to debate emerging topics on the agenda of Finance Directors.

The Main Committee oversees the strategic direction of the Group and maintains ongoing communication with our members to ensure that their views are represented. During 2019/20 it was supported by four sub-committees, each chaired by a member of the Main Committee. These sub-committees supported our assessment of and response to key topics and promoted engagement with stakeholders. A summary of each committee's activities' this year can be found on pages 9 to 12.

With ESG continuing to climb up the investor agenda and continued increases in non-financial reporting we will be combining the Financial Reporting Committee and Investor Relations and Markets Committee to form one Stakeholder Communications and Reporting Committee to consider financial and corporate reporting, in a way that better aligns to the evolving regulatory environment.



THE CONTRIBUTION OF OUR MEMBERS 2020

The 100 Group’s members continue to make a substantial contribution to UK tax revenues and the wider UK economy. The Total Tax Contribution survey, prepared by PwC, demonstrates this substantial contribution.

The 2019/20 results largely relate to the period prior to the crisis, as such it does not reflect the impact of the pandemic which will be seen in next year’s report. The results highlight that the total tax contribution from large companies remains significant, through both taxes borne and collected, and the wider contribution that they make to the UK economy including through employment, capital investment and the wider supply chain.

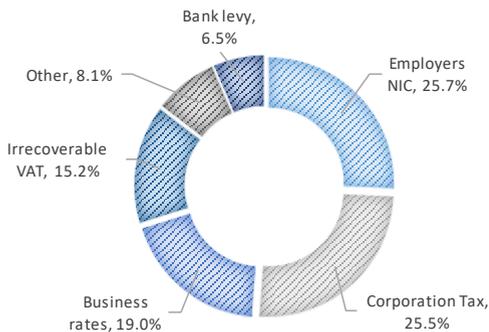
The UK’s largest companies will play a pivotal role in the economic recovery following the COVID-19 pandemic. This survey continues to be an important tool when engaging with stakeholders on the role of large businesses and the development of tax policy for the future.

The 100 Group continues to make a substantial contribution to the UK public finances

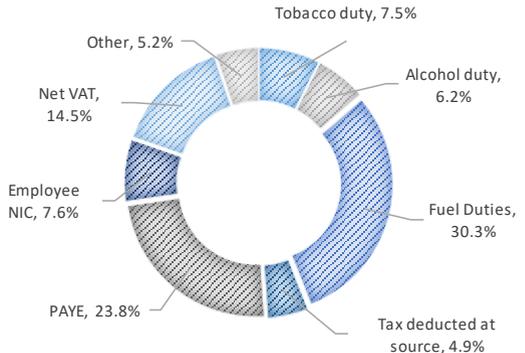
£84.1bn
The 100 Group’s members’ Total Tax Contribution, which represents 11.3% of total Government receipts



TAXES BORNE BY PERCENTAGE



TAXES COLLECTED BY PERCENTAGE



The Total Tax Contribution (TTC) of The 100 Group in 2019/20 is estimated to be £84.1bn, which represents 11.3% of UK government receipts (2018/19: £84.7bn). It is the sixth consecutive year that the 100 Group TTC has been in excess of £80bn.

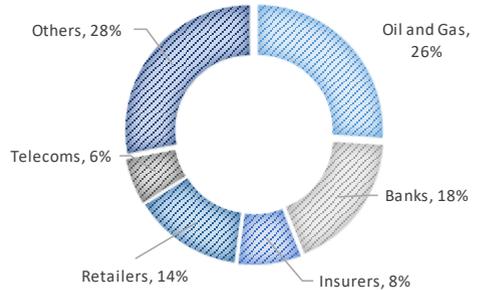
There was a 3.3% increase in taxes borne to £26.9bn driven by corporation tax and irrecoverable VAT which was offset by a 1.9% reduction in taxes collected to £57.2bn due to falling fuel and tobacco duties.

The 2019/20 Total Tax Contribution survey highlighted that for every £1 in corporation tax paid by The 100 Group’s members, £2.89 was paid in other taxes (2018/19: £ 3.05). This compares to a ratio of 1:1 in 2005 when the survey started, highlighting the significant shift over time in the nature of UK taxes to non-profit based taxes.

