GCD Nexus Saving Scheme (formerly United Steels Limited Nexus Savings Scheme)
The Chair´s Statement regarding DC Governance for the year ended 31 March 2026

The following statement is the annual Chair's Statement for the Trustees of the GCD Nexus Savings Scheme (the "Scheme") covering the period from 1 April 2025 to 31 March 2026.

Details of a change of Principal Employer and a Flexible Apportionment Arrangement on 6th June 2024 and 8th August 2024 respectively were included in the Chair Statement for the year ended 31 March 2025 which can be found on the GCD website: **https://www.gcd2024limited.com/downloads** along with the Privacy Notice.

From a legal background, regulations effective from 6th April 2015 require the Trustees to prepare a statement showing how they have met certain minimum governance standards in relation to defined contribution benefits. These standards cover five principal areas relating to the Scheme's defined contribution benefits, namely: the default investment arrangement, core financial transactions, value from member borne deductions, net return on investments and the trustees' knowledge, understanding and resources.

Under legislation set out in regulation 23 of The Occupational Pension Schemes (Scheme Administration) Regulations 1996 (the 'Administration Regulations'), (as amended), the Chair of the Trustees of the Scheme is required to publish this statement (the 'Statement') on governance in the annual report.

This Statement describes how the Trustees have governed the Scheme during the year and, in particular, the steps they have taken during the year to improve the likelihood of members experiencing a good outcome for life after work.

The Statement covers five principal areas:

1. Investment with particular focus on the Scheme's investment arrangements and options in which members are invested;
2. Internal controls, with particular focus on the processing of core financial transactions;
3. Value from member borne costs within the Scheme, including the additional requirements in relation to the disclosures of costs and charges;
4. Net Returns on investments;
5. The knowledge and resources available to the Trustees, including how the Trustees have maintained and demonstrated the statutory levels of knowledge and understanding needed to govern the Scheme.

The Trustees will publish this Statement on: **https://www.gcd2024limited.com/downloads**, in a domain that can be accessed publicly via the use of a search engine and members will be notified of how to access the Statement via their annual benefit statements.

The Scheme is set up as a Defined Contribution (DC)/ money purchase scheme with a Defined Benefit (DB) Underpin applying for some members (members will receive the higher of the two). Note this statement applies to both the Scheme's 'DC' and the 'Underpin' Sections.

1. Investment strategy

The Trustees are responsible for setting the Scheme's investment strategy and for appointing investment managers to carry out that strategy.

Default option refers to an investment approach that is automatically applied to pension contributions if a member joining a pension scheme does not actively choose their own investment options.

Given that individuals cannot be required to make an active choice when being automatically enrolled into a pension scheme, qualifying schemes used for automatic enrolment must have a default option in place.

When designing a default option, Trustees must ensure that this is designed to align with the retirement objectives of scheme members, taking into account factors such as age, risk tolerance, and investment time horizon. Regular reviews and assessments of the default option are essential to ensure its continued suitability and effectiveness.

As contributions into the Scheme ceased in 1999, there is no legislative requirement for the Scheme to have a default investment option, due to this, members are offered "off the shelf" investment strategies or can choose amongst a small range of funds available for them to select. The Scheme is not being used as a qualifying scheme for automatic enrolment purposes. In addition, as there are less than 100 members in the Scheme, there is no requirement to have a Statement of Investment Principles, nor review the investment strategy on a triennial basis. The Trustees and new principal employer, GCD 2024 Limited, having considered options to improve the position of members have engaged Ernst & Young LLP (EY) to perform an "End Game" process that will achieve a Buy-Out/Buy-In with an Insurer and Wind Up of the Scheme. The Wind-Up process is expected to conclude in late 2027.

In view of the EY process, the Trustees do not consider that an investment strategy review is appropriate at this time.

DC Section

From 1 April 2021, all DC Section members savings were switched to a Diversified Growth Fund option that invests 100% in the Threadneedle Multi Asset Fund. Ahead of this change, members were given the option to select an alternative self-select option. The Trustees also made a range of alternative self select funds available from which members can choose.

