

Hotpoint UK Pension Scheme Chair's Statement

Introduction

This statement has been prepared by the Trustee of the Scheme in accordance with regulation 23 of the Occupational Pension Schemes (Scheme Administration) Regulations ("the Administration Regulations") 1996 (as amended) and relates to the Scheme's Defined Contribution (DC) section. Please note that the Hotpoint UK Pension Scheme was formerly known as Whirlpool UK Pension Scheme and the change of name occurred on 1 July 2024.

The DC section is closed to new entrants.

This statement describes how the Trustee has met the statutory governance standards in relation to:

- the default arrangements;
- requirements for processing core financial transactions;
- assessment of charges and transaction costs and how they represent value for members;
- the requirement for trustee knowledge and understanding;

This statement covers the period 1 March 2025 to 28 February 2026.

Certain DC schemes with a scheme year end falling after 31 December 2021 must carry out a more detailed Value for Members ("VfM") assessment and include the findings in the annual Chair's Statement and submit these findings as part of the Annual Scheme Return. The Scheme meets the criteria for requiring a VfM assessment to be performed. This assessment is also included in this document.

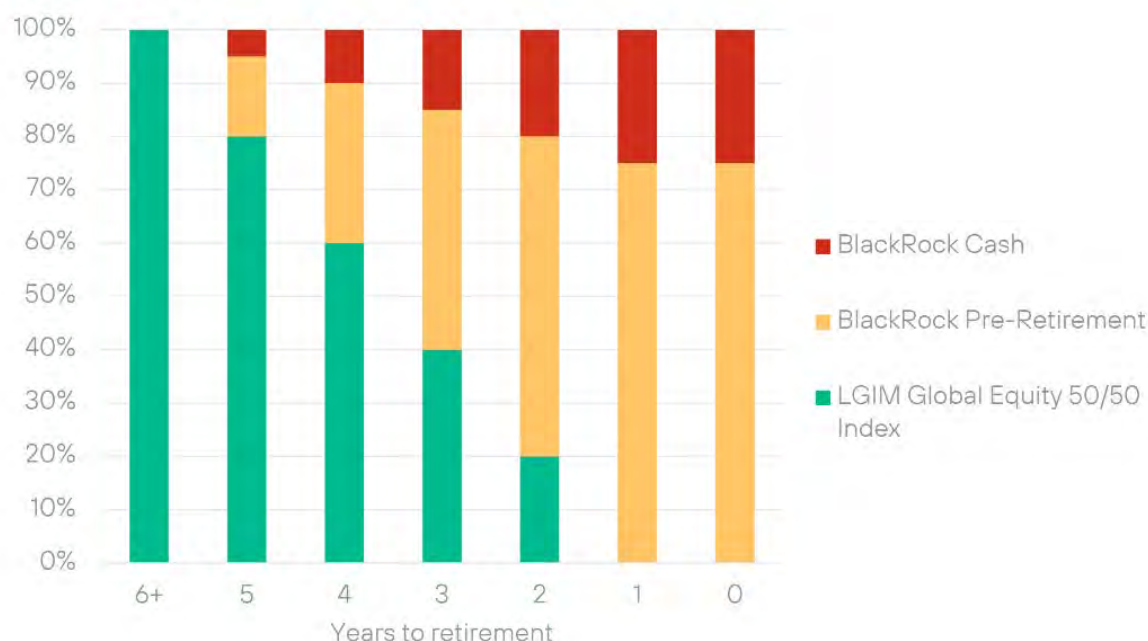
An Annual Benefit Statement is sent to members each year in September. The Annual Benefits Statement includes details of where this Chair's Statement and the Value for Members assessment is published online.

Default arrangements

The default strategy used in the Scheme year ending 28 February 2026, which is covered by this statement, initially fully invests in the LGIM Global Equity (50:50) Index Fund when members are furthest from retirement and then, starting at 6 years before their targeted retirement date, assets are gradually switched into the BlackRock Pre-Retirement Fund and BlackRock Cash Fund.

The Trustee completed their triennial review the default investment strategy in February 2024. A subsequent review was completed in July 2025 which built on the triennial review, focusing on the Scheme's existing default lifestyle strategy compared to other default investment strategies in the market. Following this review the decision was made to transition members into the Aegon Master Trust default investment strategy, Aegon Lifepath Flexi. The transition to the new strategy was completed after the 2025/26 Scheme year end and will be reflected in the following years Chair's Statement.

Default Lifestyle



Notes: Asset allocation as at 28 February 2026.

The most recent formal review of the default arrangement was completed in July 2025. The outcome of the review was that, whilst the strategy was appropriate at the time it was implemented, there has since been significant evolution in the DC provider space. The Trustee decided that a change to the default investment option was a suitable strategic decision.

The new default investment strategy targets flexible retirement outcomes, which the Trustee believes better reflects the retirement choices members are likely to make. The new default strategy was implemented in the 2026/27 Scheme year and will be included in next year's Chair Statement. The next formal review of the default arrangement is expected to take place in July 2028.

More detail on the funds used within the default strategy for the year covered by this Chair Statement is provided below.

1. Aegon LGIM Global Equity (50:50) Index Fund

Fund invests in UK Equities (around 50%) and overseas equities (around 50%) and aims to track the return of its benchmark.

2. BlackRock Pre-Retirement Fund

Invests mainly in UK Gilts, UK Bonds and other fixed income securities and aims to produce a return in excess of a benchmark designed to reflect long-term changes in immediate annuity prices.

3. BlackRock Cash Fund

Aims to produce a return in excess of its benchmark principally from a portfolio of Sterling denominated cash, deposits and money-market instruments.

Detail on the funds used within the self-select range is provided below.

a. BlackRock UK Growth Fund

Invests 100% in UK equities and aims to produce a return in excess of its benchmark.

b. BlackRock Balanced Growth Fund

Invests mainly in equities and to a lesser extent government securities, cash and other fixed interest investments, in the UK and overseas.

c. Aegon Property Fund

The fund has a diversified exposure to a range of commercial property assets such as offices, shopping centres, retail warehouse parks and industrial estates. The funds gain exposure to these assets by investing in a number of underlying pooled property funds. There is a limited allocation to cash, and cash equivalent allocations, to produce liquidity.

d. BlackRock 70/30 Global Growth Fund

Invests in UK equities (around 70%) and overseas equities (around 30%), the overseas equities are split between geographical regions in fixed percentages.

The Trustee has also made the funds used in the default available to members as a self-select option. The Trustee keeps all the funds available to members under review with the assistance of its advisers, Isio Group Limited ("Isio").

Processing Scheme Transactions

The Trustee considers that the core financial transactions (including the investment of contributions, transfer of member assets, switching of investments and payments to and in respect of members) relating to the DC section have been processed promptly and accurately.