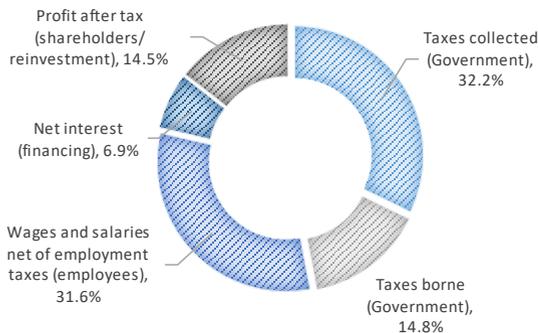
Total Tax contribution by different industries

The 100 Group members represent a range of industries and sectors. The TTC survey shows how the impact of tax policy varies across industries.

- Business rates heavily impact retailers, making up 46.5% of their taxes borne.
- Financial Services companies paid a total of £3.6 billion in irrecoverable VAT, an average of 29.3% of their taxes borne.
- Banks paid a total of £1.7 billion in the bank levy, making up 26.0% of their taxes borne.



Gross value distributed



The Total Tax Contribution can be put into the context of value distributed by companies*. In 2019/20, the share of value going to the Government in taxes is 47.0% while 31.6% goes to employees in the form of wages and salaries (2018/19: 47.7% to government and 30.1% to employees).

Capital Investment and Research and Development Expenditure

Sustained growth for the UK economy requires investment for the future.

The 100 Group's capital investment contribution was significant at £25.6bn, representing 11.3% of UK expenditure on business investment. This was a 7% increase compared to 2018/19 on a like for like basis despite the weak economic environment. Participants also invested a total of £9.1bn in research and development, an increase of 2.7% compared to 2018/19.

Employment

The 100 Group's member companies are an important source of well paid jobs in the UK.

The Group provides employment to an estimated 1.9 million people, 5.8% of the UK workforce, and pays on average £13,265 in employment taxes for each employee. The average wage per employee is £37,486, compared to the national average wage of £30,556.

GVA and UK suppliers

There are significant indirect impacts from members' activities. Further value and additional jobs are supported through purchasing from UK suppliers, in addition to which employee and supplier spending supports the wider economy.

Gross Value Added (GVA)** per 100 Group employee of £69,389 is 15% higher than the average UK employee GVA of £60,221 and each 100 Group participant supported an average of 5,449 UK suppliers.

* Value distributed includes taxes and other costs funded from profits, profits retained or distributed to shareholders plus taxes generated from the business activity and collected on behalf of government.

**GVA was calculated using the income approach, defined as the sum of profit before tax, wages and salaries, employers' social contributions, depreciation, amortisation and taxes incurred as a result of engaging in production.



FINANCIAL REPORTING COMMITTEE



KEY OBJECTIVE

To promote relevant, reliable, comparable and understandable financial reporting to investors.

"We believe that financial reporting is fundamentally an exercise in clear and meaningful communication of financial performance and position by management to investors.

We support the development of principles-based accounting standards that reduce the cost and complexity for preparers whilst increasing the usefulness and understandability of financial reports by cutting clutter.

With no major changes to accounting standards in the pipeline our focus will be on audit reform and effective communication with stakeholders through the new Stakeholder Reporting and Communications Committee."

Iain MacKay (GSK), Financial Reporting Committee Chairman

PRIORITIES

- Support the continued development of a **single accounting language** for international business.
- Support accounting standards that enable management to present clearly the results of its **stewardship** of the resources entrusted to it.
- Encourage the development of a disclosure framework to facilitate **meaningful financial statements** that are free of unnecessary clutter.
- Maintain close links with similar bodies with a view to **increasing The 100 Group and UK's influence** on the financial reporting debate at an international level.
- Work with regulators and government to ensure any reporting requirements of financial information are **proportionate, coherent and fit for purpose**.

2020 ACTIVITY SNAPSHOT

- The Committee has discussed and submitted comment letters on significant topics including to the IASB on General Presentation and disclosures; to the FCA regarding the Taskforce on Climate-related Financial Disclosures (TCFD), in collaboration with the IR&M Committee; and to Accountancy Europe on Interconnected Standard Setting for Corporate Reporting.
- The Committee maintains relationships with stakeholders including the IASB, who regularly join our meetings, CRUF, CRAG, FRC's Financial Reporting Lab and the Small Business Commissioner.
- Committee members are represented on a BEIS working group on financial reporting post Brexit, the Global Preparers Forum and the FRC's Corporate Reporting Council.