The Trustees´ objective is to provide an appropriate range of investment options to members with a DC Section benefit, for the members to invest in. Historically, the scheme has been concerned with options providing opportunities for long term growth at an acceptable level of risk, that will be suitable for the majority of the Scheme's membership. This objective now needs to be considered alongside the stepped plan of the EY process to achieve the Insurer Buy-In and ultimate Wind-Up of the scheme.

Underpin Section

From 1 April 2021, all assets currently held in the Scheme that are subject to a Guaranteed Minimum Pension (GMP) or Reference Scheme Test (RST) underpin are invested in line with the following Underpin Strategy - Manager allocation at 31 March 2026;

- 11% Index Linked Gilts
- 2% Fixed Interest Gilts
- 43% Corporate Bonds
- 25% Equities
- 19% Diversified Growth Funds

In addition, the Trustees undertake a triennial actuarial valuation in respect of the Underpin Section and as part of this they consider the demographics of the Section, performance of the Underpin Strategy and whether it is line with the objectives of the Strategy and if any changes are required. The latest triennial valuation as at 31 March 2025 was received in June 2026.

Based on the last valuation, it remains the expectation that when a member comes to take their benefits they will receive a DB benefit as for the majority of members, the value of their Underpin is higher than their DC Funds.

The Scheme is not subject to default fund requirements, but Trustees are encouraged to review the investment arrangements in place for good governance. The last investment review carried out was presented in September 2016 with an outcome for the DC Section members that proposed a small range of funds appropriate for the membership, a cautious approach for the “off the shelf” investment strategies and that surplus funds be invested in the Threadneedle Multi Asset Funds within the Mobius Life Limited platform. The move to Mobius Life took longer than expected with the transfer eventually taking place on 1 April 2021, there has been no formal review of Investment strategy since that date. The 2016 review was followed by the change to the Mobius platform and a resulting change of investments. A de-risking feasibility study was also undertaken to support the then Trustees decision making around the long- term objective to maintain and improve the security of benefits for members.

The financial position of the sponsoring employer was significantly impacted by a number of global events during and following the move to Mobius which served to delay any tangible progress to improve the security of benefits for members.

Proceeds received from the sale of United Steels Limited in 2024, have enabled the Trustees and new principal employer, GCD 2024 Limited, to engage with specialists in seeking advice on next steps for the scheme. The Trustees appointed Ernst & Young LLP (EY) in July 2025 to undertake an “End Game” process to achieve a Buy-Out concluding with the Wind-Up of the Scheme. Whilst initial progress was slow due to timescales on data provision from Aptia, the project has gathered some momentum post scheme year end. The EY process is being supported by Mills & Reeve LLP on legal matters to include benefit specification and other legal advice to the Trustees. EY have progressed GMP equalisation calculations and are undertaking GMP conversion calculations prior to the triggering of Wind-up. Input from the Scheme Actuary is being sought as appropriate and Wind-up of the scheme will require both the Pension Regulator and HMRC to be notified.

The Trustees will ensure investment performance is monitored throughout the EY process and update members on strategy for investment if there are significant changes to membership or recommended change of investment policy.

2. Processing of core financial transactions

As required by the Administration Regulations, the Trustees must ensure that "core financial transactions" are processed promptly and accurately. Core financial transactions are (broadly):

- Investment of contributions made to the Scheme by members and their employer(s);
- Transfers into and out of the Scheme of assets relating to members;
- Switches of members' investments between different funds within the Scheme; and
- Payments from the Scheme to or in respect of members (e.g. payment of death benefits).

The Trustees operate an outsourced operational model, with the Scheme's administration and management of its Scheme bank account delegated to Mercer Limited. From 1 January 2024, Mercer Limited, now Marsh, sold their administration arm to Aptia Limited. The Trustees have not been made aware of any changes to agreed timescales with the administrators through the Service Level Agreement (SLA) for the processing of all member-related services, including core financial functions relating to contribution handling, quoting benefits and paying benefits. The timescales migrated from the Mercer arrangement are within any applicable statutory timescale and are summarised below.