The Trustee has a service level agreement ('SLA') in place with the administrator which sets targets for the length of time within which core financial transactions and other administrative actions will be processed. The Trustee receives reports on a quarterly basis to monitor performance against SLA. Over the year under review the administrator met 99% of core financial transactions against SLA.

The Principal Employer deducts contributions from members' salaries before the end of each month and remits these contributions into the Trustee bank account. The processor and reviewer of the monthly bank reconciliation conduct a check to see that contributions have been received in line with the timescales agreed. If there are any issues, the administrators will flag this with the Trustee.

The Scheme administrators, Isio, oversee and manage the Trustee bank account on behalf of the Trustee. All investments and disinvestments are managed by Isio, as are transfers of assets out of the Scheme for members and payments from the Scheme in relation to members.

The Trustee monitors core membership movements resulting in financial transactions via the Scheme administrator's administration reports. Isio and BlackRock also report annually on their internal controls.

The Statement of Investment Principles (SIP) will be published online here

([https://www.zedra.com/wp-content/uploads/2024/08/Hotpoint UK Pension Scheme SIP August 2024.pdf](https://www.zedra.com/wp-content/uploads/2024/08/Hotpoint_UK_Pension_Scheme_SIP_August_2024.pdf)) and is attached as an appendix to this Chair's Statement. It confirms that the Scheme's DC arrangement provides for benefits to be accrued on a money purchase basis, with the value of members' funds being determined by the value of accumulated contributions adjusted for investment returns net of charges. In selecting appropriate investments, the Trustee is aware of the need to provide a range of investment options, which broadly satisfy the risk profiles of all members, given that members' benefits will be directly determined by the value of the underlying investments.

The Trustee has considered investments in illiquid assets including their potential challenges as part of the SIP.

However, the Trustee has made the decision to transition members in the default investment strategy to Aegon Master Trust default investment strategy, Aegon Lifepath Flexi. The new default already has an allocation to illiquid assets and plans to increase the allocation through time. The Trustee will continue to work with its investment advisors and Aegon to ensure ongoing suitability.

Net investment performance

The Occupational Pension Schemes (Administration, Investment, Charges and Governance Amendment) Regulations 2021 introduces new requirements for Trustees of DC pension schemes. From 1 October 2021, the Trustee are required to calculate and state the return on investments from their default and self-select funds, net of transaction costs and charges. The Trustee calculated the return on investments, having regard to the statutory guidance, as far as they were able to do so.

Below are the annualised net investment returns to 31 March 2026 for all arrangements where lifestyling takes place.

Default Lifestyle		
Age of member at beginning of period (years)	1 Year (%)	5 Years (% p.a.)
25	21.3	10.6
45	21.3	10.6
55	21.3	10.6

Source: Aegon

Note: Due to data limitations, net investment performance is shown to 31 March 2026, instead of Scheme year end.

Below are the annualised net investment returns to 31 March 2026 for all funds where no lifestyling takes place.

Fund Name	1 Year (%)	5 Years (% p.a.)
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Aegon LGIM Global Equity (50:50) Index	21.3	10.6
Aegon BlackRock Pre-Retirement (BLK)	2.3	-4.6
Aegon BlackRock Cash	4.0	3.2
Aegon BlackRock 70/30 Global Growth	11.1	7.3
Aegon BlackRock UK Growth	8.6	7.5
Aegon BlackRock Balanced Growth	10.1	5.9
Aegon Property	-0.2	1.4

Source: Aegon

Note: Due to data limitations, net investment performance is shown to 31 March 2026, instead of Scheme year end.

Asset allocation disclosure

Trustees are required to disclose a breakdown of the asset allocation of the default investment strategy for the scheme. The below table sets out the asset allocation of the default across the core asset classes noted as:

- Cash
- Bonds
- Listed Equities
- Private Equities
- Infrastructure
- Property
- Private debt
- Other (any assets which do not fall into the above)

Within the following table, the Trustee has provided a further breakdown within some of these broader categories.

Asset Class	Asset allocation (%)			
	25 year old	45 year old	55 year old	1 day prior to State pension age
Cash	0.0	0.0	0.0	25.3
Bonds	0.0	0.0	0.0	74.7
Fixed Interest Government bonds	0.0	0.0	0.0	51.7
Index-linked government bonds	0.0	0.0	0.0	0.0
Investment grade bonds	0.0	0.0	0.0	22.7
Non-investment grade bonds	0.0	0.0	0.0	0.0
Securitised credit	0.0	0.0	0.0	0.4

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Listed equities	100.0	100.0	100.0	0.0
UK equities	50.0	50.0	50.0	0.0
Developed Market equities	50.0	50.0	50.0	0.0
Emerging markets	0.0	0.0	0.0	0.0
Private equities	0.0	0.0	0.0	0.0
Venture capital	0.0	0.0	0.0	0.0
Growth equity	0.0	0.0	0.0	0.0
Buyout / Leveraged funds	0.0	0.0	0.0	0.0
Infrastructure	0.0	0.0	0.0	0.0
Property	0.0	0.0	0.0	0.0
Private debt	0.0	0.0	0.0	0.0
Other	0.0	0.0	0.0	0.0
Total	100.0	100.0	100.0	100.0

Source: Aegon

Note: Due to data limitations, asset allocation is shown to 31 March 2026, instead of Scheme year end.

Totals may not sum to 100% due to rounding.

Charges and transaction costs

The Trustee regularly reviews the charges for the DC section of the Scheme and has concluded that the self-select funds do have high charges relative to peers. More detail of this is provided in the value for members assessment. The charges for funds used for the default investment strategy available to DC members are considerably lower than the 0.75% charge cap for default arrangements introduced by the Occupational Pension Schemes (Charges and Governance) Regulations 2015.

The Total Expense Ratio ("TER") includes all annual fund management charges, plus any additional fund expenses, but excludes transaction costs. Transaction costs are incurred when the Scheme's investment managers buy and sell assets within the funds but are exclusive of any costs incurred when members invest in and switch between funds. These charges are deducted from member's pension savings in the Scheme.

The charges and transaction costs shown in the tables below have been provided by the Section Administrators Aegon. The transaction costs below are for the period 1st April 2025 to 31 March 2026 as transactions costs are provided on a quarter-end basis.

Details of the annual charges applicable to all funds in the DC section are set out on the following page:

Fund Charges

Fund Name	Total Expense Ratio (TER)	Transaction Costs	Average Transaction Costs
Funds - default			
Aegon LGIM Global Equity (50:50) Index	0.18%	0.03%	0.05%
Aegon BlackRock Pre-Retirement	0.15%	0.06%	0.07%
Aegon BlackRock Cash	0.15%	0.02%	0.01%
Funds - other			
Aegon BlackRock 70/30 Global Growth	0.91%	0.55%	0.32%
Aegon BlackRock UK Growth (BLK)	0.90%	0.53%	0.32%
Aegon BlackRock Balanced Growth	0.92%	0.47%	0.28%
Aegon Property	1.25%	0.04%	0.07%

Source: Aegon

Note: Due to data limitations transaction costs are displayed as the aggregation of transaction costs over the average fund value for the period 1st April 2025 to 31st March 2026, instead of the Scheme year end and are rounded to the nearest 0.01%. Average transaction costs are displayed as the aggregation of transaction costs over the average fund value for the period 1st April 2023 to 31st March 2026 which is the longest period available. They are rounded to the nearest 0.01%.

