Ultra Electronics Pension Scheme

Chair's Statement

6 April 2025 to 5 April 2026

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Document Classification: Public

01 Introduction

This is the Chair's Statement for the Ultra Electronics Pension Scheme (the "Scheme") covering the DC Section for the period 6 April 2025 to 5 April 2026.

As the Chair of the Trustee, I am required to provide you with a yearly statement which explains what steps have been taken by the Trustee Board, with help from our professional advisers, to meet governance standards. The law sets out what information has to be included in my Statement, and this is designed to help members achieve a good outcome from their pension savings.

The Scheme is a hybrid scheme with a Defined Benefit Section **(the 'DB Section')** and a Defined Contribution underpin for the PMES members **(the 'DC Section')** (members may know this Section as the 'Money Purchase' Section). The funds available under the DC Section are also available for investments relating to 'Additional Voluntary Contributions' **('AVCs')** made by members of the DB and DC Sections.

The DC section has a default investment option, and this is explained further in Section 2. The Scheme is not used as a Qualifying Scheme for auto-enrolment purposes.

01.01 Governance and Queries

The Trustee is committed to having high governance standards and has an investment sub-committee which meets regularly to monitor the controls and processes in place in connection with the Scheme's investments.

If you have any questions about anything that is set out below, or any suggestions about what can be improved, please contact the XPS Administrator at ultra@XPSGroup.com or on 0118 918 5504.

The Scheme was established by an Interim Trust Deed and Rules on 23 February 1994 with the first Definitive Trust Deed and Rules dated 20 July 1995, in order to provide benefits for employees of Ultra Electronics Limited.

The Law Debenture Pension Trust Corporation PLC was appointed as the Chair of the Trustee in May 2017, and as the appointed representative of Law Debenture I am signing this Statement in that capacity.

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02 Investment Strategy

Statement of Investment Principles (SIP)

A copy of the SIP can be found in Appendix A

02.01 The investment options

Following the acquisition of the business of Power Magnetics and Electronics Systems Limited by Ultra Electronics Holdings plc in 1999, Active Members of the PMES Retirement & Death Benefits Scheme ("PMES Scheme") were given an option to transfer their benefits into the Ultra Electronics Pension Scheme. Members who chose to exercise this option had to do so before 12th November 1999. The PMES Scheme was a money purchase arrangement which was contracted out of the State Earnings Related Pension Scheme (SERPS) on a 'Protected Rights' basis. This meant that a rebate of National Insurance contributions was paid directly into each Member's individual account and that no guarantee had to be given on the amount of pension that had to be provided. The rebates had to be kept separate from any other contributions, and the pension provided had to be in a certain form, but the amount was determined solely by what could be purchased by the individual account.

When the benefits were transferred to the Ultra Electronics Pension Scheme, which was contracted out of SERPS on a defined benefit basis, the Protected Rights funds became subject to a requirement that they had to provide a minimum level of benefits from State Pension Age. This arrangement is known as an "underpin".

The transferring PMES Members were given the choice, within an Equitable Life policy, to invest in one or more of the funds within the range available within the policy. There was no "default" investment option. Members needed to choose which funds to invest in and to make changes as their personal circumstances changed.

Following some investment changes at Equitable Life, including the closure of its With Profits Fund, the Trustees (taking professional advice) provided members with a range of funds with Legal & General that they could invest in. The Trustee agreed, based on advice from the Scheme's investment advisers, to transfer the members who were invested in the With Profts Fund to the Legal & General 50:50 Global Equity 10 Year CPS Lifestyle. The move from Utmost Life resulted in the creation of a default arrangement in relation to the Legal & General 50:50 Global Equity 10 Year CPS Lifestyle. No Scheme members remain invested with Equitable Life / Utmost Life.

In 2019, Legal & General confirmed their decision to transfer its traditional insurance-based savings, pensions, life and with-profits to ReAssure Limited (ReAssure). This included the Scheme's AVC policy in which members of the Ultra Pension Scheme's AVC benefits were invested. Following High Court approval in August 2020, the transfer of these policies to ReAssure was completed on 7 September 2020. The members' AVC funds would remain invested in the same underlying L&G Funds; but the responsibility for administering the policy was passed to ReAssure.

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20 March 2025

The most recent review of the DC arrangement's strategy and performance was concluded on 20 March 2025.

Members of the Scheme with DC assets can invest in a range of self-select unit-linked funds and lifestyle options with Legal & General. A summary of the lifestyle options, which the majority of members invest in, is provided below:

Ultra Electronics Annuity Lifestyle. This is designed to reduce investment risk in the last few years before retirement but is intended for those members who wish to draw 25% of their funds as a tax-free lump sum and use the balance to buy a pension.

Ultra Electronics Cash Lifestyle. This is specially designed to automate the process of reducing investment risk in the last few years before retirement, for members who are anticipating taking advantage of the tax-free lump sum option.

The 50:50 Global Equity 10 Year CPS Lifestyle; The Lifestyle Profile gradually reduces risk by switching investments over a 10-year period up to retirement. It was put in place for those members previously invested in the Equitable Life With-Profits Fund.

The self-select unit-linked funds available to members through Legal & General are as follows:

- L&G Global Equity Fixed Weights (50:50) Index Fund
- L&G World (ex-UK) Equity Index Fund
- L&G UK Equity Index Fund
- L&G Ethical UK Index Equity
- L&G Multi Asset (Formerly Consensus) Index Fund
- L&G Property Fund
- L&G AAA-AA-A Corporate Bond All Stocks Index Fund
- L&G Future World Annuity Aware Fund
- L&G All Stocks Index Linked Gilts Index Fund
- L&G Cash Fund

The Scheme has also historically offered the option for members to make Additional Voluntary Contributions into the Scheme, although this ceased on 1 April 2015. Members could choose to invest AVCs in any of the Legal & General self-select unit-linked funds or lifestyle options (as detailed above), or in a with-profits fund or self-select unit-linked funds through a policy with Clerical Medical.

02.02 Reviewing the DC arrangements

LCP, the Scheme's Investment Consultant, undertook a review of the Scheme's current Defined Contribution ("DC") and Additional Voluntary Contribution ("AVC") arrangements on 20 March 2025. The review covered the DC and AVC contracts currently in place, looking at the providers used, number of members, and the fund values and charges. It also reviewed the range of funds available to members (and the appropriateness of the fund range), as well as the fund performance, service standards and communications to members.

The outcome of the review concluded that the current DC and AVC arrangements remained appropriate and offer reasonable value for members. The review recommended issuing communications to members reminding them of the range of investment options available to them and providing information on how they are able to access their DC and AVC pots at retirement. The review also suggested a long-term option plan in conjunction with the overall strategy for the Scheme.

Document Classification: Public

03 Charges and transaction costs

03.01 Investment Manager Charges

Members self-select their investment strategy, investing in any of these funds in whatever proportions they choose

The Trustee has considered statutory guidance when preparing this section of the statement.

The Trustee has selected a range of funds which it believes to be appropriate for members of the Scheme. All the funds are managed by Legal & General.

The majority of funds offered via Legal & General are "passively managed", which means they aim to track an index, rather than make regular trades to try to achieve excess returns. Members may self-select their investment strategy, investing in any of these funds in whatever proportions they choose, or select from the three investment lifestyle options.

Transaction costs are costs incurred by the manager when buying and selling underlying securities. They include some or all of the following:

–Explicit Transaction Costs: These are the direct costs incurred when buying and selling securities. They include broker commission, taxes, and exchange fees.

–Implicit Transaction Costs: These represent the difference between what could have been paid or received for the security and what was actually paid or received. Examples of the implicit transaction costs would include differences between market prices at the time of submitting a trade and executing it, as well as differences between bid and offer prices. Implicit transaction costs can also be negative if the change in price is favourable.

–Indirect Transaction Costs: These are the transaction costs incurred by "underlying" funds. If a portfolio holds a "Fund of Funds" which invests into a number of different funds within its strategy, the cost incurred by those funds would be considered indirect transaction costs.