Task	Service Level Agreement
Benefit Quotation	10 working days
Benefit Payments	5 working days
Death Benefit Quotation	1 working day
General Member Correspondence	10 working days
Invoice Payment	20 working days
Investment / Disinvestment Request	5 working days
Member Updates	5 working days
NICO Enquires	20 working days
Scheme Event Work	As agreed with the Trustees

The overall SLA from 1 April 2025 to 31 March 2026 was 95.7% of completion within the above service standards, [2025:97.8%]. The Trustees intend to request more regular reports to monitor SLA performance through the timeframe of the EY process.

The processes adopted by the Scheme administrator to help meet the SLA include:

- transactions recorded and monitored on a workflow system;
- input onto the administration system and any subsequent changes approved by an authorised individual.
- dynamic checklists with Member / policyholder transactions are independently checked via a quality queue within the workflow process. Each transaction event has a number of specific pre-configured system quality steps in the workflow process;
- a central financial control team separate to the admin team with daily monitoring of bank accounts (and separate cheque receipt log, which is reconciled daily and is maintained by a central treasury team).; and
- and 'four eyes' checking of investment and banking transactions.

The Trustees are required to review the processes and controls implemented by the administrator and consider them to be suitably designed to achieve these objectives. The administrator employs an independent auditor to prepare an annual report on their internal controls (AAF01/06/ ISAE 3402). The 2024 report for Aptia was not available during the scheme year. A copy of the report received pre signing of the Chair statement confirmed that the administrator's description of services was fairly presented and that controls were designed, implemented and operated effectively throughout the review period.

The limited administration functions handled by the Trustees and sponsoring employer have further internal controls that are GDPR compliant. Scheme/member data is held securely on a bespoke network drive re digital data and securely under lock and key for paper documentation. Antivirus protection is employed on the network to maintain data security. Access to the drive location is only permitted by trustees. The network is protected by a watchguard firewall device to prevent unauthorised access. Data held by Trustees is backed up and stored securely in the cloud, should data retrieval/reconstruction be required.

Whilst during the Scheme year no formal review of the performance of administrators has taken place, the Trustees understand that there have been no complaints during the scheme year. The Trustees have for some time recognised that there are occasional service issue concerns and intervene where they are made aware. The Trustees have from time to time, instructed independent professionals to assist on certain member transactions to improve the member experience where appropriate.

The Trustees have limited opportunity to change the investment management or administration of the scheme whilst they work with EY to progress the Scheme's 'End Game' plan. Recognising this, the Trustees have strived to get the best service possible within the existing arrangements until that plan is concluded with member benefits secured in a more satisfactory way.

Following the sale of the administration arm of Mercer to Aptia in January 2024, the Trustees were hopeful of an improved administration service. This has not been the experience during the scheme year. Members have not received annual statements now for 2024, 2025 and 2026. The Trustees are persistent in pushing for an improved service and following a change of personnel within Aptia are seeing signs of a more engaged relationship.

The Trustees are satisfied that the majority of core transactions were processed promptly and accurately during the period.

3. Value for member borne costs within the Scheme

The Trustees are required to report on the transaction costs and charges for the investments used in the arrangements as well as the wider fund choice invested in by members and assess the extent to which the costs and charges represent good value for members. When preparing this statement, the Trustees have taken account of statutory guidance.

Charges, also known as the Total Expense Ratio (TER), consists principally of the manager's annual charge for managing and operating a fund, but also includes the costs for other services paid for by the fund, such as the legal costs, registration fees and custodian fees. However, they exclude other costs that are member borne and can therefore have a negative effect on investment performance such as transaction costs and interest on borrowings.