Illustration of charges and disclosure costs

Background

The next pages contain illustrations about the cumulative effect of costs and charges on member savings within the Scheme over a period of time. The illustrations have been prepared with regard to statutory guidance.

As each member has a different amount of savings within the Scheme and the amount of any future investment returns and future costs and charges cannot be known in advance, the Trustee have had to make a number of assumptions about what these might be. The assumptions are explained in the Notes section below the illustrations.

From October 2023, the Trustee is required to calculate the highest and lowest expected returning funds based to Statutory Money Purchase Illustrations (SMPI) growth rates, which is determined by the volatility of the fund over the last five years. The Trustee has also chosen to calculate expected returns based on SMPI growth rates for the other funds available to members.

Members should be aware that such assumptions may or may not hold true, so the illustrations do not promise what could happen in the future. This means that the information contained in this Chair's Statement is not a substitute for the individual and personalised illustrations which are provided to members each year by the Scheme.

Illustrations

Each of the tables below illustrates the potential impact that costs and charges might have on different investment options provided by the Scheme.

In each of the illustrations, the "Before charges" column gives the hypothetical value of the investments if members were able to invest in funds at no cost. However, there will always be some cost to investing. This is because the organisations which manage the funds charge fees for their services, and because buying and selling the stocks and shares which drive the funds' performance also has a cost. The "After charges" column reflects the performance of the funds after these costs have been deducted.

The following table sets out an illustration of the impact of charges on the projection of an example member's pension savings for a member invested in the default arrangement. The figures shown are rounded to the nearest £100.

Youngest deferred member – default arrangement

End of Year	Before Charges	After Charges
1	8,500	8,500
5	9,700	9,600
10	11,600	11,300
15	13,700	13,300
20	16,300	15,600
25	19,400	18,300
30	22,400	20,900
31	22,900	21,400

The Trustee has had regard to statutory guidance (Reporting of costs charges and other information) when preparing the default illustration:

- Projected pension pot values are shown in today's terms, and do not need to be reduced further for the effect of future inflation.
- Youngest deferred member is assumed to be aged 34 and pay no contributions.
- The transaction costs are average actual annual transaction costs from the period 1 April 2023 to 31 March 2026 of the underlying funds at each year until retirement.
- The starting pot size is assumed to be £8,200.
- Inflation is assumed to be 2.5% each year.
- TER is assumed to be 0.18% for 6+ years to retirement, 0.17% from 4-5 years to retirement, 0.16% from 2-3 years to retirement and 0.15% from 1 year to and through retirement.
- The projected investment returns (post inflation) are:
 - o 3.5% for periods up to 6 years to retirement, reducing to
 - o 3.3% for periods up to 5 years to retirement, reducing to
 - o 3.1% for periods up to 4 years to retirement, reducing to
 - o 2.9% for periods up to 3 years to retirement, reducing to
 - o 2.7% for periods up to 2 years to retirement, reducing to

- o 2.5% for periods up to 1 years to retirement.
- Values shown are estimates and are not guaranteed.

Median age deferred member – default arrangement

End of Year	Before Charges	After Charges
1	11,100	11,100
5	12,700	12,500
10	14,500	14,200

The Trustee has had regard to statutory guidance (Reporting of costs charges and other information) when preparing the default illustration:

- Projected pension pot values are shown in today's terms, and do not need to be reduced further for the effect of future inflation.
- Median deferred member is assumed to be aged 55 and pay no contributions.
- The transaction costs are average actual annual transaction costs from the period 1 April 2023 to 31 March 2026 of the underlying funds at each year until retirement.
- The starting pot size is assumed to be £10,700.
- Inflation is assumed to be 2.5% each year.
- TER is assumed to be 0.18% for 6+ years to retirement, 0.17% from 4-5 years to retirement, 0.16% from 2-3 years to retirement and 0.15% from 1 year to and through retirement.
- The projected investment returns (post inflation) are:
 - o 3.5% for periods up to 6 years to retirement, reducing to
 - o 3.3% for periods up to 5 years to retirement, reducing to
 - o 3.1% for periods up to 4 years to retirement, reducing to
 - o 2.9% for periods up to 3 years to retirement, reducing to
 - o 2.7% for periods up to 2 years to retirement, reducing to
 - o 2.5% for periods up to 1 years to retirement.
- Values shown are estimates and are not guaranteed.

Median age active member – default arrangement

End of Year	Before Charges	After Charges
1	126,900	126,600
5	171,900	170,200
10	231,100	227,000
11	243,100	238,400

The Trustee has had regard to statutory guidance (Reporting of costs charges and other information) when preparing the default illustration:

- Projected pension pot values are shown in today's terms, and do not need to be reduced further for the effect of future inflation.
- Median active member is aged 54 and has total contribution rate of 9%.
- The transaction costs are average actual annual transaction costs from the period 1 April 2023 to 31 March 2026 of the underlying funds at each year until retirement.
- The starting pot size is assumed to be £116,600, with a pensionable salary of £68,100.
- Inflation and salary increases are assumed to be 2.5% each year.

- TER is assumed to be 0.18% for 6+ years to retirement, 0.17% from 4-5 years to retirement, 0.16% from 2-3 years to retirement and 0.15% from 1 year to and through retirement.
- The projected investment returns (post inflation) are:
 - o 3.5% for periods up to 6 years to retirement, reducing to
 - o 3.3% for periods up to 5 years to retirement, reducing to
 - o 3.1% for periods up to 4 years to retirement, reducing to
 - o 2.9% for periods up to 3 years to retirement, reducing to
 - o 2.7% for periods up to 2 years to retirement, reducing to
 - o 2.5% for periods up to 1 years to retirement.
- Values shown are estimates and are not guaranteed.

Median age active member – self-select funds

The following tables set out illustrations of the cumulative impact of charges on the projection of an example median aged, active member's pension savings for a member invested in the one of the funds within the self-select fund. The figures shown are rounded to the nearest £100.