FUTURE AGENDA

- Our members, through the new Stakeholder Reporting and Communications Committee, will continue to engage with the IASB on their research projects and post implementation reviews of recently introduced accounting standards.
- We will input into the upcoming debates on audit reform and non-financial reporting.
- We will maintain and develop our relationships with key stakeholder bodies in the UK and internationally in order to best co-ordinate and focus efforts on areas of shared interest.



TAXATION COMMITTEE



KEY OBJECTIVE

To promote a stable, competitive UK fiscal regime for employers and their employees.

"We support the development of an economic environment that allows UK business to flourish and compete on the international stage.

As we gravitate to a post-Brexit and post-COVID world, taxation policy will inevitably become a key part of any response. We will continue to engage with key stakeholders with the aim of enhancing the UK economy as it responds to these challenges and also adjusts to a future as a zero carbon economy with increasing automation and new ways of working.

The committee remains supportive of initiatives to increase tax transparency, to address aggressive tax avoidance and to modernise and simplify the tax system. We recognise the role that these play in increasing trust in business."

Andy Agg (National Grid), Tax Committee Chairman

PRIORITIES

- Supporting and informing **good fiscal policy** that fosters growth and encourages investment in the UK.
- Encouraging **stability, simplicity and consistency** in the tax code.
- Promoting a broader focus that **considers all taxes**, not just corporate taxes.
- Encouraging **transparent policy** and law making processes.
- Monitoring current fiscal developments to **promote legislation that is effective and balanced**.

2020 ACTIVITY SNAPSHOT

The pandemic has slowed new tax policy announcements with both the Spring and Autumn budgets cancelled. The Committee has continued its work in the following ways:

- The 2020 Total Tax Contribution survey highlighted the contribution of our members in terms of tax, employment and capital investment.
- We continue to monitor developments in relation to the taxation of the digital economy and responded to two public consultations in the last year.
- We responded to a domestic consultation on the notification of uncertain tax positions.
- We have continued to meet with members of HMT and HMRC to discuss strategy and engagement and continue representation on committees and working groups with the CBI and HMRC in relation to UK and international business tax issues.

FUTURE AGENDA

- As we move into 2021 and the economic response to COVID takes centre-stage, we will seek to help the UK government shape policy by contributing to the discussion on areas of business taxation that are collectively important with a view to enhancing the UK's competitiveness and encourage future investment.
- Promote the contribution of The 100 Group's members to the UK Exchequer, the economy and wider society through the Total Tax Contribution survey and and explore using the survey to generate longer term engagement with key stakeholders.
- Engage with groups such as the CBI as well as HMRC and HMT in relation to ongoing developments in tax policy and administration with the aim of development of a strong and effective fiscal environment in the UK. Future areas of focus are anticipated to include responding to the pandemic, tax policy post-Brexit and further developments in relation to the taxation of the digital economy and the taxation of labour as new ways of working develop.



INVESTOR RELATIONS AND MARKETS COMMITTEE



KEY OBJECTIVE

To promote a proportionate, appropriate regulatory environment that fosters economic growth.

“Clear and insightful communication that meets stakeholders’ needs is more important than ever in times of uncertainty and change.

Discussions on the Future of Corporate Reporting ever increasingly focus on the needs of many users, not just financial experts, communications outside of the annual report and the role of business in society.

We continue to engage with stakeholders and actively participate in discussions to ensure that stakeholder needs are met in a well regulated but still competitive environment that allows UK businesses to grow and compete internationally.”

Julia Wilson (3i), Investor Relations and Markets Committee Chair

PRIORITIES

- To contribute to the development of **investor relations and market related regulation**.
- Promotion of long termism to good governance and stewardship (**principles approach**).
- Ensure that there is appropriate and effective shareholder **communication** between businesses and shareholder groups.
- Voice business views on **regulatory oversight** of narrative reporting in financial reports.
- Discourage regulations that do not **streamline reporting**.
- Promotion of **efficient capital markets**, that underpin businesses.

2020 ACTIVITY SNAPSHOT

- Responded to the FCA consultation paper on the Taskforce on Climate-related Financial Disclosures (TCFD), in collaboration with the FR Committee.
- Actively engaged with the Investment Association on the development of their proposed Guidance on Distribution Policies for listed companies.
- Continued to engage with stakeholders including the Investor Relations Society, who observe meetings, ISS who attended a meeting as a guest speaker, the Impact Investing Institute and the FRC.
- Shared insights and best practice on the impact of COVID on reporting and AGMs.