Transaction costs are costs incurred by fund managers as a result of buying, selling, lending or borrowing investments. These costs are taken into account by the fund managers when calculating the unit price for each of the funds. The transaction costs shown are calculated on a methodology known as 'slippage cost'. This compares the price of the stocks being traded when a transaction was executed with the price at which the transaction was requested. Market movements during any delay in transacting may be positive or negative and may also outweigh other explicit transaction costs. For this reason, overall transaction costs calculated on the slippage method can be negative as well as positive.

Details of the transaction costs and charges for funds invested in by members to 31 March 2026 are detailed in the tables below.

Annual management charges are accrued within the unit price on a daily basis and include allowance for underlying investment managers charges.

DC Section

DC Section	TER %p.a.	Transaction costs %p.a.
Threadneedle Multi Asset Fund	0..38	0.17

Source: Mobius Life, data as at 31 March 2026

Underpin Section

When benefits come to be paid a comparison is undertaken between the DB Underpin and the value of the DC benefits, with the higher benefit paid.

There is additional administration in relation to the Underpin to ensure that there is enough money in the Scheme in the instances when the Underpin is higher than the DC benefits, when benefits come to be paid.

As a result it has been agreed that an additional fee of 1.15% is borne by members of the Underpin Section to meet the additional costs of administrating the Underpin (with the Company paying additional contributions to meet the cost of the difference in the Underpin compared to the DC benefits). This fee does not apply to members in the DC Section.

Underpin Section	TER %p.a.	Transaction costs %p.a.
Underpin Strategy (combined charges and costs experienced by underpin members)	1.36*	0.09
Underlying Funds making up the Underpin Strategy		
Threadneedle Multi Asset Fund		
L&G Life CN AAA-AA-A Corporate Bond — All Stocks Index Fund		
L&G Life TB Global Equity Market (40:60) Weights Index Fund		
L&G Life AF Over 15 Year Gilts Index Fund		
L&G Life AP Over 5 Year Index-Linked Gilts Index Fund		
Payden Absolute Return Bond Fund		

Source: Mobius Life, data as at 31 March 2026 plus the additional fee referred to above.
*Weighted allocation based on the weighted average for all funds since the inception of the new strategy implemented April 2021.

4. Net investment returns

The Occupational Pension Schemes (Administration, Investment, Charges and Governance) (Amendment) Regulations 2021 ('the 2021 Regulations') introduced new requirements for Trustees of 'relevant' occupational pension schemes.

From 1 October 2021, Trustees of all relevant pension schemes are required to calculate and state the return on investments from their arrangements and self-select funds, net of transaction costs and charges. This information must be recorded in the annual Chair's Statement and published on a publicly available website.

The net returns for the funds in the DC Section compared to the funds used in the Underpin Strategy differ because of the different charging structure in place.

DC Section*	Annualised returns to 31 March 2026 (%)	
	1 year	5 years
Threadneedle Multi Asset Fund	12.8	5.2
Underpin Section	**Annualised returns to 31 March 2026 (%)**	
	1 year	**5 years**
Underpin Section Strategy	8.0	0.8
Underlying Funds making up the Underpin Strategy		
Threadneedle Multi Asset Fund	11.7	4.1
L&G Life CN AAA-AA-A Corporate Bond — All Stocks Index Fund	2.5	-2.3

L&G Life TB Global Equity Market (40:60) Weights Index Fund	18.9	12.9
L&G Life AF Over 15 Year Gilts Index Fund	-0.8	-11.7
L&G Life AP Over 5 Year Index-Linked Gilts Index Fund	2.7	-10.0
Payden Absolute Return Bond Fund	1.9	1.3

Source: Mobius Life, Marsh calculations. Performance shown net of all charges and transaction costs, of standalone self-select options independent of age; therefore, shown in a different format from the lifestyle performance on the previous page. *No self-select options included as there are no DC members are invested in any other funds, other than the Threadneedle Multi Asset Fund.