Aegon LGIM Global Equity (50:50) Index			Aegon BlackRock Pre-Retirement		Aegon BlackRock Cash	
End of Year	Before Charges	After Charges	Before Charges	After Charges	Before Charges	After Charges
1	126,900	126,600	126,900	126,700	122,100	121,900
5	171,900	170,200	171,900	170,300	144,000	142,900
10	237,600	233,200	237,600	233,300	170,700	168,400
11	252,200	247,100	252,200	247,200	175,900	173,400

Aegon BlackRock 70/30 Global Growth			Aegon BlackRock UK Growth		Aegon BlackRock Balanced Growth	
End of Year	Before Charges	After Charges	Before Charges	After Charges	Before Charges	After Charges
1	126,900	125,400	126,900	125,500	124,500	123,100
5	171,900	162,900	171,900	163,000	157,400	149,300
10	237,600	214,600	237,600	214,900	201,400	182,400
11	252,200	225,700	252,200	226,000	210,600	189,100

Aegon Property		
End of Year	Before Charges	After Charges
1	124,500	122,900
5	157,400	148,400
10	201,400	180,500
11	210,600	187,000

The Trustee has had regard to statutory guidance (Reporting of costs charges and other information) when preparing the alternative illustrations for the self-select funds:

- Projected pension pot values are shown in today's terms, and do not need to be reduced further for the effect of future inflation.
- Median active member is aged 54 and has total contribution rate of 9%.

- The transaction costs are average actual annual transaction costs from the period 1 April 2023 to 31 March 2026 of the underlying funds at each year until retirement.
- The starting pot size is assumed to be £116,600, with a pensionable salary of £68,100.
- Inflation and salary increases are assumed to be 2.5% each year. The projected investment returns (post inflation) are shown on the following page.
- Values shown are estimated and are not guaranteed.

The following table shows the projected investment returns (post inflation) for underlying funds included in the default investment strategy and self-select funds.

Fund	Comparator Asset Class	Assumed Investment Returns
Funds – default		
Aegon LGIM Global Equity (50:50) Index	Equities	6.00%
Aegon BlackRock Pre-Retirement	Bonds	6.00%
Aegon BlackRock Cash	Cash	2.00%
Funds – other		
Aegon BlackRock 70/30 Global Growth	Equities	6.00%
Aegon BlackRock UK Growth	Equities	6.00%
Aegon BlackRock Balanced Growth	Equities	4.00%
Aegon Property	Property	4.00%

Source: Aegon

Value for Members assessment

Certain DC schemes with a scheme year end falling after 31 December 2021 must carry out a more detailed Value for Members (VfM) assessment and include the findings in the annual Chair's Statement and submit these findings as part of the Annual Scheme Return.

The requirements for this assessment are set out in 'Completing the annual Value for Members assessment and Reporting of Net Investment Returns: Guidance for trustees of relevant occupational defined contribution pension schemes' (the 'Guidance').

Schemes such as the Hotpoint UK Pension Scheme (the 'Scheme' or 'HUKPS') that meet certain criteria are required to perform said assessment; these criteria are detailed below:

1. Less than £100 million total assets according to the most recent audited accounts (for hybrid schemes total assets includes the defined benefit (DB) element);
2. Operated for at least three years; and
3. A scheme year-end that falls after 31 December 2021

The VfM assessment involves self-assessing the quality of the administration and governance with reference to seven key metrics and comparing the scheme's costs and charges, and net returns against at least **three** other Comparator Schemes (the 'Comparators'). Schemes used for the comparison conducted as part of the VfM exercise should be (as stated in the Guidance):

1. An occupational pension scheme which on the relevant date (the date on which the trustees obtained audited accounts for the scheme year that ended most recently) held total assets equal to or greater than £100 million; or
2. A personal pensions scheme, which is not an investment-regulated pension scheme; or
3. A scheme that is different in structure to the scheme being assessed; or
4. Where a hybrid scheme is being assessed Comparators should include either a scheme which provides only DC benefits, or a larger hybrid scheme where the total assets held to provide DC benefits are £100m or more.

Comparator schemes

The three schemes which have been chosen to provide comparison against are NEST, Aegon Master Trust, and the Hotpoint UK Appliances Ltd Pension Scheme ('HUKAPS') (previously the Whirlpool UK Appliances Ltd Pension Scheme ('WUKAPS')). As required by the Guidance, the scheme performing the assessment must have had discussions with at least one of the Comparator schemes about transferring were the scheme to wind up. The Chair of Trustees for the Hotpoint UK Appliances Ltd Pension Scheme confirmed that such discussions had taken place.

NEST

The National Employment Savings Trust (NEST) is a not-for-profit Defined Contribution (DC) workplace pension scheme in the United Kingdom. NEST is legally classified as a "Master Trust", namely a trust-based pension scheme that is used by multiple non-associated employers and run by a single trustee (NEST Corporation). NEST was selected as a Comparator because:

- it would likely accept all members were the HUKPS to wind-up.
- it has an obligation to accept all employers.
- Investment performance is publicly available.
- In scheme drawdown is possible.
- It is a different style of pension scheme.

Aegon Master Trust ('AMT')

The Aegon Master Trust is an authorised Master Trust which has similar funds available as the HUKPS. The Aegon Master Trust was selected as a Comparator because:

- Given the Aegon relationship, it could be a possible destination if HUKPS was to wind up.
- It has a similar fund range to that which is currently available to the HUKPS.
- In scheme drawdown is possible.
- It is a different style of pension scheme.

Hotpoint UK Appliances Ltd Pension Scheme ('HUKAPS')

HUKAPS has been considered as a Comparator Scheme because:

- HUKAPS is another scheme offered by the Company (with different eligibility criteria), and as mentioned above, would hypothetically accept members of the HUKPS on wind up.
- It has a similar fund range with a different default with scheme drawdown.

Sources of comparison data

Comparisons should be made against information contained in the published disclosures from Comparators (who are required to satisfy new requirements in the 2021 Regulations). Guidance acknowledges that in some cases equivalent disclosures from Comparators might not be available. In such instances Trustees may wish to request data from their providers, obtain data from other schemes they advise, or use commercially published information.

The following data has been used to perform the assessment of investment returns:

- HUKPS data has been provided by Aegon/Isio on behalf of the HUKPS;
- HUKAPS data has been provided by Zedra on behalf of the HUKAPS;
- NEST data has been accessed from NEST's online data archives; and
- Aegon Master Trust data has been provided by Aegon UK.

Whilst typically the date of data / performance comparisons would be in line with the Scheme year end (i.e. to 28th February 2026), the comparisons in this report instead use 31st March 2026. Aligning this VfM assessment date with 31st March 2026 was a necessary adjustment to obtain data from Aegon (which is unable to provide data 'off cycle', and which administers the HUKPS and Aegon Master Trust). As well as this logistical necessity, using the later date has given a more up to date picture, and as such we consider it an appropriate adjustment.

Investment Returns

As part of the VfM assessment, Trustees should compare the investment returns of funds offered through their scheme with funds offered through the Comparators. Trustees should place more weight on investment returns than on costs and charges.