FUTURE AGENDA

Through the new Stakeholder Reporting and Communications Committee our members will:

- Input into discussions on the future of corporate reporting given the current reviews on the topic and the wider audit market, focusing on quality engagement between investors and businesses.
- Engage with a range of investor bodies, coordinating responses to regulatory enquiries where this could have a materially greater impact.
- Maintain and strengthen relationships with stakeholders, including the FRC, Financial Reporting Lab and Impact Investing Institute, putting forward the perspectives of our members.



PENSIONS COMMITTEE



KEY OBJECTIVE

To promote fair, transparent and appropriate pensions regulation for employers and employees.

“Top of the agenda for the Pensions Committee in 2020 were the Pensions Regulator’s (TPR’s) proposals for a new defined benefit (DB) funding code, which would potentially see all pension schemes having to benchmark their funding and investment strategies against a prescribed basis. The Committee had some significant concerns, which we raised both in response to consultation and directly with TPR.

The other key theme of 2020 has been the increasing focus on environmental, social and governance (ESG) issues, and in particular climate-related risk disclosures by pension schemes. Whilst the Committee welcomes moves to improve transparency in this area, we do have some concerns about the challenging timescales proposed.”

Alan Stewart (Tesco), Pensions Committee Chairman

PRIORITIES

- Ensuring that the **funding regime for DB pension schemes** maintains an appropriate balance between trustees and employers, and does not undermine existing sophisticated funding approaches that may already have been carefully negotiated.
- Working with Government to strike a balance to ensure that **climate-related risk disclosures** are meaningful, whilst not placing unnecessary burdens on pension schemes.
- Continuing to argue that any significant changes to **pensions legislation** affecting DB or defined contribution (DC) pensions should be made proportionately and after appropriate consultation, in particular in relation to any new regulation introduced as a result of the consequences of the COVID-19 pandemic.

2020 ACTIVITY SNAPSHOT

- Submitted a response to TPR’s consultation on its proposals for a **revised DB funding code** and raised concerns directly at a meeting with David Fairs of TPR.
- Responded to the DWP’s consultation on its proposals for the largest UK schemes to comply with the recommendations of the **Taskforce for Climate-Related Financial Disclosures** (TCFD).
- Lobbied peers and MPs during the passage of the **Pension Schemes Bill** through Parliament, in relation to potentially very wide-ranging new powers for TPR to impose criminal sanctions on trustees and sponsors.
- Organised two round-tables with **GC100** on the impact of COVID-19 on pension schemes and on the Pension Schemes Bill.

FUTURE AGENDA

- Responding to TPR’s second consultation on its **DB funding code** which will focus on the wording of the code itself and the technical detail of the prescribed ‘fast-track’ funding basis.
- Continuing to engage on the development of **climate-risk reporting** for pension schemes.
- Liaising with TPR on its development of guidance on how it will use its proposed **new powers** under the Pension Schemes Bill (which is expected to receive Royal Assent by the end of the year).
- Monitoring developments in the **DC pensions** regulatory landscape and ensuring that any further changes to DC pensions legislation are not unduly onerous.
- Ensuring that any **new legislation** introduced in response to the economic consequences of the COVID-19 pandemic does not have unintended consequences (for example if any changes are proposed to the taxation of pension schemes, or any measures are proposed which could have a negative impact on employers sponsoring pension schemes, such as restricting dividend payments).



UNAUDITED FINANCIAL STATEMENTS

for the year ended 30 September 2020

INDEPENDENT EXAMINER'S REPORT TO THE MAIN COMMITTEE OF THE HUNDRED GROUP OF FINANCE DIRECTORS

We report on the financial statements of The Hundred Group of Finance Directors ("the Group") for the year ended 30 September 2020, which are set out on pages 15 to 17.

RESPONSIBILITIES AND BASIS OF THE REPORT

As the members of the Main Committee of The Hundred Group of Finance Directors, you are responsible for the preparation of the financial statements. You have asked that we carry out an examination and report to you on the Group's financial statements for the year ended on 30 September 2020 on the basis set out in the Letter of Engagement dated 9 November 2016.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the accounts. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently, I express no opinion as to whether the accounts present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiners statement.

