

UNIVERSITY OF OXFORD STAFF PENSION SCHEME

Defined Contribution Governance Statement for the year to 31st March 2025

**Pension Scheme's Registry Number: 10009029
HMRC Registration Number: 00333061RQ**

ANNUAL STATEMENT REGARDING GOVERNANCE OF THE DEFINED CONTRIBUTION FUNDS IN OSPS (“the Scheme”)

The Occupational Pension Schemes (Scheme Administration) Regulations 1996 (“the Administration Regulations”) require the Trustee to prepare an annual statement regarding governance, which must be included in the annual Trustee report and accounts and published online. These governance requirements apply to all defined contribution (“DC”) pension arrangements and aim to help members achieve a good outcome from their pension savings.

This statement covers the period from 1 April 2024 to 31 March 2025 (“the Scheme Year”) and is signed on behalf of the Trustee by the Chair.

This statement covers governance and charge disclosures in relation to the following:

1. The default arrangement used to invest members’ funds and other funds members can select;
2. Net investment returns;
3. The charges and transaction costs borne by members (and illustrations of the cumulative effect of these costs and charges);
4. Processing of core financial transactions;
5. The value for members assessment;
6. Trustee knowledge and understanding, and
7. Additional requirements for relevant multi-employer schemes.

The Scheme has three arrangements providing DC benefits to members:

- The Investment Builder section which was opened for new Scheme entrants on 1 October 2017 (value at 31 March 2025, £68,660,937). The assets of the Investment Builder section are managed by Legal and General Assurance Society Limited (“L&G”). L&G also administers the Investment Builder section (other administration services are provided by the Pensions Office of the University).
- Defined benefit members' Additional Voluntary Contributions (“AVCs”) which are invested with Prudential (value as at 31 March 2025, £18,246); and
- The Bonus account in relation to defined benefit members with pensionable service in the Scheme prior to 31 July 1998, which is held in a With-Profits Investment Account with Prudential (value as at 31 March 2025, £3,990,939).

Following the introduction of the Investment Builder section, the Trustee agreed to offer defined benefit members access to the investment options in the Investment Builder section for the purposes of making AVCs. These arrangements are considered as part of the Investment Builder section throughout this statement.

1.1 The default arrangement

The Investment Builder section is used as a Qualifying Scheme for auto-enrolment purposes.

When members are automatically enrolled into the Investment Builder section, their retirement age is set as their State Pension Age and contributions are invested in the default arrangement, which is the L&G PMC Target Date Funds 3 range of funds.

The Trustee is required to design the default arrangement in members' interests and keep it under review. The Trustee needs to set out the aims and objectives of the default investment strategy and take account of the level of costs and the risk profile that are appropriate for the Scheme's membership.

Details of the objectives and the Trustee's policies regarding the default arrangement can be found in the 'Statement of Investment Principles' ("SIP") for the Investment Builder section ("the Defined Contribution SIP"). The SIP was updated during the Scheme Year to include the Trustee's policy on investing in illiquid assets through the default arrangement. The Scheme's current Defined Contribution SIP is included at the end of this statement.

The key aims of the default arrangement are set out below for ease of reference:

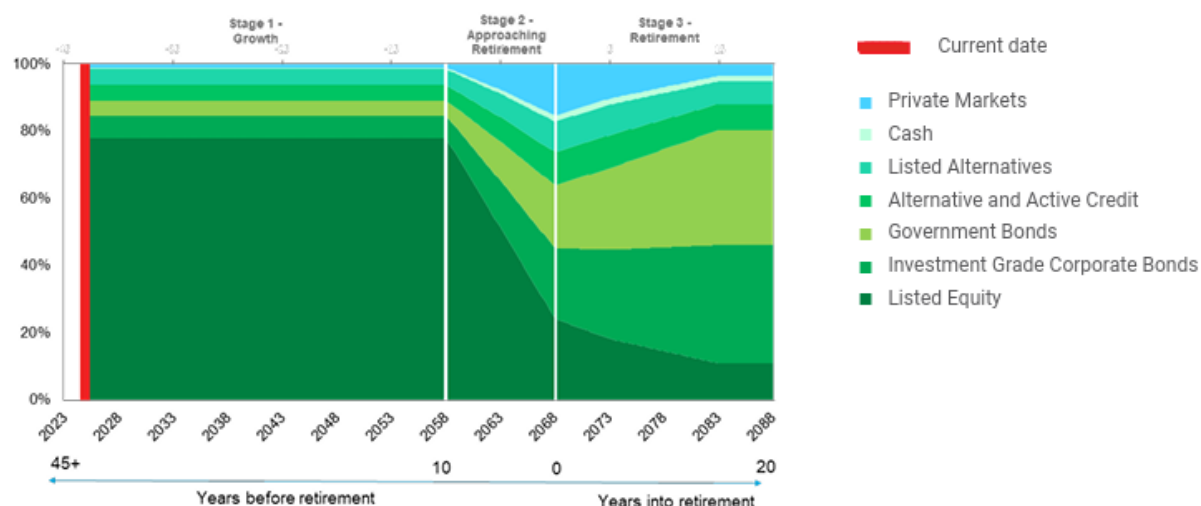
- to support DC members in building their real retirement income while managing possible downside risks; and
- to hold investments at retirement that do not target a particular benefit but are diversified across primarily 'lower risk' asset classes such as cash and investment grade bonds, whilst also allocating a lesser proportion to 'higher' risk assets such as equities, property and alternatives.