It is accepted that past investment performance is not a guaranteed indicator of future performance, however Guidance notes that '... sustained long-term underperformance of investment returns should signal poor value for members.'. Guidance recommends that Trustees should therefore consider net investment returns both in the short-term (1 year period) and a longer, more-sustained period for which broadly comparable Comparator performance data can be found (5, 10 and 15 year periods are suggested).

Investment returns achieved by default funds should be given more weight when comparing than those achieved by self-select funds, and trustees should place no weight upon fund returns in which only a small proportion of members are invested.

Comparisons to be made

As specified in the VfM Guidance, trustees should compare the returns of their default arrangements against Comparator default arrangements. For these comparisons it is not necessary for each default to have similar asset allocations.

Trustees should also compare the returns of their most popular self-select funds with the nearest comparable funds from the Comparators.

What constitutes good VfM performance?

The Guidance defines performance in the context of investment returns in the following ways:

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- Good Value for Members in respect of a single fund is achieved if the majority of net return figures for the fund in which the scheme members are frequently invested are closely comparable with / better than the average for Comparator funds.
- Good Value for Members in respect of the scheme as a whole is achieved if this is repeated across a majority of other funds offered by the scheme in which members are frequently invested (whilst giving greater weight to default funds).
- Poor Value for Members in respect of a single fund is achieved if a clear majority of net performance figures for a given fund are worse than the average for Comparator funds.
- Poor Value for Members in respect of the scheme as a whole is achieved if this is repeated across a majority of other funds offered by the scheme in which members are frequently invested (whilst giving greater weight to default funds).

The results of the investment performance comparisons (as at 31 March 2026) are shown below. Due to data limitations and comparison purposes, net investment performance is shown to 31 March 2026, instead of Scheme year end. Note that all investment returns are net of all costs (including transaction costs):

Default fund annualised performance.

Member aged 25 in 2026	1 year (%)	3 year (% p.a.)	5 year (% p.a.)
HUKPS	21.3	13.4	10.6
HUKAPS	23.0	-	-
NEST	12.0	10.4	6.3
AMT	17.1	13.8	8.7
Member aged 45 in 2026	1 year (%)	3 year (% p.a.)	5 year (% p.a.)
HUKPS	21.3	13.4	10.6
HUKAPS	23.0	-	-
NEST	13.4	11.1	7.3
AMT	16.7	12.9	7.9
Member aged 55 in 2026	1 year (%)	3 year (% p.a.)	5 year (% p.a.)
HUKPS	21.3	13.4	10.6
HUKAPS	15.9	-	-
NEST	14.1	11.3	7.3
AMT	12.8	9.8	5.1

- The Aegon Master Trust default performance assumes the member is invested in the target dated Aegon BlackRock LifePath Flexi (BLK) funds targeting the respective retirement ages.
The HUKAPS has a new default lifestyling strategy from 10 September 2024 and therefore only 1 year of data is available.

Self-select Fund 1 annualised performance: Aegon BlackRock 70/30 Global Growth

	1 year (%)	3 year (% p.a.)	5 year (% p.a.)
HUKPS Aegon BlackRock 70/30 Global Growth	11.1	9.1	7.3
HUKAPS SW BlackRock World ex UK Equity Index	17.0	14.7	10.8
NEST Higher Risk Fund	18.1	12.8	8.1
AMT Aegon BlackRock World (ex-UK) Equity Index (BLK)	16.9	14.6	10.8

Self-select Fund 2 annualised performance: Aegon BlackRock LGIM Global Equity (50:50) Index

	1 year (%)	3 year (% p.a.)	5 year (% p.a.)
HUKPS Aegon BlackRock LGIM Global Equity (50:50) Index	21.3	13.4	10.6
HUKAPS SW BlackRock World ex UK Equity Index	17.0	14.7	10.8
NEST Higher Risk Fund	18.1	12.8	8.1
AMT Aegon BlackRock World (ex-UK) Equity Index (BLK)	16.9	14.6	10.8

Self-select Fund 3 annualised performance: Aegon BlackRock Pre-Retirement

	1 year (%)	3 year (% p.a.)	5 year (% p.a.)
HUKPS Aegon BlackRock Pre-Retirement	2.3	0.6	-4.6
HUKAPS SW Aquila Upto 5 Year Indx Lnkd Gilt Index CS1	5.3	4.3	4.6
NEST Lower Growth Fund	4.4	5.3	2.7
AMT Aegon BlackRock ESG Sterling Corporate Bond (BLK)	4.0	4.2	-

- The AMT Aegon BlackRock ESG Sterling Corporate Bond (BLK) fund has no 5 year investment performance, due to the fund's inception in February 2023.

Conclusion

When assessing Investment Returns, the Scheme has performed positively and has performed in line with its comparator schemes and therefore is deemed to provide Value for Members when compared to the Comparator schemes.

In respect of the Default arrangement, the fund has performed in line or outperformed with its Comparators for 1, 3 and 5 year returns figures.

When assessing the performance of the 3 most popular self-select funds, the HUKPS' funds show mixed performance when compared to the Comparator schemes. The Aegon BlackRock LGIM Global Equity (50:50) Index outperformed all other comparators over the 1 year period, and performed in line with the comparators over the 3 and 5 year periods. The Aegon BlackRock 70/30 Global Growth fund and the Aegon BlackRock Pre-Retirement fund underperformed against the comparators over the 1, 3 and 5 year periods. We note that the self-select funds being compared are not exact replicas of each other, and as such this may result in imperfect comparisons.

Note the default fund has now changed for the coming financial year and a new VfM assessment based on the new default is recommended, although not legally required until the next Chair Statement.

Costs and Charges

The next area of focus in completing the VfM assessment is Costs and Charges. The Costs and Charges in this section have been obtained from a combination of Chairs' Statements, provided by scheme trustee, online resources (for NEST), and provided directly from Master Trust providers (Aegon).

Comparisons to be made

When assessing Costs and Charges as part of the VfM assessment, trustees should consider the most up to date charges / transaction costs incurred through their own funds with those of Comparators.

Default arrangements should be compared (despite potentially different investment strategies across Comparators), and the scheme's most popular self-select funds should be compared against the nearest comparable funds from Comparators.

What constitutes good VfM Costs and Charges?

The Guidance defines performance in the context of costs and charges in the following ways:

- Good Value for Members in relation to the costs and charges is achieved, if when comparing the costs and charges, those levied by the scheme are closely comparable with, or lower than the average for Comparator pension schemes.
- Where higher costs and charges can be justified by substantially higher investment returns, then the scheme again would achieve good Value for Members.
- Poor Value for Members in relation to the costs and charges is achieved when for the majority of funds being compared, costs and charges are higher than those levied by the Comparators, and no justifications are given.

When performing the VfM assessment, total charges / transaction costs for the default arrangement should be given greater weight than those for self-select funds in which fewer members are invested.

The results of the costs and charges comparisons (as at 31 March 2026) are as follows.