Cumulative effect of costs and charges

The Occupational Pension Schemes (Administration and Disclosure) (Amendment) Regulations 2018 require the Trustees to produce illustrations of the cumulative effect over time of the transaction costs and charges that apply to the fund options offered by the Scheme. This is to improve the transparency and help members understand the impact that charges and transactions costs might have on their own savings.

The Trustee has taken account of the statutory guidance and has produced illustrations to demonstrate the effect of costs and charges for the investment funds and strategies offered by the Scheme for two example strawman members.

The following illustrations take into account the following elements:

- Amount of pension savings in the Scheme;
- Real (after inflation) investment returns, gross of costs and charges;
- Adjusted real investment returns allowing for the effect of costs and charges; and
- Time to retirement.

To illustrate the impact of charges on a typical member's pension savings, examples in respect of each Sections of the Scheme are provided. This includes the latest estimates of all annual member costs and charges, including the Total Expense Ratio, transaction costs and the impact of inflation. The Trustees have used the latest available data provided by the Scheme administrator, adjusted for the purposes of these projections.

Please note that the figures are only illustrations and the actual fund values and impact of charges on each members' investment will be different, depending on their personal details and investment choices and whether or not the assumptions are borne out. The information shown is not a substitute for the individual and personalised illustrations provided to members each year within the annual benefit statements provided by the Scheme Administrator.

DC Section Illustration: Youngest DC Only member, age 49

	DC Section: Threadneedle Multi Asset Fund	
Age	**Pension Savings Fund with no Charges Incurred**	**Pension Savings Fund with Charges Incurred**
49	£950	£950

50	£986	£980
52	£1,062	£1,041
54	£1,145	£1,107
56	£1,233	£1,177
58	£1,328	£1,251
60	£1,431	£1,330
62	£1,542	£1,414
64	£1,661	£1,503
65	£1,724	£1,550

Notes:

1. Projected pension savings values are shown in today's terms, and do not need to be reduced further for the effect of future inflation
2. The starting pension savings is assumed to be £950.This is based on an indicative 15% increase in the corresponding value from the 2023 membership data, the latest available.
3. Inflation is assumed to be 2.5% each year
4. Values shown are estimates and are not guaranteed
5. If any annual transaction costs for a fund are negative for the period illustrated, they have been assumed to be zero as a prudent assumption for these illustrations. Transaction costs are a four-year average based on data available from Mobius, the investment platform since April 2021.
6. The project growth rate for the Threadneedle Multi Asset Fund is 3.5% p.a. gross of member borne charges above inflation.
7. The projected values are shown up to age 65.

Underpin Section Illustration: The youngest member, aged 51

	Most popular fund: Underpin strategy	
Age	**Pension Savings Fund with no Charges Incurred**	**Pension Savings Fund with Charges Incurred**
51	£9,080	£9,080
53	£9,503	£9,226
55	£9,945	£9,374
57	£10,407	£9,525
59	£10,892	£9,678
61	£11,399	£9,833
63	£11,929	£9,991
65	£12,484	£10,152

Notes:

1. Projected pension savings values are shown in today's terms, so do not need to be reduced further for the effect of future inflation.

2. The starting pension savings size is assumed to be £9,080. This is based on an indicative 15% increase in the corresponding value from 2023 membership data, the latest currently available.
3. Inflation is assumed to be 2.5% each year
4. Values shown are estimates and are not guaranteed
5. If any transaction costs for a fund are negative for the period, they have been assumed to be zero as a prudent assumption for these illustrations. Transaction costs are a four-year average based on data available from Mobius.
6. The project growth rate for the Underpin strategy is 2.30% p.a. gross of member borne charges) above inflation.
7. The projected pension savings values are shown up to age 65.