The charges and other expenses applied to the investment options (which are averaged across the membership based on the split of their investments), along with the other available portfolio options and self-select funds available to members during the Scheme year, were:

Fund Name	Total Expense Ratio (TER)	Transactions Costs
Default arrangement		
The 50:50 Global Equity 10 Year CPS Lifestyle Profile		
Global Equity Fixed Weights (50:50) Index Fund	0.50%	0.0171%
Future World Annuity Aware Fund	0.50%	-0.0100%
Cash Fund	0.50%	0.1115%
Other lifestyle options		
Ultra Electronics Cash Lifestyle		
Global Equity Fixed Weights (50:50) Index Fund	0.50%	0.0171%
Multi Asset (Formerly Consensus) Index Fund	0.50%	0.0528%
Cash Fund	0.50%	0.1115%
Ultra Electronics Annuity Lifestyle		
Global Equity Fixed Weights (50:50) Index Fund	0.50%	0.0171%
Future World Annuity Aware Fund	0.50%	-0.0100%
Cash Fund	0.50%	0.1115%
Self-Select and AVC Funds		
L&G World (ex-UK) Equity Index Fund	0.50%	-0.0300%
L&G UK Equity Index Fund	0.50%	0.0100%
L&G Inflation Sensitive Annuity Aware[1]	0.50%	-
L&G All Stocks Index Linked Gilts Index Fund[1]	0.50%	-
L&G Managed Property Fund	0.50%	-0.0800%

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Charges and transaction costs

CONTINUED

AVC Only Funds

	Total Expense Ratio	Transactions costs**
Clerical Medical Cash Fund	0.50%	-
Clerical Medical With Profits Fund	0.50%	-
Clerical Medical UK Growth Fund	0.50%	-
Clerical Medical Balanced Fund	0.50%	-

**The information below was not received from Clerical Medical at the time of preparing this statement. The Trustee and its advisers will continue to liaise with Clerical Medical to obtain the information required.

L&G FTSE4Good UK Index Equity[1]	0.50%	-
L&G Global Equity Fixed Weights (50:50) Index Fund	0.50%	0.0171%
L&G Future World Annuity Aware Fund	0.50%	-0.0100%
L&G Multi Asset (Formerly Consensus) Index Fund	0.50%	0.0528%
L&G Cash Fund	0.50%	0.1115%

(Source: Legal & General Investment Managers via Reassure platform). Information as at 31 March 2026. TER represents the sum of the Annual Management Charge (AMC) and Additional Fund Expenses (AFEs). * This information was not received from ReAssure at the time of preparing this statement. The Trustee and its advisers will continue to liaise with Reassure to obtain the information required.

[1]Fund information not provided so TER as at 31 March 2025.

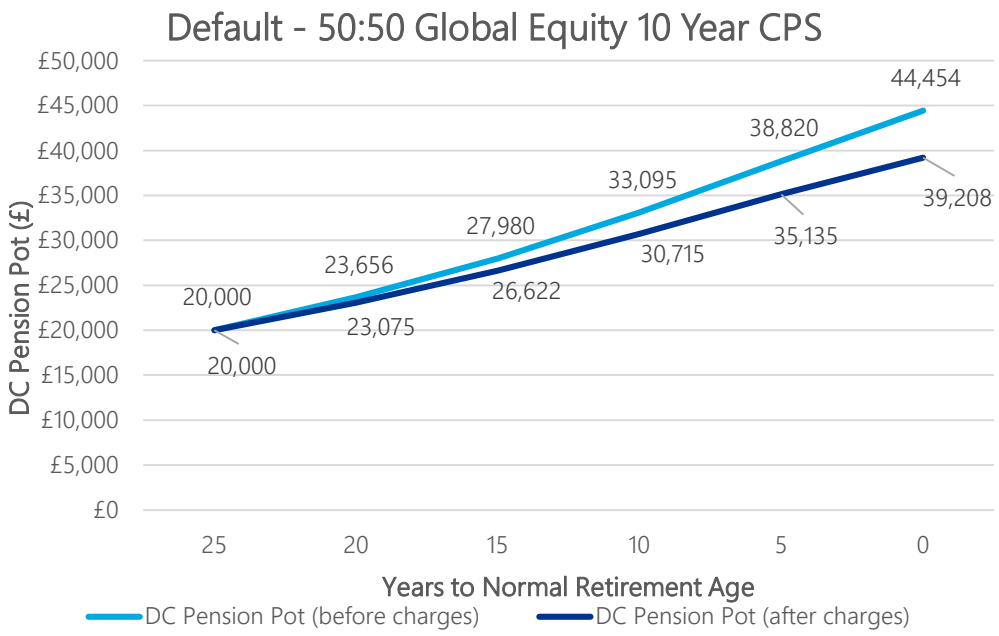
03.02 Administration Charge

The members currently meet the administration costs (included in the TERs, above) in relation to the Legal & General policy.

03.03 An illustration of the charges levied on members

An illustration of the effect of the Total Expense Ratio and transaction costs met by members on an example pension pot in the three lifestyle investment options over time is shown below.

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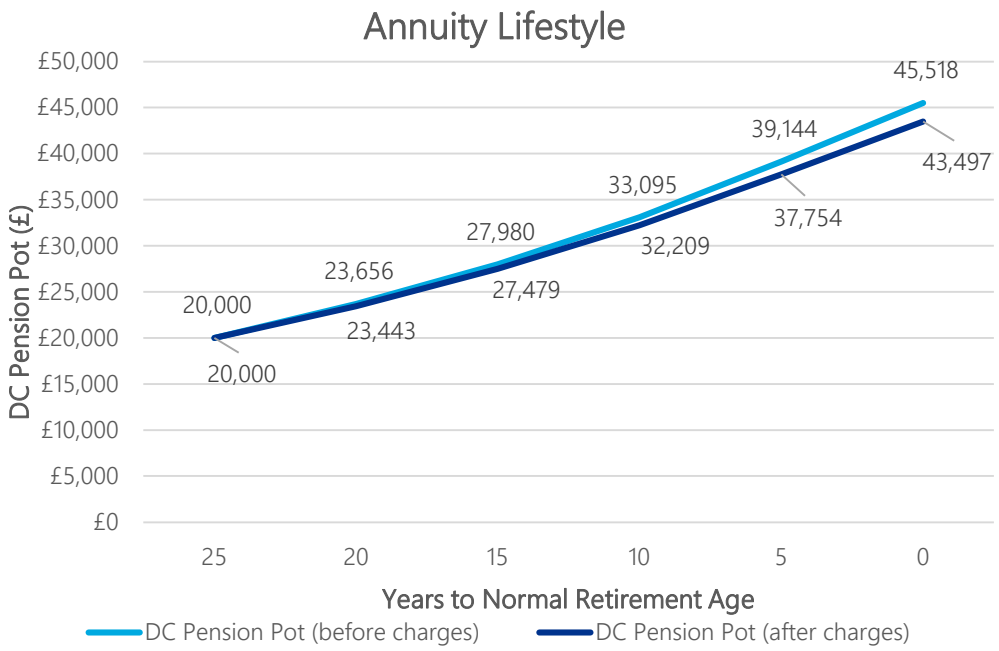
This is for illustration purposes only. The actual returns received are likely to differ over time as will individual member's pension pot sizes. This illustration is based on:

- The Scheme's investment option (as detailed in section 2)
- An initial pension pot of £20,000;
- The member is currently 25 years from Normal Retirement Date.
- No further contributions being made throughout the period to Normal Retirement Date;
- Investment returns (before charges) are estimated as 6.00% p.a. for the Global Equity Fixed Weights (50:50) Index Fund, 6.00% p.a. for Future World Annuity Aware Fund and 2.00% for Cash Fund.
- Inflation of 2.5% p.a

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Charges and transaction costs continued

Illustrations for the highest and lowest charging funds are shown in Appendix B of this Statement.

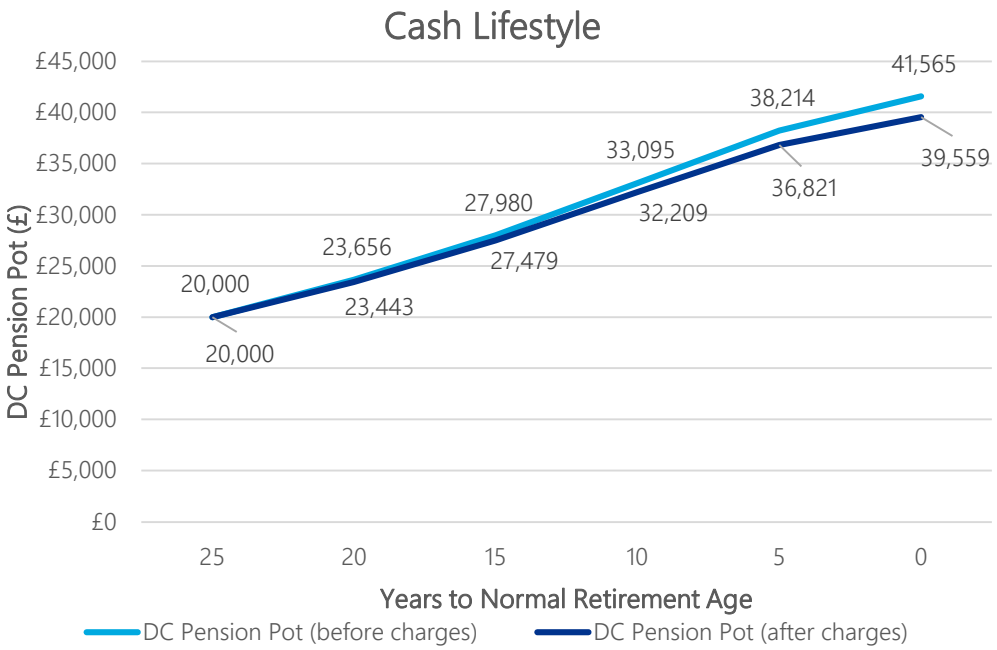


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- The Scheme's investment option (as detailed in section 2)
- An initial pension pot of £20,000;
- The member is currently 25 years from Normal Retirement Date.
- No further contributions being made throughout the period to Normal Retirement Date;
- Investment returns (before charges) are estimated as 6.00% p.a. for the Global Equity Fixed Weights (50:50) Index Fund, 6.00% p.a. for Future World Annuity Aware Fund and 2.00% for Cash Fund.
- Inflation of 2.5% p.a