Member aged 25 in 2026	TER	Transaction Costs	Total
HUKPS	0.18%	0.03%	0.18%
HUKAPS	0.18%	0.08%	0.26%
NEST	0.30%	0.05%	0.35%
AMT	0.23%	0.14%	0.37%
Member aged 45 in 2026	TER	Transaction Costs	Total
HUKPS	0.18%	0.03%	0.18%
HUKAPS	0.18%	0.08%	0.26%
NEST	0.30%	0.06%	0.36%
AMT	0.23%	0.14%	0.37%
Member aged 55 in 2026	TER	Transaction Costs	Total

Hotpoint UK Pension Scheme Trustee's Annual Report and Financial Statements
Year ended 28 February 2026.

HUKPS	0.18%	0.03%	0.18%
HUKAPS	0.27%	0.13%	0.40%
NEST	0.30%	0.06%	0.36%
AMT	0.23%	0.30%	0.53%

- TER for NEST has been calculated as a weighted average of a TER of 0.30% as the majority of members are deferred there is no contribution charge of 1.8% applied.
- HUKPS TER and transaction costs are the aggregate costs for the period 1 April 2025 to 31 March 2026 for the underlying fund at the appropriate stage throughout the lifestyle journey.
- HUKAPS TER and transaction costs are the aggregate costs for the period 1 April 2025 to 31 March 2026 for the underlying fund at the appropriate stage throughout the lifestyle journey.
- AMT transaction costs are the actual transaction costs for the period 1 April 2025 to 31 March 2026 for the Aegon BlackRock LifePath Flexi dated funds at the appropriate stage throughout the lifestyle journey.

Self-select funds Charges and Transaction costs: Aegon BlackRock 70/30 Global Growth

	TER	Transaction costs	Total
HUKPS Aegon Blackrock 70/30 Global Growth	0.91%	0.55%	1.46%
HUKAPS SW BlackRock World ex UK Equity Index	0.09%	0.04%	0.13%
NEST Higher Risk Fund	0.30%	0.07%	0.37%
AMT Aegon BlackRock World (ex-UK) Equity Index (BLK)	0.21%	0.03%	0.24%

Self-select funds Charges and Transaction costs: Aegon LGIM Global Equity (50:50) Index

	TER	Transaction costs	Total
HUKPS Aegon BlackRock LGIM Global Equity (50:50) Index	0.18%	0.03%	0.21%
HUKAPS SW BlackRock World ex UK Equity Index	0.09%	0.04%	0.13%
NEST Higher Risk Fund	0.30%	0.07%	0.37%
AMT Aegon BlackRock World (ex-UK) Equity Index (BLK)	0.21%	0.03%	0.24%

Self-select funds Charges and Transaction costs: Aegon BlackRock Pre-Retirement

	TER	Transaction costs	Total
HUKPS Aegon BlackRock Pre-Retirement	0.15%	0.06%	0.21%
HUKAPS SW Aquila Upto 5 Year Indx Lnk'd Gilt Index CS1	0.08%	0.03%	0.11%
NEST Lower Growth Fund	0.30%	0.01%	0.31%
AMT Aegon BlackRock ESG Sterling Corporate Bond (BLK)	0.25%	0.00%	0.25%

Conclusion

When assessing Costs and Charges, whilst the default arrangement in the Scheme is deemed to provide Value for Members, greater value could be achieved by negotiating a reduction in charges of some of the self-select funds, which do have high fees relative to peers.

HUKPS' default fund attracts charges that are amongst the lowest when compared to Comparators.

Two of the self-select funds (Aegon BlackRock LGIM Global Equity (50:50) Index and Aegon BlackRock Pre-Retirement) have charges and Transaction costs that are lower when compared against Comparators, however the charges attracted by the Aegon BlackRock 70/30 Global Growth fund is higher than the comparator funds. We note that the self-select funds being compared are not exact replicas of each other, and as such this may result in imperfect comparisons.

Administration and Governance

As part of the VfM assessment, the Administration and Governance of the scheme must be considered. It is expected that where functions / tasks / responsibilities have been outsourced, ultimate responsibility still remains with the Trustee of the scheme; performance of any involved third parties should be closely and regularly monitored.

Seven key metrics of Administration and Governance

For the VfM assessment, there are seven key metrics of Administration and Governance that must be considered and assessed:

- i. Promptness and accuracy of core financial transactions;
- ii. Quality of Record Keeping;
- iii. Appropriateness of the default investment strategy;
- iv. Quality of Investment Governance;
- v. Level of trustee knowledge, understanding and skills to operate the pension scheme effectively;
- vi. Quality of communication with scheme members; and
- vii. Effectiveness of management of conflicts of interest.

For a scheme to demonstrate satisfactory Value for Members, all seven of the assessment criteria should be satisfied; a final conclusion should be drawn by considering all seven sub conclusions in aggregate.

Promptness and accuracy of core financial transactions

There are effective processes in place that allow risks of delays / inaccuracies in processing financial transactions to be mitigated. These processes are reviewed regularly. Core financial transactions are conducted both promptly and accurately, and all tasks with associated maximum timescales (as prescribed by legislation) are completed in accordance with

requirements. There is good historical SLA performance against the four core financial transactions as specified in the Guidance (payment in and investment of member and employer contributions, transfers between schemes, transfers, and switches between investments within a scheme, and payments out of the scheme to beneficiaries). In the period 1st March 2025 to 28th February 2026, 99% of core financial transactions were within SLA.

Contributions have all been invested in a timely manner following receipt by Aegon. The Scheme also conducts a review of the 'Common' and 'Conditional' data and the latest review showed 97% and 90% accuracy respectively. The Trustee reviews any member / beneficiary complaints and in doing find no suggestion of anything but good value for members from an administration and governance perspective.

When assessing Promptness and accuracy of core financial transactions the Scheme is deemed to provide Value for Members.

Quality of Record Keeping

- **Security of Data:** There are controls in place that ensure Scheme members' data is kept, stored, and processed in accordance with requirements as set out in the Data Protection Act 2018. Data security is considered to be a key focus of the Trustee's governance responsibilities and as such features prominently in both the Scheme's risk register and risk planning activities that take place throughout the year. There have been no data security breaches in the year to 28 February 2026.
- **Accuracy and scope of records / data kept:** Accurate Scheme data and member records are kept, and all data required to be held (by law) is held. In terms of the quality of data – data is up to date, complete, there are systems in place to monitor and update data, and, where any errors are identified, they are corrected as quickly as reasonably possible, and processes are subsequently amended to prevent further errors occurring.
- **Review of Data:** Scheme data is reviewed every 3 years, with the most recent review having taken place in February 2024 (which led to the data scores quoted). Data responsibilities are also reviewed every 3 years, and the Data Protection Policy was reviewed in 2022. Contribution data is reviewed annually by the administrator ahead of the scheme audit. The Trustee reviews both 'Common' and 'Conditional' data and the latest review in February 2024 showed 97% and 90% accuracy respectively.