INDEPENDENT EXAMINER'S STATEMENT

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me reasonable cause to believe that in any material respect:

1. accounting records were not kept in accordance with the Rules of the Group and comply with the accounting requirements of the Group; or
2. the accounts do not accord with those records.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Frances Millar

Frances Millar ACA

For and on behalf of RSM UK TAX AND ACCOUNTING LIMITED

Chartered Accountants
Third Floor, One London Square
Cross Lanes
Guildford
Surrey, GU1 1UN

15 December 2020

INCOME AND EXPENDITURE ACCOUNT

Year ended 30 September 2020

	2020		2019	
	£	£	£	£
INCOME				
Subscriptions	3,950		3,750	
Bank interest	33		38	
		3,983		3,788
EXPENDITURE				
Travel	(32)		(110)	
Sundries	(4,358)		(2,413)	
Bank charges	(295)		(313)	
		(4,685)		(2,836)
(DEFICIT)/SURPLUS FOR THE YEAR		(702)		952
ACCUMULATED FUND				
Balance brought forward		13,380		12,428
(Deficit)/Surplus for the year		(702)		952
BALANCE CARRIED FORWARD		12,678		13,380

BALANCE SHEET

30 September 2020

	2020	2019
	£	£
CURRENT ASSETS		
Cash at bank	15,530	13,527
Sundry debtors	569	836
	16,099	14,363
CURRENT LIABILITIES		
Creditors and accruals	(3,421)	(983)
Net assets	12,678	13,380
ACCUMULATED FUND	12,678	13,380

These financial statements were approved and authorised for issue by the Main Committee on 15 December 2020.



Julia Wilson
Chairman

ACCOUNTING POLICIES

Year ended 30 September 2020

BASIS OF ACCOUNTING

The financial statements have been prepared under the historical cost convention.

SUBSCRIPTION INCOME

An annual subscription is levied on all current members at a level determined in advance by the Main Committee. Subscription receipts are recorded as income in the period to which the subscription relates. Subscriptions not taken up are charged as an expense within sundry expenditure. Subscriptions for 2019/20 were £50 (2018/19: £50).

TAXATION

The Hundred Group of Finance Directors is a mutual entity with an identifiable fund for the common purpose with complete identity between contributions to, and participations in, the fund. Therefore taxation would be calculated on investment income only. Owing to the very small annual amounts of such income chargeable to corporation tax, the Main Committee members have self assessed that there is no need to complete a Corporation tax return, as a consequence of which no tax charge is included in these accounts.

APPENDICES

Appendix 1 - The contribution of our members 2019	19
Appendix 2 – Consultation responses submitted	21

APPENDIX 1

THE CONTRIBUTION OF OUR MEMBERS 2019

The 100 Group's members continue to make a substantial contribution to UK tax revenues and to the wider UK economy. The Total Tax Contribution survey, prepared by PricewaterhouseCoopers, demonstrates this substantial contribution.

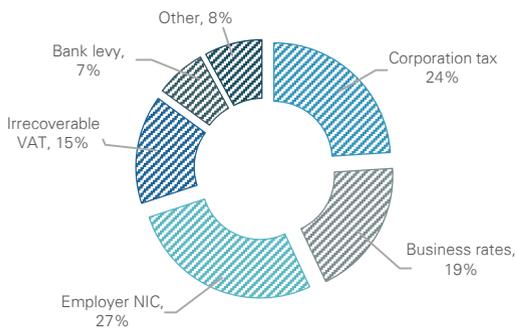
As the public and media continue to discuss the amount of corporation tax paid by large companies, this survey continues to be an important message. The 2019 results highlight several key aspects of the shift in tax revenues borne and collected by our members and the wider contribution they make to the UK economy.

The 100 Group continues to make a substantial contribution to the UK public finances

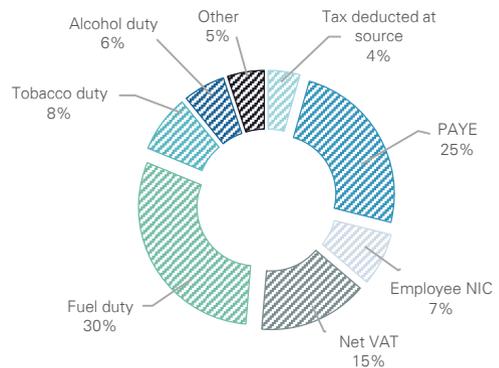
£84.7bn
The 100 Group's members Total Tax Contribution, which represents 11.7% of total Government receipts



TAXES BORNE BY PERCENTAGE



TAXES COLLECTED BY PERCENTAGE



Taxation

Approximately 12% of UK government tax receipts for the 2019 period were borne or collected by member companies. There was an increase in taxes collected (6%) primarily driven by excise duties which was offset by a decrease in taxes borne (-3%) driven by a combination of corporation tax and the bank levy. Overall, members' total tax contribution slightly increased from £84.1bn to £84.7bn.