Document Classification: Public

Charges and transaction costs continued



This is for illustration purposes only. The actual returns received are likely to differ over time as will individual member's pension pot sizes. This illustration is based on:

- The Scheme's investment option (as detailed in section 2)
- An initial pension pot of £20,000;
- The member is currently 25 years from Normal Retirement Date.
- No further contributions being made throughout the period to Normal Retirement Date;
- Investment returns (before charges) are estimated as 6.00% p.a. for the Global Equity Fixed Weights (50:50) Index Fund, 4.00 p.a. for the Multi Asset (Formerly Consensus) Index Fund and 2.00% for the Cash Fund.
- Inflation of 2.5% p.a.

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03.04 What are the assumptions based on?

In preparing these illustrations, the Trustee has had regard to:

- The Department for Work and Pensions' 'Reporting of costs, charges and other information: guidance for trustees and managers of relevant occupational schemes'.
- The Financial Conduct Authority (FCA) Transaction cost disclosure in workplace pensions Policy Statement PS17/20,
- Actuarial Standards Technical Memorandum 1 (AS TM1) issued by the Financial Reporting Council. And The Financial Conduct Authority in workplace pension

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03.05 Investment Performance

Changes to legislation introduced in October 2021 require trustees of relevant occupational pension schemes to report on the net investment returns for the arrangement(s) and for each fund in which scheme members are invested during the scheme year.

Net investment returns refer to the returns on funds after the deduction of all transaction costs and charges and including them in this statement is intended to help members understand how their investments are performing.

03.06 Fund Performance

This table shows how the different lifestyle arrangements have performed for members at three different ages, over the last year with a target retirement date of 65. The five-year returns were not available as at the Scheme year-end (5 April) but are usually reported to a quarter end. The Trustee has included the five-year returns at the nearest quarter end of 31 March 2026.

Default - 50:50 Global Equity 10 Year CPS Lifestyle Profile	1 year %	5 year % (annualised)
Age 25	21.46%	11.46%
Age 45	21.46%	11.46%
Age 55	21.46%	9.94%

Ultra Electronics Annuity Lifestyle	1 year %	5 year % (annualised)
Age 25	21.46%	11.46%
Age 45	21.46%	11.46%
Age 55	21.46%	11.46%

Ultra Electronics Cash Lifestyle	1 year %	5 year % (annualised)
Age 25	21.46%	11.46%
Age 45	21.46%	11.46%
Age 55	21.46%	7.99%

Source: Legal & General Investment Managers via Reassure platform, net of fees as at 31 March 2026. Past performance is not a reliable indicator of future results. The value of investments may go down as well as up and members may get back less than they invest.

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Charges and transaction costs continued

	1 year %	5 year % (annualised)
Self-Select Funds		
L&G World (ex-UK) Equity Index Fund	19.17	11.63
L&G UK Equity Index Fund	21.53	11.17
L&G Inflation Sensitive Annuity Aware Fund	4.40	-4.08
L&G All Stocks Index Linked Gilts Index Fund	4.12	-6.84
L&G Managed Property Fund	5.10	3.70
L&G FTSE4Good UK Equity Index	17.41	10.57
L&G Global Equity Fixed Weights (50:50) Index Fund	21.56	10.84
L&G Future World Annuity Aware Fund	3.32	-4.84
L&G Multi Asset (Formerly Consensus) Index Fund	12.13	4.67
L&G Cash Fund	4.18	3.33
Clerical Medical Cash Fund	4.10	1.90
Clerical Medical With Profits Fund	8.70	3.60
Clerical Medical UK Growth Fund*	-	-
Clerical Medical Balanced Fund	2.20	6.93

Source: Legal & General Investment Managers via Reassure platform are net of fees as at 31 March 2026. Clerical Medical Figures are net of fees as at 31 March 2025. Past performance is not a reliable indicator of future results. The value of investments may go down as well as up and members may get back less than they invest.

*This information was not received from Clerical Medical at the time of preparing this statement, The Trustee will continue to liaise with Clerical Medical to obtain the information required.

03.07 Asset allocation disclosure requirements

The 2023 regulations require Trustees of relevant occupational pension schemes with a scheme year end of 1 October 2023 onwards to disclose and explain the percentage of assets allocated in the default arrangement to specified asset classes.

The regulator believes that publication of asset allocation data will be an important step towards transparency, standardisation and comparability across the pensions market and that it is important that members have access to all relevant information surrounding the investments being made using their savings and the outcomes these investments could have on their future retirement.

Document Classification: Public

Charges and transaction costs continued

03.08 Asset allocation

XPS has received a report on how the scheme's default investment strategy is invested in light of these regulations and have provided a breakdown of the default strategy's asset allocation at ages 25, 45 and 55 and one day before State Pension Age (SPA).

	Percentage allocation: Age 25 (%)	Percentage allocation: Age 45 (%)	Percentage allocation: Age 55 (%)	Percentage allocation: Day before SPA (%)
The 50:50 Global Equity 10 Year CPS Lifestyle Profile				
Cash	0.0%	0.0%	0.0%	10.3%
Bonds	0.0%	0.0%	0.0%	89.7%
Corporate bonds	0.0%	0.0%	0.0%	38.3%
Govt bonds	0.0%	0.0%	0.0%	51.4%
Other bonds	0.0%	0.0%	0.0%	0.0%
Listed equities	100.0%	100.0%	100.0%	0.0%
Private equity	0.0%	0.0%	0.0%	0.0%
Venture capital/Growth equity	0.0%	0.0%	0.0%	0.0%
Buyout funds	0.0%	0.0%	0.0%	0.0%
Property	0.0%	0.0%	0.0%	0.0%
Infrastructure	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%

Asset Allocation as at 31 March 2025 as Reassure have not provided up-to-date data. The Trustee will continue to request this data.

Document Classification: Public

04 Core financial transactions

04.01 Assessing Core Transactions

During the year, the Trustee ensured that the requirements of Regulation 24 of the Occupational Pension Schemes (Scheme Administration) Regulations 1996 were met and that the Scheme's core financial transactions were processed promptly and accurately by:

- having an agreement in place with XPS (as Scheme administrator), committing them to defined service level agreements ("'SLAs"'). Amongst other matters, this covers the accuracy and timeliness of all core financial transactions;
- having XPS report on their performance against the SLAs above as a means of monitoring that the SLA requirements are being met. These reports also provide details of any breaches or complaints identified in the period and explain the action taken.

Where any error or issue is identified, the Trustee board takes appropriate steps to resolve and take action as required. We can confirm there were no material issues in the Statement period on which to report. A risk register is maintained in order to minimise the occurrence of any issues and to understand any root cause.

The core financial transactions include:

The transfer of assets relating to members into and out of the Scheme – The Scheme's administrator maintains and reconciles comprehensive records of individual member's contributions and fund values. There are no new contributions as the Scheme is closed. Any investments withdrawn or transferred to another scheme are processed following receipt of all relevant paperwork, subject to any investigations required where there is evidence of a pensions scam.

Monitoring of bank accounts – There is a dedicated contribution processing team, checking investment and banking transactions.

Payments to members – All payments out of the Scheme in respect of members' benefits are made in line with standard checks. This includes agreed processes and authorisation levels to ensure any payment made is calculated correctly and in line with the Scheme rules and legislation and also complies with HMRC rules and guidance. In addition, every effort is made to check for possible pension scams.

Noting the requirement for accurate member data to process contributions and payments correctly, the Trustee is taking steps to continually review and where necessary, correct any problems with the member data which is held by the Scheme administrator. This is reported each year to the Pensions Regulator in the online scheme return.

04.02 Administration

The Trustee monitors the administration function to ensure the best service possible in order to provide good value for members. The Trustee has regular meetings with the current provider to assess the quality and levels of service (i.e. SLAs) to ensure that financial transactions are dealt with promptly and accurately.

Document Classification: Public

05 Value for Members

05.01 Assessment of Value

The Trustee has reviewed the value for members considering the latest guidance from the Pensions Regulator.