The L&G PMC Target Date Funds 3 adjust the way members' pension savings are invested as they move closer to retirement, spreading risk by investing in a range of asset classes throughout, and reducing investment risk as members approach retirement age.

The aim of the L&G PMC Target Date Funds 3 is to provide the opportunity for growth in the early years of investment by investing predominantly in equities. As retirement approaches, assets are switched to lower risk investments which have historically been less volatile, with the aim of protecting the value of the accumulated fund.

The chart below shows the structure of the L&G PMC Target Date Funds 3 2065-2070 'vintage'. The asset allocation shown is dynamic and is expected to evolve over time. Other target date fund 'vintages' may have a different asset allocation to the one shown below.

The chart also shows the asset allocation for members that choose to continue contributing or defer taking their pension benefits beyond their normal retirement age ('Stage 3 – Retirement' in the chart). Please note that the Scheme does not offer a drawdown facility so members will not be able to stay invested in the Scheme while taking their pension benefits, they must transfer out to another arrangement.



Source: L&G

The Trustee is responsible for the Investment Builder section's investment governance, which includes setting and monitoring the investment strategy for the default arrangement.

Throughout the Scheme Year, the Defined Contribution Committee ("DCC") was responsible for monitoring the performance of investment strategy. The Funding & Investment Committee ("FIC") remains responsible for setting and reviewing the strategy, subject to consultation requirements and the approval of the Trustee Board.

During the Scheme Year, the Trustee carried out a full investment strategy review of the Investment Builder section (see details below).

1.2 The asset allocation of the default arrangement

The Trustee is required to disclose the full asset allocation of the default arrangements.

The table below shows the percentage of assets allocated in the default arrangement to specified asset classes for members of different ages.

Asset class	Asset allocation as at 31 March 2025 (%)			
	25 years old	45 years old	55 years old	65 years old
Cash	0.5	0.5	0.6	5.1
Bonds	15.8	15.8	22.5	46.7
Listed equities	78.0	78.0	70.0	27.6
Private equity	0.7	0.7	1.0	0.5
Infrastructure	1.8	1.8	2.5	3.3
Property ¹	2.4	2.4	2.8	3.2
Private debt	0.2	0.2	0.0	10.7
Other	0.6	0.6	0.6	2.9

¹ including real estate investment trusts, when held for property exposure.

1.3 Specified performance based-fees

Where a fee is calculated by reference to the returns from investments held by the Scheme and is not calculated by reference to the value of the member's rights under the Scheme, the Trustee must state the amount of any such performance-based fees in relation to each default arrangement.

During the Scheme Year there were no such fees levied on the default arrangement.

1.4 Review of the investment strategy and performance of the default arrangement

The Trustee undertakes a formal investment strategy review of the default arrangement at least every 3 years.

During the Scheme Year, the Trustee, with support from its investment consultants, undertook a detailed review of the Scheme's investment strategy. The review was completed on 13 March 2025. It included formally reviewing whether the default arrangement remained appropriate for the majority of members and whether the range of self-select funds offered was capable of meeting the needs of members who do not wish to invest in the default arrangement.

The review took account of the membership profile of the Scheme (including the salary and contribution tier (for active members only) and the age, gender, fund value (for all members)). This information was used to model the retirement outcomes for a number of representative members. The modelling compared the current default arrangement with a newly launched alternative strategy from L&G, the Lifetime Advantage Funds and a bespoke lifestyle strategy.

In isolation, the modelling suggested that adopting the newly launched Lifetime Advantage Funds had the potential to outperform the current strategy, however these funds are new to the market and are therefore untested as yet. The review therefore concluded that the existing default arrangement remained the most appropriate strategy at the current time, but that the Lifetime Advantage Funds would be considered further at the next strategy review, due to take place in 2027, by which time they will have a longer track record.

The review also concluded that the self-select fund range remained was capable of meeting the needs of members who do not wish to invest in the default arrangement.