The 2019 Total Tax Contribution survey highlighted that for every £1 in corporation tax paid by The 100 Group's members, £3.05 was paid in other taxes (2018: £2.77), highlighting the significant shift over time in the nature of UK taxes. This compares to a ratio of 1:1 in 2005 when the survey started.

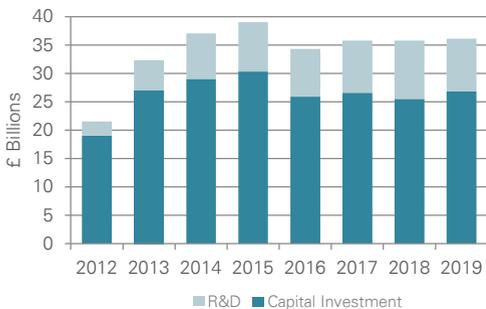
Total Tax contribution by different industries

The 100 Group members represent a range of industries and sectors and the TTC survey shows how the impact of tax policy varies across these industries.

- On average 45% of taxes borne by retailers are business rates, making up £4.9 billion in total contribution. Since the survey began in 2005, the amount paid in business rates has increased by 94%.
- Banks paid a total of £2.6 billion in bank levy, making up 26% of their taxes borne. Despite the bank levy decreasing by 17% since 2018, on a like-for-like basis, the 2019 total is 140% higher compared to 2012 when the levy was introduced.
- Financial Services companies paid a total of £3.4 billion in irrecoverable VAT. On average, this makes up 27% of their taxes borne and has increased by 118% since the survey started in 2005.



Capital Investment and Research & Development expenditure



Sustained growth for the UK economy requires investment for the future. The 100 Group's capital investment contribution is significant and growing.

- The £26.8 billion spent in 2019 on capital investment represented 13% of the total UK expenditure and a 10% increase compared to 2018 on a like-for-like basis.
- Over the last eight years, members have spent £210 billion on capital investment and £61 billion on R&D.

Employment

The 100 Group's member companies are an important source of well paid jobs in the UK.

- The Group provides employment to an estimated two million people, 6% of the UK workforce, and pays on average £13,492 in employment taxes for each employee.
- The average wage per employee is £37,167, which is 22% higher than the average national wage of £30,420.
- Gross Value Added (GVA)* per 100 Group employee of £75,485 is 29% higher than the average UK employee GVA of £58,489. This has increased by 14%, and by twice as much as the UK average GVA increase, since 2017 when this data was first collected.
- Each 100 Group participant supported on average 5,947 UK suppliers.

*GVA was calculated using the income approach, defined as the sum of profit before tax, wages and salaries, employers' social contributions, depreciation, amortisation and taxes incurred as a result of engaging in production.

APPENDIX 2

RESPONSES SUBMITTED DURING 2019/20

Below is a complete list of responses submitted by The 100 Group during the year. Copies of consultation responses can be found on the 100 Group website – www.the100group.co.uk.

Month	Committee	Response
September	Financial Reporting Committee and Investor Relations & Markets Committee	FCA Exposure Draft: Proposals to enhance climate related disclosures by issuers
September	Financial Reporting Committee	IASB Exposure Draft: General Presentation and Disclosure
March	Financial Reporting Committee	Response to Accountancy Europe White Paper, Interconnected Standard Setting for Corporate Reporting
November	Financial Reporting Committee	Letter to IFRIC regarding Agenda Decision on Lease Term
October	Financial Reporting Committee	IIA draft Internal Audit Code of Practice
September	Pensions Committee	Response to the Pension Regulator's Consultation on the defined benefit funding code of practice
October	Pension Committee	RDWP consultation on Taking action on climate risk: improving governance and reporting by occupational pension schemes
August	Tax Committee	HMRC Consultation on Uncertain Tax Treatments
December	Tax Committee	OECD Pillar One Consultation
November	Tax Committee	OECD Pillar Two Consultation

The 100 Group is an unincorporated members' association administered by KPMG.