The value assessment included the consideration of the member borne costs and charges and the net returns for the Scheme's investment options (net of all costs and charges) against alternative arrangements (including master trust arrangements).

Within the assessment, the Trustee also considered a number of other areas.

05.02 Net investment returns

The Trustee compared the net investment returns of the three lifestyle options (including the default lifestyle) to three comparators. The analysis showed that the Scheme's lifestyle options compared well against the comparator arrangements.

05.03 Costs and Charges

The Trustee compared the member borne costs and charges of the default strategy to three comparators. The analysis showed that the charges borne by members within the Scheme's lifestyle options were higher than all of the comparator schemes (when taking all factors into consideration). This is generally expected for smaller trust-based schemes. However, the net investment returns referenced above are calculated after all charges are taken into account.

Based on the information provided by Reassure, the charges paid by members in the last year for the Default lifestyle arrangement was 0.50%. Although the Scheme is not used for auto-enrolment purposes, this was within the "charge cap" for default lifestyles within defined contributions schemes as required under the regulations.

Members also have Protected Rights benefits which are subject to a GMP underpin (a minimum level of benefits that must be provided from State Pension Age) and it is expected that this underpin may also provide a valuable benefit to members of the Scheme.

05.04 Administration

The Trustee has a service level agreement in place with the service providers covering all expected tasks, with varying timescales for different tasks. The Trustee receives quarterly reports from the Scheme administrators that enable it to monitor the administration service and that agreed service levels are being met. The Trustee keeps providers' service levels under review and ensures that the services provided reflect the SLA and continue to meet the needs of the members. There have been no material errors in relation to the service providers and the administrator was operating appropriate procedures, checks and controls and operating within the agreed SLA.

Document Classification: Public

05.05 Governance

The Trustee has adopted a governance structure that provides the Trustee with sufficient resource to govern the Scheme. Guidance is provided to the Trustee concerning technical matters of relevance by their professional advisors. Resources are also made available to individual Trustees should they wish to enhance their own knowledge.

Overall, the governance of the Scheme (which includes the Trustee's knowledge and understanding, along with the general oversight and governance), continued in the period, to a level which the Trustee considers as suitable.

Document Classification: Public

05.06 Communications

Good member communications are crucial to achieving good value. The Trustee has participated in efforts by the Company to improve communications, including efforts to increase communication via email.

As an example, the Trustee reminds all members annually which lifestyle funds they are invested in and stresses the importance of reviewing their investments on a regular basis to make sure they remain appropriate to their needs. This is detailed on the members' annual benefit statement. An additional note is also included in the annual member newsletter.

An online portal is available to members. The Trustee reviews the need to add online features to improve the overall member experience (such as making payslips available online).

05.07 Flexibility - accessing benefits

The range of options available to members has increased since the introduction of the 'Freedom and Choice' legislation which came into effect from April 2015. This legislation affords members the opportunity to draw their benefits more flexibly than previously possible. However, these options are not offered by the DC Section, but members are able to transfer their benefits to an alternative pension arrangement to access them.

05.08 Conclusion

Assessment of value for members is an ongoing process, and the Trustee undertakes a review each year to ensure the Scheme continues to offer good value, and that any changes in legislation, market conditions or member views are reflected for the benefit of members. Following this year's assessment of value undertaken in September 2026 the Trustee has decided that the Scheme currently does provide good value for members.

Document Classification: Public

06 Trustee Knowledge and understanding

06.01 Knowledge and understanding of the Trustee

The Trustee's Board is satisfied that they have complied with the knowledge and understanding requirements set out in section 248 of the Pensions Act 2004.

The Trustee Board has knowledge of the law relating to pensions and trusts, principles of investment and the requirements for funding a pension scheme. This is evidenced by the Board's interaction with its advisers as shown in the Trustee Meeting minutes, and the governance framework established by the Trustee to review the performance of the Scheme.

The Trustee Board has access to key scheme documentation through a central portal called 'Knowa': an online portal service that allows easy storage and access to pension documents and meeting papers.

The Trustee has exercised its discretions and powers in line with the Trust Deed and Rules, current legislation and, where required, legal advice has been taken, demonstrating its working knowledge of the Scheme's Trust Deed and Rules, the current Statement of Investment Principles and a working knowledge of all documents setting out the Trustee's current policies.

06.02 Trustee Training

In-house training is offered, use of the Pensions Regulator's (TPR's) online Trustee Toolkit is encouraged, and Trustee Directors receive updates from their advisers. Any new Trustee Director is expected to carry out this training and be fully conversant with the Scheme's documentation within 6 months. A log of trustee participation in training is maintained by the Scheme Secretary, and Trustee Directors are regularly polled regarding the training that they would find most valuable and to identify any gaps in knowledge. The Trustee's lawyers are available to provide in-meeting training on new legislation and literature published by TPR relating to its General Code of Practice.

During the period covered by this Statement the Trustee Board had training sessions, which covered the following areas:

- Responsible Investment training regarding climate change and net zero targets and ESG.
- Training on the DWP's Stewardship Guidance.

The Trustee also makes use of a team of expert advisers. Investment advisers, representatives from the administrator, and other experts, including legal advisors, regularly attend meetings of the Trustee Board.

Document Classification: Public

06.03 Professional Trustee

The Law Debenture Pension Trust Corporation PLC (Law Debenture), a provider of professional trustee services, has acted as the independent trustee since its appointment in 2017. All Law Debenture's Trustee Directors are Accredited Members of the Association of Professional Trustees, or are in the process of obtaining accreditation, and undertake continuous professional development activity. Over the latest Scheme year, this consisted of a formal training programme including regular meetings with industry participants and bi-annual away days where business strategy, regulatory matters and client case studies were discussed.

06.04 Conclusion

As a result of the training activities completed by the Trustee (both individually and collectively as a Trustee Board) and taking into account the experience of the independent trustee and professional advice available, I am confident that the combined knowledge and understanding of the Board has enabled the Trustee to exercise its functions properly.

Document Classification: Public

07 **Conclusion**

"The Trustee believes it is well placed to exercise its functions as Trustee of the Scheme properly"

The annual production of this Statement provides members with a narrative of how the Trustee Board looks after members' interests, especially in the areas of the 5 key elements within this Statement listed below.

- Net returns
- Charges and transaction costs
- Core financial transactions
- Providing value for members
- Trustee Knowledge and understanding

The Board will continue to monitor these key areas and report to members both via the annual Chair's Statement and other communications as appropriate. In conclusion, with the continuous monitoring and the reviews detailed here, the Trustee believes it is well placed to exercise its functions as Trustee of the Scheme properly.

Signature	**Date**

Name	**Qualification**
Natalie Winterfrost Director for The Law Debenture Pension Trust Corporation p.l.c.	Chair of the Trustee Ultra Electronics Pension Scheme

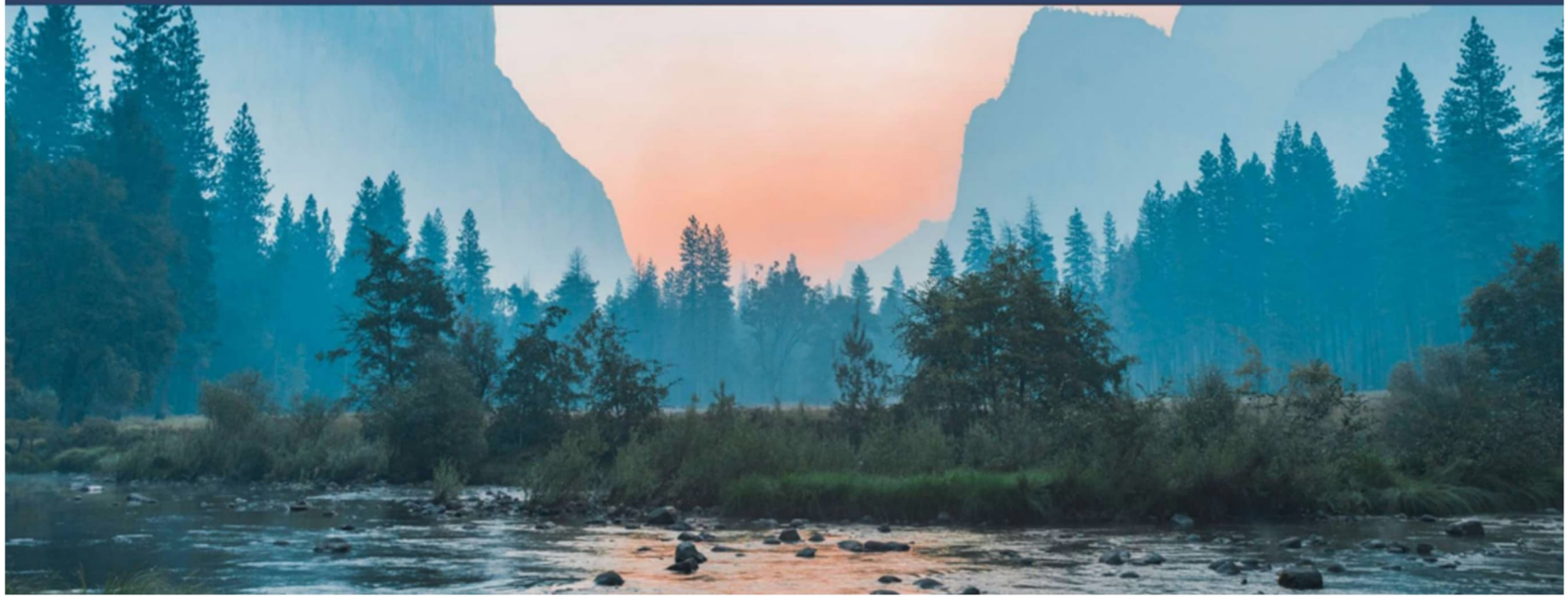
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Appendix A
Statement of Investment Principles