When assessing *Quality of Record Keeping* the Scheme is deemed to provide Value for Members.

Appropriateness of the default investment strategy

As required by legislation, a copy of the most recent Statement of Investment Principles for the default arrangement is included in the Annual Chair's Statement, and details of default performance over the period is provided.

The Scheme satisfies the 4 criteria as set out in the Guidance:

- **The investment strategy is clear, is appropriate for each state of the member journey, and is consistently followed in accordance with strategy objectives.** This is evidenced in the SIP dated August 2024 that outlines the lifestyle used to provide appropriate investments for members depending on their time to retirement.

- **The value added from portfolio construction, asset allocation and manager selection is assessed when the investment strategy is reviewed.** The Trustee's policy is to review the range of funds offered and the suitability of the default option every three years. There is an ongoing review of the appropriateness of the default strategy and considerations are being made to change the strategy or move the scheme to an alternative vehicle.
- **The risk and return in the investment strategy is properly considered and is suitable for the objectives of the Scheme and the demographic profile of the members.** This is achieved through regular monitoring of the performance of the various funds which are available to members including consideration of actual short and long-term performance with reference to the underlying fund's stated investment objective.
- **The policies on ESG and climate change risks and opportunities in the Statement of Investment Principles are not generic, but are tailored to the investment strategy of the Scheme.** Specifically, the Trustee recognises the importance of ESG issues and delegates the exercise of all rights (including voting rights) attaching to the investments to the Investment Managers. The Trustee reviews the return objectives, risk characteristics, investment approach and investment guidelines of the current investment mandates on a triennial basis, with ad-hoc reviews should any of the Scheme's advisers or providers flag a requirement to do so. The SIP sets out the Scheme's ESG strategy.

When assessing *Appropriateness of the default investment strategy* the Scheme is deemed to provide good Value for Members.

Quality of Investment Governance

The Trustee satisfy the following eight measures for good investment governance, as set out in the Guidance:

- There are documented and robust investment governance procedures in place which are adhered to as well as documentation detailing the approach to Integrated Risk Management.
- Individuals responsible for tasks and decisions in relation to investment have the required knowledge and expertise to perform their role competently in accordance with Sections 34 and 36 of the Pensions Act 1995 and are being held to account.
- The Trustee actively engages with any fiduciary and investment managers involved in making investment decisions as well as the Scheme's investment adviser.

Quality of Investment Governance

- The Trustee has the knowledge and competence to oversee investment effectively, ensuring investment objectives and strategies are understood and followed. Where necessary, investment advice is appropriately challenged.
- The Trustee conducts regular reviews of portfolios and how funds are performing against objectives through quarterly investment reports.
- The Trustee is aware of their role in asset allocation, setting of investment strategy and the selection, monitoring and retention of managers.
- The Trustee has risk management and continuity plans in place to deal with economic crises and market volatility. They have clear governance structures in place in relation to long term financial sustainability of investments which include climate change and ESG factors.

- The Trustee has good oversight of the communication strategies in place to keep members informed about their investment options.

When assessing *Quality of Investment Governance* the Scheme is deemed to provide good Value for Members.

Level of Trustee knowledge, understanding and skills to operate the pension Scheme effectively

The Trustee is an independent professional trustee, ZEDRA Governance Limited ("ZEDRA"), which comprises an award-winning team of pension professionals, highly experienced in acting as independent professional trustees to DC schemes. One ZEDRA colleague is primarily responsible for the Scheme, but works with two other ZEDRA colleagues to ensure all decisions are considered and determined by at least two suitably experienced individuals.

The Trustee's level of knowledge and understanding meets the legislative requirements set out in Sections 247 and 249 (including the regulations made under those sections) of the Pensions Act 2004. The Trustee describes annually in the Chair's Statement how the Trustee met the legislative requirements. The Trustee also follows the guidance provided by TPR on trustee knowledge and understanding and scheme management skills.

At least two of the ZEDRA team must be accredited members of the Association of Professional Pension Trustees (APPT) and will adhere to all professional standards and codes of practice laid down by this organisation.

The Trustee represents a variety of different skills, experiences and backgrounds relevant to the Scheme and ensures these skills are continually developed, maintaining and recording a minimum level of Continuous Professional Development (CPD) every year. This ensures their knowledge and understanding remains current and relevant to the role they carry out.

The Trustee reviews their training needs regularly and takes individual responsibility in identifying any additional training that is required to fill any gaps identified through review.

- The Trustee has effective leadership skills, as demonstrated by their experience, qualifications achieved, and appointments held. The performance and effectiveness of the Trustee is evaluated annually as part of the Chair's Statement process.
- The Trustee reviews the performance of advisers and providers annually in November, and fund performance is reviewed each Trustee meeting. Should any performance issues be flagged, performance of investment managers will be reviewed on an ad-hoc basis. The Trustee is in regular contact with the employer and has a constructive relationship.

When assessing *Level of trustee knowledge, understanding and skills to operate the pension scheme effectively* the Scheme is deemed to provide Value for Members.

Whilst the Guidance suggests that quarterly Trustee meetings should take place to provide members with good value, the Scheme's Trustee note that given its status as sole trustee, and given the size of the scheme, the Trustee is able to exercise flexibility, and pick up any issues as and when they arrive rather than waiting for formally scheduled trustee meetings. However, the Trustee always schedule at least one formal Trustee meeting a year.

Quality of communication with Scheme members

Not only are the requirements (as set out in the Disclosure Regulations) satisfied, but the Scheme's communications also:

- Provide information to its members in an accurate, clear, and concise way that is easy to understand; the Scheme's Member Booklet demonstrates the provision of information in accordance with Guidance requirements.
- Acknowledge members' communication medium preferences, and appropriate technologies are used when appropriate; the Chair's Statement is available online, and Annual Statements are sent through the post.
- Ensure both quality and timeliness in the following:
 - a. Information and guidance in relation to the rights to transfer to another scheme.
 - b. The quality of guidance on spotting potential scams.
 - c. Information to help with decision making on investment options.
 - d. Information in the retirement wake up pack.
 - e. General signposting of members to various guidance bodies.
 - f. Information to help with decision making on pension saving, including, for example, an indication of the value at retirement and the impact of contribution levels on that value.

Scheme communications are regularly reviewed and updated as and when required.

When assessing *Quality of communication with scheme members* the Scheme is deemed to provide good Value for Members, however, to better provide for members, the Scheme should consider making the Member Booklet available online.