5. Small Scheme Value for members

Under legislation applying to all DC schemes with less than £100m in assets, the Trustees are required to assess the extent to which the Scheme delivers value for members across three key areas:

Assessment area	Type of assessment
Costs and charges	Comparative assessment against three larger DC arrangements, considering the level of ongoing member-borne charges and transaction costs.
Net investment performance	Comparative assessment against three larger DC arrangements, considering investment performance net of all member-borne costs and charges.
Governance and administration	Standalone assessment of the Scheme's governance and administration arrangements, covering: core financial transactions; record keeping; investment strategy; investment governance; Trustee knowledge and understanding; member communications; and management of conflicts of interest

The Trustees instructed Marsh to carry out a Small Scheme Value for Members' (SSVfM) assessment as at 31 March 2026. The conclusions of this assessment are set out in the table below.

Assessment area	Rating	Conclusion
Costs and charges	**Poor**	The Scheme is assessed as offering poor value from a costs and charges perspective. The Scheme's costs and charges have been higher than those of similar funds within the comparator arrangements, both for default and self-select funds. Charges for Underpin members remain significantly higher than comparator schemes.
Net investment performance	**Poor**	The Scheme is assessed as offering poor value from a net investment performance perspective. The Scheme's net investment returns have underperformed compared to comparator arrangements over the same period. Over the five-year period, the Scheme has shown weaker

Assessment area	Rating	Conclusion
		performance at younger ages and broadly in line as a member nears retirement.
Governance and administration	**Poor**	The Scheme is assessed as offering poor value from a governance and administration perspective. ***Promptness and accuracy of core financial transactions*** Aptia Limited took over the administration of the scheme from Mercer Limited on 1 January 2024. The Trustees have not undertaken any formal review of administration services during the scheme year. Response times on the provision of information from Aptia is disappointing. The Trustees do consider that service levels need to improve and will monitor the administration by Aptia closely in the coming scheme year. The Trustees had a service level agreement (SLA) in place with Mercer Limited, which covers the accuracy and timeliness of all transactions. The Trustees have not been notified of any significant changes to the administrations process. The overall SLA from 1 April 2025 to 31 March 2026 was 95.7% of completion within Service Standard, a slight decline on the previous year. ***Appropriateness of the investment strategies*** The last investment strategy review took place in July 2016. A change of provider and investments resulted from the review with a protracted move to the Mobious platform taking place in April 2021. De-risking actions were delayed due to global events and the COVID19 pandemic impacting on the financial position of the sponsoring employer. The Trustees have recommenced de-risking with the engagement of EY, legal and pension specialists to undertake the Buy-Out/Buy-In and Wind-up of the Scheme. No formal review of investment strategy was undertaken in the scheme year. The investment strategy for the future of the scheme will be determined in conjunction with the End Game process as appropriate and the Trustees will update members at the earliest opportunity of any changes and will take steps to ensure regular performance monitoring is undertaken.

Assessment area	Rating	Conclusion
		Quality of investment governance Level of trustee knowledge, understanding and skills to operate the pension scheme effectively At the scheme year end, Ross Trustee Services Limited were the Professional Corporate Sole Trustee (PCST) appointed 28 April 2025. ***Quality of communication with scheme members*** Annual member statements have not been sent on time for 2024 and 2025 and at the time of signing, statements for 2026 have not been issued. Statements for 2023 and 2022 were issued within guideline timescales. ***Effectiveness of management of conflicts of interest*** The Trustees are not aware of any known areas of conflict of interest. There is no written conflicts of interests' policy but a written safeguard policy. The appointment of the PCST is considered a strengthening of the management of potential conflicts of interest.
Overall	**Poor**	Overall, considering all three areas set out above, the Scheme is assessed as offering poor value for members. The following areas for improvement were identified: Review the investment strategies and self-select fund range; Review the current Underpin strategic allocation; Review the fee arrangements currently in place and look to negotiate with the provider where possible; Review member communications to support members in their retirement planning and consider sharing investment performance information; Trustees to meet regularly and register actions agreed and discussed through Meeting Minutes that should be shared with the advisor who, should attend the meetings as appropriate but at least once a year; Trustees to regularly review the administration processes and Service Level Agreements.