Statement of Investment Principles

For the Ultra Electronics Pension Scheme

Effective from: 29 October 2025



Document Classification: Public

Statement of Investment Principles continued

1. Introduction

This Statement of Investment Principles ("SIP") has been produced by the Trustee of the Ultra Electronics Pension Scheme.

It sets out our policies on various matters governing investment decisions for the Ultra Electronics Pension Scheme (the "Scheme"), which has Defined Benefit ("DB") and Defined Contribution ("DC") sections. This SIP also covers the Additional Voluntary Contribution arrangements ("AVCs").

This SIP replaces the previous SIP dated 20 March 2025.

This SIP has been prepared after obtaining and considering written advice from LCP, our independent investment adviser, whom we believe to be suitably qualified and experienced to provide such advice. The advice considered the suitability of investments including the need for diversification given the circumstances of the Scheme and the principles contained in this SIP.

We have consulted the sponsoring employer, Ultra Electronics Limited (the "Company") in producing this SIP.

We will review this SIP from time to time and will amend it as appropriate. Reviews will take place without delay after any significant change in investment policy or in the demographic profile of the DC membership, and at least once every three years.

This SIP contains the information required by legislation and considers the Pensions Regulator's guidance on investments.

We have produced a separate SIP addendum document, which details further background and other matters relevant to the Scheme's investments that are not required to be included in the SIP.

2. Investment objectives

The primary objective of the **DB Section** of the Scheme is to ensure that the benefit payments are met as they fall due.

To achieve this objective, we have purchased a bulk annuity policy with Just Retirement Limited ("Just") to fully insure the Scheme's DB pension liabilities, that is expected to match the benefits payable to the Scheme's members.

For the Scheme's residual assets, we have agreed an objective to hedge known residual risks.

Our investment objective for the **DC Section** is to provide:

- members with access to an appropriate range of investment options, reflecting the membership profile and the variety of ways that members can draw their benefits in retirement; and
- a suitable default lifestyle investment option for those members previously invested in the Equitable Life With Profits Fund (which was closed on 1 January 2020). The objective for the default option is to generate returns above inflation whilst members are far from retirement, and then gradually reduce risk by switching investments over a 10-year period up to retirement.

All policies relating to the DC default option are covered in this SIP, rather than in a separate SIP, so all of our investment policies are in one document.

Our investment objective for the AVCs is to make available a suitable range of investment options to meet members' risk / return objectives.

The ultimate responsibility for the investment policies, and the setting of investment objectives, lies with the Trustee. The Trustee has, however, delegated responsibility for matters such as recommending and implementing an investment policy to achieve these objectives, to an Investment Sub-Committee ("ISC"). The terms of reference of the ISC have been set out in a separate document which is available to members upon request.

3. Investment strategy

With input from LCP, and in consultation with the employer, we reviewed the investment strategy for the **DB Section** in 2025, having regard for the objectives described in Section 2 above.

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Statement of Investment Principles continued

In July 2025 we purchased a bulk annuity policy with Just to fully insure the defined benefit pension liabilities.

The majority of Scheme's residual assets outside of the bulk annuity policy are held with BlackRock, invested in a combination of passive gilt and corporate bond funds, and a liquidity fund. The passive gilt and corporate bond funds are held to provide hedging against residual liability risks.

There is no formal rebalancing policy in place. We will monitor the asset allocation over time and will consider, with our advisers, whether it is appropriate to rebalance the assets in line with the investment strategy.

For the **DC Section**, we make available a range of investment funds for members with different levels of expected return. These include customised "lifestyle" strategies and a range of individual equity and bond-based funds as well as a money market fund. Each member is responsible for specifying one or more funds for the investment of their account.

For those members who were affected by the closure of the Equitable Life With Profits fund in 2020, their assets have been invested into a new default option, the Legal & General 50:50 Global Equity 10 Year CPS Lifestyle. This is managed as a lifestyle strategy (ie it automatically combines investments in proportions that vary according to the time to retirement age). The default option initially invests to target a high expected return (making use of equity-based funds) and then gradually switches to investments with a lower expected return and risk (such as government bonds and cash) as members get close to retirement. The default option was selected as the most suitable replacement option available for these members given the at-retirement options previously available to them through the Equitable Life With Profits arrangement.

4. Considerations in setting the investment arrangements

When deciding how to invest the Scheme's assets, it is our policy to consider a range of asset classes, taking account of the funding objectives, expected returns and risks associated with those asset classes. We also take account of our beliefs about investment markets and which factors are most likely to impact the investment outcomes.

For the **DB Section**, details of specific risks (for example credit risk and currency risk) and how we measure and manage those risks is set out in the separate SIP addendum.

In setting the strategy for the DB Section, it is our policy to consider:

- Our investment objectives;
- The circumstances of the Scheme, including the profile of the benefit cash flows (and the ability to meet these in the near to medium term), the funding level, and the strength of the employer covenant; and
- The need for appropriate diversification between / within different asset classes to manage investment risk, in the context of the investment objectives.

In determining the investment arrangements for the **DC Section, including the default option,** and for the AVCs it is our policy to consider:

- The overall best interests of members and beneficiaries;
- The profile of the membership and what this is likely to mean for the choices members might make upon reaching retirement;
- The need for appropriate diversification to manage investment risk within the options made available to DC members (including the default option), and ensure that both the overall level of investment risk and the balance of individual asset risks are appropriate;
- The need for appropriate diversification between and, where appropriate, within the investment options offered to members.
- The balance between investing in illiquid assets, which may improve long-term net risk-adjusted returns, versus providing liquidity to members to allow them to readily access their benefits and/or make changes to their investment arrangements.

We also consider any other factors which we believe to be financially material over the applicable time horizons to the funding of the DB, DC and AVC benefits, including environmental, social and governance ("ESG") factors and the risks and opportunities relating to climate change.

Our key investment beliefs, which influenced the setting of the investment arrangements, are as follows:

- Asset allocation is the primary driver of long-term returns;
- Costs may have a significant impact on long-term performance and therefore obtaining value for money from the investments is important;
- Risk-taking is necessary to achieve return, but not all risks are rewarded. Risks that do not have an expected reward should

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Statement of Investment Principles continued

generally be avoided, hedged, or diversified;

- Responsible investment in well governed companies and engaging as long-term owners can reduce risk over time and may positively impact Scheme returns;
- ESG factors (including but not limited to climate change) should be considered when making investment decisions, and managers may be able to improve risk-adjusted returns by doing this.

5. Implementation of investment arrangements

Before investing in any manner, we obtain and consider proper written advice from our investment adviser, LCP, in relation to whether the investment is satisfactory, having regard to the need for suitable and appropriately diversified investments.

We have a signed contract with Just to hold a bulk annuity policy in respect of the DB pension liabilities.

We have also signed agreements with the investment managers and a platform provider in respect of the DC Section and AVCs, setting out the terms on which the portfolios are to be managed. The DC platform provider makes available the range of investment options to members. There is no direct relationship between the Scheme and the underlying managers of the DC investment funds.

Further details on the investment arrangements are set out in the separate SIP addendum.

Our view is that the fees paid to the investment managers, and the possibility of their mandate being terminated, ensure they are incentivised to provide a high-quality service that meets the stated objectives, guidelines, and restrictions of their fund. However, in practice managers cannot fully align their strategy and decisions to the (potentially conflicting) policies of all their pooled fund investors in relation to strategy, long-term performance of debt/equity issuers, engagement, and portfolio turnover.

It is our responsibility to ensure that the managers' investment approaches are consistent with our policies before any new appointment, and to monitor and to consider terminating any arrangements that appear to be investing contrary to those policies. We expect investment managers to make decisions based on assessments of the longer-term performance of debt/equity issuers, and to engage with issuers to improve their performance (or where this is not appropriate to explain why). We assess this when selecting and monitoring managers.