Effectiveness of management of conflicts of interest

The Trustee acknowledges that conflicts of interest may arise either amongst Trustees, between Trustees and the employer or scheme provider, or with service providers and advisers. In light of this, the Trustee has in place a Conflicts of Interest Policy that includes:

- A set of written procedures and a robust policy that sets out the identification, management, and monitoring approach for conflicts of interest that is reviewed regularly.
- A set of controls that ensure the Trustee is aware of their responsibilities and requirements to declare and subsequently discuss any (potential) conflicts.
- A register that keeps record / declares any conflicts of interest, and that is discussed at every Trustee meeting. The conflict situation is assessed before holding any meetings or making any decisions.
- A set of controls that ensure all conflicts of interest are declared upon the appointment of trustees and or any other service providers.

When assessing *Effectiveness of management of conflicts of interest* the Scheme is deemed to provide good Value for Members.

Conclusion

When assessing the HUKPS in terms of Administration and Governance, the Scheme is deemed to provide good Value for Members.

The Scheme's performance against the 7 criteria is good, and the Scheme is able to provide clear examples of how requirements are met.

Overall assessment of VfM

Conclusion

As evidenced over the 3 sections above, when assessing the HUKPS in totality, whilst the Scheme does provide Value for Members however there appear to be some opportunities for greater value to be achieved within other pension arrangements.

Investment Returns In respect of the Default arrangement, the fund has outperformed or performed in line with its Comparators for the 1, 3 and 5 year returns figures (especially for aged 55 members). When assessing the performance of the 3 most popular self-select funds, the HUKPS' funds show mixed performance when compared to the Comparator schemes. The Trustee previously raised concerns that the default arrangement targets annuity purchase at retirement. Post scheme year end the Trustee transitioned assets to the new default strategy which targets flexible outcome at retirement.

Costs and Charges HUKPS's default attracted lower charges than the Comparators with self-select charges for some self-select funds much more expensive when compared to the Comparators.

Administration and Governance The Scheme's performance against the 7 criteria is satisfactory when assessed, with a number of clear examples as to how requirements are met. There is however room for improvement in this area that will be considered by the Trustee (for example by publishing the Member Booklet online).

Next steps

The Trustee deems that Value for Members is shown for the HUKPS, however the Trustee is considering either further improvements within the Scheme or consolidation in the future.

Trustee knowledge and understanding (TKU)

The Scheme is run by a sole Professional Trustee, Zedra Governance Ltd ('ZEDRA') (formerly PTL Governance Ltd ('PTL')). ZEDRA is a specialist provider of independent governance services primarily to UK pension arrangements. Amongst other appointments ZEDRA act as an independent trustee on over two hundred trust-based pension schemes and sit on a number of Investment Governance Committees ('IGCs'). ZEDRA has oversight or responsibility for in excess of £120bn of pension assets. More information on ZEDRA can be found at www.zedra.com. There have been no changes to the Trustee over the year.

ZEDRA has a training program for all of their staff and are subject to independent audit on their controls and processes through the AAF 02/07 reporting. As part of the AAF process, the Trustee is required to confirm that the current team have appropriate level of knowledge and understanding to be able to represent ZEDRA as Trustee of the Plan. The annual review process within ZEDRA identifies training needs for each individual and includes a requirement for relevant staff to undertake a minimum level of Continuing Professional Development ('CPD') each year. Two nominated Client Directors are assigned to work on all ZEDRA sole trustee appointments. The Client Directors liaise regularly on scheme related matters and all key decisions must be signed off by both Client Directors, or escalated to another Client Director for peer review in the event of a differing opinion.

Joanne Fairbairn acted as the lead Client Director managing the Scheme supported by a second Client Director, Dan Walsh. Sally Asare and other members of the ZEDRA team also provide day-to-day support and peer review functions. Joanne has an in depth understanding of the funding and investment issues related to the Scheme. Joanne is a member of the Institute of Actuaries and is accredited as a Professional Trustee by the Association of Professional Pension Trustees (APPT). Over the period, Joanne has met the CPD requirements of the actuarial profession and the APPT. Joanne has undertaken regular relevant training throughout the year including; Retirement solutions for DC members, Regulatory updates and Inclusion and Diversity.

Dan Walsh is an Investment Consultant by background and has an in depth understanding of the funding and investment issues related to the Scheme. Dan is also subject to CPD requirements of the APPT and met the CPD requirements. Dan has also undertaken regular training throughout the year as above.

All governance records are held on ZEDRA's electronic document storage system and can be accessed at any time.

In accordance with sections 247 and 248 of the Pensions Act 2004, the Trustee is required to maintain an appropriate level of knowledge and understanding that, together with professional advice available to them, enables them to properly exercise their functions and duties in relation to the Scheme.

The Trustee is conversant with, and has demonstrated a working knowledge of, the Trust Deed and Rules by having access to the documents on their online directory and providing decisions in line with the Rules. If there are any ambiguities over the interpretation of the Rules legal advice is sought from the Scheme's Lawyers, Squire Patton Boggs.

The Trustee confirms that the current team has an appropriate level of knowledge and understanding and Scheme specific understanding to be able to represent ZEDRA as the Trustee of the Scheme.

The Trustee is conversant with, and has a working knowledge of, the current SIP dated August 2024. The Trustee undertakes regular training on investment matters and ZEDRA is a regular commentator on the wider DC market. The Trustee has sufficient knowledge of investment matters to be able to challenge their advisor.

The Trustee is conversant with and has demonstrated a working knowledge of the Scheme documents. This has been achieved through the maintenance of an online directory which contains all the relevant documents and policies. The Trustee with its knowledge and understanding of pension schemes, the issues faced and their governance framework, when working alongside its advisors is able to properly exercise its functions to act properly and effectively in members' best interests and deliver good member outcomes for the contributions made. At each meeting the Trustee reviews the business plan and whether they have effectively delivered the requirements under the business plan.

ZEDRA work for a broad range of clients and are familiar with the law relating to pensions and trusts. This can be demonstrated through the qualifications held by the Trustee and their continued involvement with many pension schemes.

The Trustee reviews their training needs on a regular basis. As noted above, Joanne and Dan attended various training sessions throughout the year in order to maintain sufficient knowledge and understanding of the relevant principles relating to the funding and investment of occupational schemes.

The Trustee receives professional advice from Isio and Squire Patton Boggs to support them in reviewing the performance of the Scheme and in governing the Scheme in line with the Trust Deed and Rules, and the relevant skills and experience of those advisers is a key criterion when evaluating advisor performance or selecting new advisers. The advice received by the Trustee along with their own experience allows them to properly exercise their function as Trustee.

The Principal Employer covers the cost of the Trustee and its advisors who are available to support the Trustee at any time during the year and answer any queries or concerns they may have.

The Pensions Regulator Code 13: DC Scheme Governance

The Trustee of the Scheme believes that the systems, processes and controls across key governance functions in respect of the Scheme's DC arrangement are consistent with those set out in The Pensions Regulator's Code of Practice 13: Governance and administration of occupational defined contribution schemes.

Signed on behalf of Zedra Governance Ltd by:

Signed:.....Dan Walsh.....

Name: Dan Walsh.....

Date: 23 September 2026.....