Assessment area	Rating	Conclusion
		The process for a Buy-Out and Winding Up the Scheme is challenging due to the Underpin section. The Trustees are closely engaged with the specialist advisors involved in the step plan to Wind-up. Taking all of the above into consideration, the Trustees engage regularly with the Principal Employer and all advisors to consider the best way to deliver pension benefits to members of the scheme.

Regardless of the EY process, the Trustees intend to formally assess value for members again for the next Scheme year.

Please note, based on the last valuation it remains the expectation that when a member comes to take their benefits they are expected to receive a DB benefit as the value of their Underpin is significantly higher than their DC Funds. Meaning that, for the Underpin members, it is likely that charges won't matter before retirement if the this condition continues to apply. Having said that, it is not a regulatory requirement to include the Underpin Section on governance reports for the Scheme year however encouraged, so the only conclusions that apply are the ones for the DC Section.

Trustees Knowledge and Understanding

Sections 247 and 248 of the Pensions Act 2004 set out the requirement for Trustees to have a working knowledge and understanding of the law relating to pensions and trusts, the funding of occupational pension schemes, investment of scheme assets and other matters to enable them to exercise their functions as Trustees properly. This requirement is underpinned by guidance in the Pension Regulator's Codes of Practice 07 and 13.

Ross Trustees Services Limited were appointed as PCST on 28th April 2025 recognising the change of Principal Employer and the Flexible Apportionment Arrangement and the decision to commence the Wind-up process. Marcella Cashmore and Ian Grinsell, previous Trustees retired as at that date.

Recognising the responsibility to ensure members have the benefit of a competently run Scheme, outsourced support is utilised by the Trustees. Marsh (previously Mercer Limited) are engaged to undertake investment management and actuarial duties and Aptia are the Scheme administrators. Legal input is provided by Mills and Reeve on behalf of the Trustees when required and as part of the EY process. The external support along with the PSCT is a significant factor in ensuring that Trustee decisions are based on appropriate expert knowledge and advice. Despite the repeated poor rating on the 2026 VFM assessment, the appointment of the PCST on 28 April 2025 serves to improve the governance aspects of the scheme management and ensure competent running through the EY process.

The Trustees are aware of the importance of Environmental, Social and Governance considerations and the need to recognise these factors in investment decisions and with regard to the strength of the employer covenant. The Trustees look to guidance from their investment advisor in respect of the ESG factors for investment processes.

A Trustee Effectiveness Survey was not undertaken during the Scheme year. The Trustees recognised that a heightened level of knowledge was required to demonstrate the suitability for the position of Trustee. The appointment of Ross Trustees as PCST was the action taken.

Due to their professional status, Ross Trustee Services Limited will have requirements to undertake CPD to ensure their knowledge and understanding is appropriate and compliant.

As part of a wider review of any Pensions Knowledge Gap relevant to the Nexus scheme, and as already noted, the Trustees are working with advisors to fully understand the requirements for the DC arrangements.

It is recognised that a more formal assessment and recording of Trustee performance is required and so they will consult with the external advisors on appropriate assessment questions with a view to an assessment being undertaken during the scheme year to 31 March 2027.

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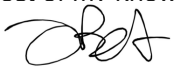
The Trustees approved the triennial valuation as at 31 March 2025 along with the Statement of Funding Principals, Recovery Plan, and Schedule of Contributions for the five year period through to May 2031 based on recommendations of the Scheme Actuary. It is expected that the Wind-up will occur before the Relevant date in May 2031.

In view of the EY process regular meetings are currently being held.

The Trustees would like to reassure members that they observe GDPR regulation and ensure GDPR requirements are met by all third parties involved.

This statement has been prepared in accordance with Regulation 23 of the Occupational Pension Schemes (Scheme Administration) Regulations 1996 as amended by the Occupational Pension Schemes (Charges and Governance) 2015 (together 'the Regulations') and I confirm that the above statement has been produced by the Trustees to the best of my knowledge.



Signed…… D Best

Date: 26 October 2026