We evaluate investment manager performance over both shorter- and longer-term periods as available. Except in closed-ended funds where the duration of the investment is determined by the fund's terms, the duration of a manager's appointment will depend on strategic considerations and the outlook for future performance. If a manager is not meeting its performance objectives, we will consider alternative arrangements.

Our policy is to evaluate each of our investment managers by considering performance, the role it plays in helping to meet our overall long-term objectives, taking account of risk, the need for diversification and liquidity. Each manager's remuneration, and the value for money it provides, is assessed in light of these considerations.

We recognise that portfolio turnover and associated transaction costs are a necessary part of investment management. Since the impact of these costs is reflected in performance figures used in our assessment of the investment managers, we do not explicitly monitor portfolio turnover. We expect our investment adviser to incorporate portfolio turnover and resulting transaction costs as appropriate in its advice on the Scheme's investment mandates.

6. Realisation of investments

For the **DB Section**, we expect to be able to meet benefit payments as they fall due using income from the bulk annuity policy. Any additional cash flow requirements can be met from the Scheme's residual assets which are mostly realisable at short notice.

For the **DC Section** (including the default option) and AVCs, our policy is to invest in funds that offer daily dealing to enable members to readily realise and change their investments. As a result, investments in the DC default option do not include illiquid assets. We will keep this under review as the marketplace for illiquid DC investment options develops.

7. Financially material considerations and non-financial matters

We consider how ESG considerations (including but not limited to climate change) should be addressed in the setting of the Scheme's investment strategy and in the selection, retention, and realisation of investments, given the time horizon of the Scheme and its members.

We recognise we have a limited influence on the Scheme's approach to ESG, and other financially material considerations now that a bulk annuity policy has been

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purchased to insure all member benefits. However, we expect Just to take account of these considerations in its decisions.

We also expect all our investment managers to take account of financially material factors (including climate change and other ESG factors) within the parameters of the mandates they are set. We seek to appoint managers that have the skills and processes to do this, and periodically review how the managers are taking account of these issues in practice, including engaging with managers on this topic at regular ISC meetings.

Outside of the bulk annuity policy, all the Scheme's assets are invested in pooled funds. We have limited influence over managers' investment practices where assets are held in pooled funds, but we encourage our managers to improve their practices within the parameters of their funds.

We do not explicitly consider any non-financial matters (ie matters relating to the ethical and other views of members and beneficiaries, rather than considerations of financial risk and return) in the selection, retention, and realisation of investments. However, we review, from time to time, whether and how the managers are taking account of non-financial matters, such as by engaging with managers on this topic at ISC meetings.

Within the DC Section and AVCs we recognise that some members may wish for ethical matters to be considered in their investments and therefore have made available an ethical equity fund as an investment option to members.

8. Voting and engagement

We recognise our responsibilities as owners of capital, and believe that good stewardship practices, including monitoring and engaging with investee companies, and exercising voting rights attaching to investments, protect and enhance the long-term value of investments.

We have limited influence over the bulk annuity policy provider's stewardship activities. However, in selecting Just as the insurer, we sought to appoint an insurer that has strong stewardship and ESG practices.

Outside of the bulk annuity policy, we seek to appoint managers that have strong stewardship policies and processes, reflecting the principles of the UK Stewardship Code 2020 (including all future iterations) issued by the Financial Reporting Council, and from time to time we review how these are implemented in practice.

We have delegated to the investment managers the exercise of rights attaching to investments, including any voting rights where relevant, and engagement with relevant persons such as issuers of debt and equity, stakeholders and other investors about relevant matters such as performance, strategy, capital structure, management of actual or potential conflicts of interest, risks and ESG factors.

As all of our investments are held through pooled funds we do not monitor or engage directly with issuers or other holders of debt or equity. However we monitor managers' activities in relation to ESG factors, voting and engagement on a regular basis. We seek to understand how they are implementing their stewardship policies in practice to check that their stewardship is effective and aligned with our expectations.

We have selected some priority ESG themes to provide a focus for our monitoring of investment managers' voting and engagement activities. We review the themes regularly and update them if appropriate. We communicate these stewardship priorities to our managers and also confirm our more general expectations in relation to ESG factors, voting and engagement. If our monitoring identifies areas of concern, we will engage with the relevant manager to encourage improvements.

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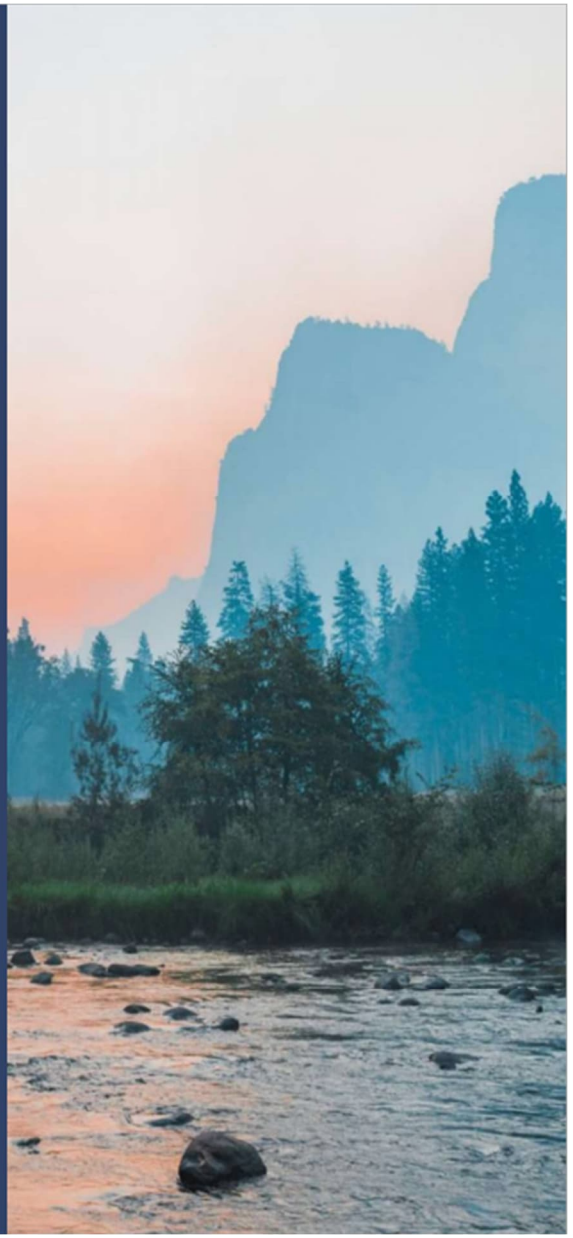
Statement of Investment Principles continued

Addendum to the Statement of Investment Principles

For the Ultra Electronics Pension Scheme

Effective from: 29 October 2025

This addendum to the Statement of Investment Principles ("SIP") for the Ultra Electronics Pension Scheme (the "Scheme") has been produced by the Trustee of the Scheme. It sets out a description of various matters which are not required to be included in the SIP, but which are relevant to the Scheme's investment arrangements.



Statement of Investment Principles continued

Part 1:
Investment governance, responsibilities, decision-making and fees

We have decided on the following division of responsibilities and decision making for the Scheme. This division is based upon our understanding of the various legal requirements placed upon us and our view that the division of responsibility allows for efficient operation and governance of the Scheme overall. Our investment powers are set out within the Scheme's governing documentation.

1. Trustee

Our responsibilities include:

- setting the investment strategy, in consultation with the employer
- setting investment policies, including those relating to financially material factors and the exercise of rights and engagement activities in respect of the investments
- putting effective governance arrangements in place and documenting these arrangements in a suitable form
- monitoring, reviewing, and replacing investment managers, investment advisers, actuary, and other service providers
- monitoring the exercise of investment powers that we have delegated to the investment managers and monitoring compliance with Section 36 of the Pensions Act 1995 (as amended)
- communicating with members as appropriate on investment matters, such as our assessment of our effectiveness as a decision-making body, the policies regarding responsible ownership and how such responsibilities have been discharged
- reviewing the SIP and modifying it as necessary.

We have delegated consideration of certain investment matters to an investment sub-committee ("ISC"), although any decisions remain our responsibility. The terms of reference for the ISC detail its responsibilities.

2. Investment managers and platform provider

The investment managers' responsibilities include:

- managing the portfolios of assets according to their stated objectives, and within the guidelines and restrictions set out in their respective investment manager agreements and/or other relevant governing documentation
- taking account of financially material considerations (including climate change and other ESG considerations) as appropriate when managing the portfolios of assets
- exercising rights (including voting rights) attaching to investments and undertaking engagement activities in respect of investments
- providing regular information concerning the management and performance of their respective portfolios
- having regard to the provisions of Section 36 of the Pensions Act insofar as it is necessary to do so.

The investment platform provider for the DC Section and AVCs will be responsible for:

- providing access to a range of funds
- providing us with regular information concerning the management and performance of the assets.

The custodians of the portfolios are responsible for safe keeping of the assets and facilitating all transactions within the portfolios.

3. Bulk annuity provider

The bulk annuity provider's responsibility is to pay the pensions secured under the bulk annuity policy accurately and on a timely basis.

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Statement of Investment Principles continued

4. Investment adviser

The investment adviser's responsibilities include:

- advising on how material changes within the Scheme's benefits, membership, and funding position may affect the manner in which the assets should be invested
- advising on the asset allocation and the selection, and review, of the investment managers, incorporating its assessment of the nature and effectiveness of the managers' approaches to financially material considerations (including climate change and other ESG considerations)
- for the DC Section, advising on a suitable fund range and default strategy for the Scheme, and how material changes to legislation or within the Scheme's benefits and membership may impact this

5. Fee structures

The provision of investment management and advisory services to the Scheme results in a range of charges to be met, directly or indirectly, by deduction from the Scheme's assets. We have agreed terms of business with the Scheme's investment advisers, actuary and other service providers under which work undertaken is charged for by on a time-cost or fixed fee basis, or with pre-agreed budgets.

The investment managers receive fees calculated by reference to the market value of assets under management and in some cases a performance related fee.

The fee structure used in each case has been selected with regard to existing custom and practice, and our view as to the most appropriate arrangements for the Scheme, and we keep the fee structures under review.

6. Performance assessment

We are satisfied that there are adequate resources to support our investment responsibilities, and that we have sufficient expertise to carry out our role effectively. It is our policy to assess the performance of the Scheme's investments, investment providers and professional advisers from time to time. We will also periodically assess the effectiveness of our decision-making and investment governance processes and will decide how this may then be reported to members.

7. Working with the sponsoring employer

When reviewing matters regarding the Scheme's investment arrangements, such as the SIP, we seek to give due consideration to the employer's' perspective.

Whilst the requirement to consult does not mean that we need to reach agreement with the employer, we believe that better outcomes will generally be achieved if we work with the employer collaboratively.

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Part 2:
Policy towards risk

1. Risk capacity and appetite

Risk capacity is the maximum level of risk that we consider to be appropriate to take in the investment strategy. Risk appetite is how much risk we believe is appropriate to take in order to meet the investment objectives. Taking more risk is expected to mean that those objectives can be achieved more quickly, but it also means that there is a greater likelihood that the objectives are missed, in the absence of remedial action. We aim to strike the right balance between risk capacity and risk appetite.

When assessing risk and reviewing the investment strategy, we consider:

- the strength of the employer covenant and how this may change over time
- the Scheme's objectives
- the Scheme's liability profile
- the Scheme's cash flow requirements and employer contributions

When deciding on the current investment strategy, we believed this level of risk to be appropriate given the Scheme's objectives.

2. Approach to managing and monitoring risks

There are different types of investment risk that are important to manage, and we monitor these on a regular basis. These include, but are not limited to:

Risk of insolvency of the bulk annuity provider

As the bulk annuity policy represents the majority of the Scheme's assets, a key risk is that the bulk annuity provider fails to honour its obligations under the policy.

We recognise that this risk cannot be eliminated altogether, however, we note that the strong regulatory regime that applies to insurance companies in the UK, and that the Financial Services Compensation Scheme is expected to provide significant additional protection in the event of insolvency (albeit this is untested to date).

Risk of inadequate returns

For the DC and AVC arrangements, as members' benefits are dependent on the investment returns achieved, it is important that investment options are available which can be expected to produce adequate real returns over the longer term. Accordingly, equity-based funds, which are expected to provide positive returns above inflation over the long term, have been made available to members and feature in the growth phase of the default option. To reduce the chance of a sharp deterioration in members' benefits close to retirement, the Trustee has made available a range of lower risk funds. In addition, the Trustee has made available three lifestyle options.

Risk from lack of diversification

This is the risk that failure of a particular investment, or the general poor performance of a given investment type (eg equities), could materially adversely affect the Scheme's assets. We believe that the Scheme's assets are adequately diversified between different asset classes and within each asset class. We believe that the DC (including the default option) and AVC options also provide a suitably diversified range for members to choose from. This was a key consideration when determining the Scheme's investment arrangements.

Investment manager risk

This is the risk that an investment manager fails to meet its investment objectives. Prior to appointing an investment manager, we receive written professional advice, and we will typically undertake a manager selection exercise. We monitor the investments regularly against their objectives and receive ongoing professional investment advice as to their suitability.

Equity risk

We believe that equity risk is a rewarded investment risk, over the long term. The Scheme is not currently exposed to equity risk within the DB section, as it no longer holds listed or private equity investments (the private equity holdings are in liquidation).

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Statement of Investment Principles continued

Credit risk

The Scheme is subject to credit risk because it invests in bonds and other money market instruments via pooled funds.

Credit risk is mitigated through the diversification of credit instruments, within and between funds, the application of risk limits by the individual managers as well as security in the form of assets pledged against the debt. Credit risk arising on cash held within financial institutions is mitigated by ensuring cash is held with a diversified range of institutions, which are at least investment grade credit rated.

Currency risk

Whilst the majority of the currency exposure of the Scheme's assets is to Sterling, the Scheme is subject to currency risk because some of the Scheme's investments are held in overseas markets. We consider the overseas currency exposure in the context of the overall investment strategy, and believe that it diversifies the strategy and is appropriate.

Furthermore, we manage the amount of currency risk by investing in pooled funds that hedge currency exposure or implement separate currency hedging arrangements.

Interest rate and inflation risk

For the DB Section, the bulk annuity policy removes most of this risk.

Some of the residual assets within the DB section are subject to interest rate and inflation risk because some of the Scheme's assets are held in bonds. However, the interest rate and inflation exposure of these assets hedges the corresponding risks associated with the Scheme's residual liabilities.

Climate-related risks

Climate change is a source of risk, which could be financially material over both the short and longer term. This risk relates to the transition to a low carbon economy, and the physical risks associated with climate change (eg extreme weather). We seek to appoint investment managers who will manage this risk appropriately, and from time-to-time review how this risk is being managed in practice.

Other environmental, social and governance (ESG) risks

ESG factors are sources of risk, which could be financially material over both the short and longer term. These include risks relating to unsustainable or socially harmful business practices, and unsound corporate governance. We seek to appoint investment managers who will manage these risks appropriately, and from time-to-time review how these risks are being managed in practice.

Illiquidity/marketability risk

For the DC and AVC arrangements, this is the risk that core financial transactions, such as investing members' contributions, are not processed promptly due to lack of liquidity in the investments. We manage this risk by only using pooled funds with daily dealing and, within the lifestyle options (including the default option), diversifying the strategy across different types of investment.

Risk from excessive charges

Within the DC arrangements, if the investment management charges together with other charges levied on, for example, transfers or early retirement are excessive, then the value of a member's account will be reduced unnecessarily. We are comfortable that the charges applicable to the Scheme are in line with market practice and assess regularly whether these represent good value for members.

Valuation risk

Some of the Scheme's DC section assets (such as listed equities) can be valued regularly based upon observable market prices. For other assets (such as property), prices may only be estimated relatively infrequently using one or more of a range of approximate methods – eg mathematical models or recent sales prices achieved for equivalents.

At times of market stress, there is a risk for all assets that the valuations provided by investment managers do not reflect the actual sale proceeds which could be achieved if the assets were liquidated at short notice. This risk is particularly relevant for assets such as property.

Part 3:
Investment manager arrangements

Defined Benefit Section

Just – Bulk annuity provider

The Trustee has purchased a bulk annuity policy with Just Retirement Limited ("Just") to fully insure the Scheme's DB pension liabilities.

BlackRock – Government and corporate bonds

The Trustee has made available a range of pooled government and corporate bond funds with BlackRock for the Scheme to invest in. Details of the funds available are set out below.

Government bond funds:

The Scheme can invest in a range of single stock and index tracking UK government bond funds, as detailed below:

- Aquila Life All Stocks UK Gilt Index Fund
- Aquila Life Up To 5 Years UK Gilt Index Fund
- Aquila Life 5-15 Years UK Gilt Index Fund
- Aquila Life Over 15 Years UK Gilt Index Fund
- Aquila Life Over 25 Years UK Gilt Index
- Aquila Life Up To 5 Year UK Index-Linked Gilt Index Fund
- Aquila Life Over 5 Year Index-Linked Gilt Index Fund
- Aquila Life Over 25 Years Index-Linked Gilt Index Fund
- Aquila Life All Stock UK Index-Linked Gilt Index Fund
- Aquila Life 2030 Gilt Fund
- Aquila Life 2040 Gilt Fund
- Aquila Life 2052 Gilt Fund
- Aquila Life 2060 Gilt Fund
- Aquila Life 2068 Gilt Fund
- Aquila Life 2027 Index Linked Gilt Fund
- Aquila Life 2032 Index Linked Gilt Fund
- Aquila Life 2040 Index Linked Gilt Fund
- Aquila Life 2050 Index Linked Gilt Fund
- Aquila Life 2062 Index Linked Gilt Fund
- Aquila Life 2068 Index Linked Gilt Fund

The objective of these funds is to track the performance of select UK fixed interest and index linked government bonds or bond indices, within acceptable tolerance ranges.

The funds are priced daily. They are open ended and unlisted.

Corporate bond fund:

The Scheme can also invest in the Aquila Life Corporate Bond Index Fund Over 15 Years.

- The objective of the fund is to track the performance of the iBoxx Sterling Non-Gilts 15+ Years Index, within an acceptable tolerance range.
- The fund is priced daily. It is open ended and unlisted.

BlackRock – Money Market

The Scheme can invest in Sterling money market instruments via a pooled fund called the BlackRock ICS Sterling Liquidity Fund.

- The objective of this fund is to maximise income consistent with maintaining and ensuring underlying assets can easily be bought or sold in the market. The performance of the fund is measured against a benchmark of the SONIA Overnight rate.
- The fund is daily priced. It is open ended and unlisted.

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Statement of Investment Principles continued

Patria Investors – Private Market Assets

The Scheme invests in private equity via a pooled fund called the European Strategic Partners 2008 Fund. This fund is currently in liquidation.

- The objective of this fund is to maximise return subject to prudent diversification.
- The fund is priced quarterly. It is closed ended and unlisted.

BlueCrest Capital Management (UK) LLP – Private Market Assets

The Scheme invests in a hedge fund via a pooled fund called the BlueCrest Absolute Return Fund. This fund is currently in liquidation.

- The objective of this fund is to deliver an absolute return of 10% - 15% pa after the deduction of fees over a rolling 3 year period.
- The fund is now in the process of winding down following which, BlueCrest will cease to be an investment manager of the Scheme.

Custody arrangements

We are not responsible for the appointment of the Custodian of the assets contained within the various pooled fund investments. The exception is for assets invested with BlackRock where we have a separate agreement in place with Bank of New York Mellon to act as custodian for these funds. We are comfortable that the Scheme's other investment managers have procedures in place for the appointment and monitoring of the relevant custodians.

Defined Contribution Section and AVC arrangements

We make available a range of self-selection funds and lifestyle strategies. Members are provided with clear information on the investment options and their characteristics, so they can make an informed choice. Members can choose from a range of passively managed self-select funds and three lifestyle strategies. Details of the options are set out below.

The fund options are provided to members via investment only platform arrangements with ReAssure Limited and Clerical Medical. The funds are priced daily. The funds are open ended and are listed.

Lifestyle strategies

There are three lifestyles that members can invest in through the DC platform with ReAssure, as detailed below.

1. Ultra Electronics Annuity Lifestyle:

This is intended for those members who wish to draw 25% of their DC / AVC savings as a tax-free lump sum and use the balance to buy a pension. It is designed to gradually reduce investment risk over a 5-year period up to retirement.

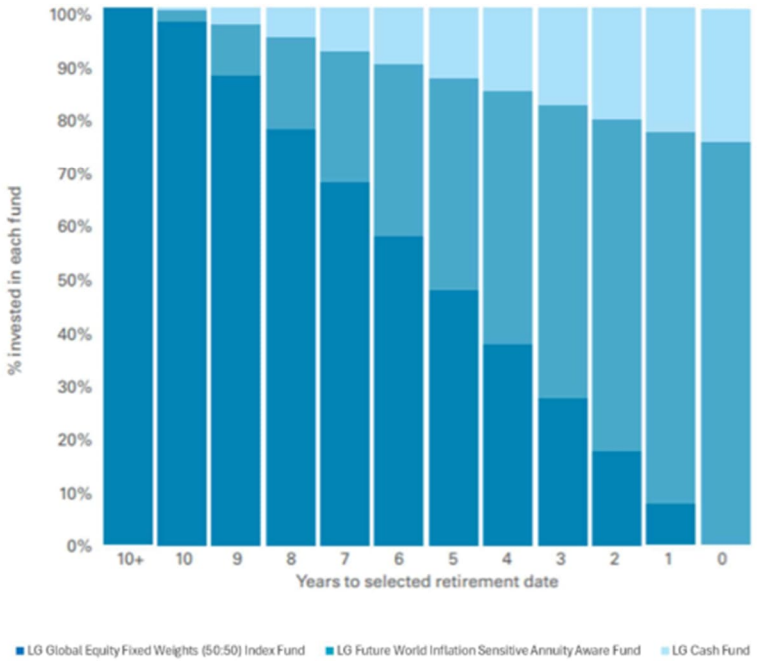
2. Ultra Electronics Cash Lifestyle:

This is intended for those members who anticipate taking all of their DC / AVC savings as a tax-free lump sum. It is designed to gradually reduce investment risk over a 10-year period up to retirement.

3. The 50:50 Global Equity 10 Year CPS Lifestyle (the default option):

For those members who were affected by the closure of the Equitable Life With Profits fund in 2020, their assets have been invested into a new default option, the Legal & General 50:50 Global Equity 10 Year CPS Lifestyle. This is managed as a lifestyle strategy, designed to gradually reduce investment risk by switching investments over a 10-year period up to retirement. Details of the strategy are set out below.

Statement of Investment Principles continued



Self-select fund options

Fund	Benchmark	Tracking error
ReAssure		
LG Global Equity Fixed Weights (50:50) Index Fund	Composite of 50/50 FTSE UK and overseas equity indices	+/- 0.5% pa for 2 out of 3 years
LG World (ex-UK) Equity Index Fund	FTSE World (ex UK) Index	+/- 0.5% pa for 2 out of 3 years
LG UK Equity Index Fund	FTSE All-Share Index	+/- 0.25% pa for 2 out of 3 years
LG Consensus Index Fund	ABI Mixed Investment 40-85 Shares	N/A
LG AAA-AA-A Corporate Bond All Stocks Index Fund	Markit iBoxx £ Non-Gilts (ex-BBB) Index	+/- 0.5% each year for 2 out of 3 years
LG Future World Inflation Sensitive Annuity Aware Fund	Composite of gilts and corporate bond indices	N/A
LG All Stocks Index Linked Gilts Index Fund	FTSE-A Index Linked (All Stocks) Index	+/- 0.25% each year for 2 out of 3 years
LG Cash Fund	SONIA	N/A
LG Property Fund	AREF/IPD UK Quarterly All Balanced Property Funds Index	N/A
LG Ethical UK Equity Index Fund	FTSE4Good UK Equity Index	+/- 0.25% each year for 2 out of 3 years
Clerical Medical		
Clerical Medical With-Profits Fund	N/A	N/A
Clerical Medical UK Growth Fund	FTSE All Share Index	
Clerical Medical Balanced Fund	ABI Mixed Investment 40-85% Shares	N/A
Clerical Medical Cash Fund	ABI Money Market	N/A

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Appendix B
Projection of the effect of costs and charges for the highest and lowest changing funds

The table below shows the potential effect of costs and charges on projected fund values over time for an example member invested in the highest and lowest charging funds.

		Lowest Charge Fund			Highest Charge Fund		
		L&G UK Equity Index Fund (0.160%)			L&G Managed Property Fund (0.750%)		
Age	Years to Normal Retirement Age	*DC Pension Pot (before charges)*	*DC Pension Pot (after charges)*	*Effect of charges*	*DC Pension Pot (before charges)*	*DC Pension Pot (after charges)*	*Effect of charges*
40	25	20,000	20,000	-	20,000	20,000	-
45	20	23,656	23,478	178	21,507	20,742	764
50	15	27,980	27,561	419	23,127	21,513	1,615
55	10	33,095	32,353	741	24,870	22,311	2,559
60	5	39,144	37,980	1,165	26,744	23,139	3,604
65	0	46,300	44,584	1,716	28,759	23,999	4,760

This is for illustration purposes only. The actual returns received are likely to differ over time as will individual member's pension pot sizes. This illustration is based on:

- An initial pension pot of £20,000.00.
- There are no active contributions in the Scheme.
- Investment returns (after charges) estimated as 6.00% p.a. for the L&G UK Equity Index Fund and 4.00% p.a. for the L&G Multi Asset (Formerly Consensus) Index Fund.
- Inflation of 2.5% p.a.
- Pension pot values are shown in today's prices.

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All registered at: Phoenix House, 1 Station Hill, Reading, RG1 1NB.

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