As well as the investment strategy review carried out during the Scheme Year, the DCC reviewed the performance of the default arrangement against the benchmark(s) set by L&G on a quarterly basis. In future, these reviews will include an analysis of member experience, as well as fund performance to check that the risk and return levels meet expectations. The performance reviews carried out by the DCC over the Scheme Year concluded that the default arrangement was performing broadly as expected and remains consistent with the aims and objectives set out in the SIP.

1.2. AVCs

The AVC arrangements do not have a default arrangement, as defined in the Occupational Pension Scheme (Investment) Regulations 2005 since they relate only to AVCs. Members have always been required to choose which funds their AVCs are invested in. During the Scheme Year, no members paid contributions to the AVC arrangements.

1.3. Bonus account

The Bonus account is a special investment account which received a credit of 1% of members' pensionable salary for every year and part year of pensionable service as at 31 July 1998. This bonus was granted as a result of a surplus from the Scheme's 1998 actuarial valuation. It was invested with Prudential in a With-Profits Investment Account. At retirement, members use the value of their Bonus account, plus the investment growth it has accumulated, to buy extra pension or take cash.

Although the Prudential With-Profits Investment Account is the only investment available through the Bonus account, no new contributions have been invested in the Bonus account since the Charges and Governance Regulations came into effect. The Bonus account does not therefore have a default arrangement, as defined in the Occupational Pension Scheme (Investment) Regulations 2005.

2. Net Investment Returns

The Trustee is required to report the net investment returns for each default arrangement and for each non-default fund which members of the Scheme were invested in during the Scheme Year. Net investment return refers to the return on a fund minus all member-borne transaction costs and charges.

The net investment returns reported here have been prepared having regard to statutory guidance. The guidance states that, for arrangements where the net returns vary with age, such as the L&G PMC Target Date Funds 3, net investment returns should be shown for a member aged 25, 45 and 55 at the start of the investment reporting period. For completeness, we have

reported the net investment returns for all L&G PMC Target Date Funds 3 'vintages' held over the Scheme Year. Performance has been shown over 1 and 5 year periods where available. The L&G PMC 2070 - 2075 Target Date Fund 3 was launched less than 5 years ago, therefore 5-year returns are not available. It is important to note that past performance is not a guarantee of future performance.

2.1. Investment Builder section - default arrangement – L&G PMC Target Date Funds 3

Age of member at the start of the investment reporting period	Net investment return to 31 March 2025	
	1 year (%)	5 years (% p.a.)
25	4.4	8.5
45	3.8	7.8
55	3.5	5.9

Source: L&G

2.2 Investment Builder section – all L&G PMC Target Date Funds 3 and self select funds

Fund name	Net investment return to 31 March 2025	
	1 year (%)	5 years (% p.a.)
L&G PMC 2070 - 2075 Target Date Fund 3	4.2	Not available
L&G PMC 2065 - 2070 Target Date Fund 3	4.1	8.2
L&G PMC 2060 - 2065 Target Date Fund 3	3.7	8.1
L&G PMC 2055 - 2060 Target Date Fund 3	3.6	8.1
L&G PMC 2050 - 2055 Target Date Fund 3	3.5	8.0
L&G PMC 2045 - 2050 Target Date Fund 3	3.5	7.5
L&G PMC 2040 - 2045 Target Date Fund 3	3.6	6.4
L&G PMC 2035 - 2040 Target Date Fund 3	3.8	6.2
L&G PMC 2030 - 2035 Target Date Fund 3	3.2	5.6
L&G PMC 2025 - 2030 Target Date Fund 3	3.3	4.7
L&G PMC 2020 - 2025 Target Date Fund 3	3.8	3.8
L&G PMC All Stocks Index Linked Gilts Index Fund 3	-7.3	-8.1
L&G PMC All World Equity Index 3	3.9	13.8
L&G PMC Ethical Global Equity Index Fund 3	2.2	14.6
L&G PMC Future World Multi-Asset Fund 3	3.6	5.8
L&G PMC HSBC Islamic Global Equity Index Fund 3	3.3	15.9
L&G PMC Retirement Income Multi-Asset Fund 3	3.9	4.9

Source: L&G

2.3 AVCs and Bonus account

Fund	Net investment return to 31 March 2025	
	1 years (%)	5 years (% p.a.)
AVCs		
Prudential Cash Fund	4.6	1.9
Prudential With Profits Cash Accumulation Fund	2.5	1.4
Bonus Account		
Prudential With Profits Investment Account	3.0	1.9

Source: Prudential

For the Prudential With Profits Funds, the net investment returns shown above are the bonus rates declared on these funds over the relevant period i.e. to 15 March 2025 for the Prudential With Profits Cash Accumulation Fund and to 5 April 2025 for the Prudential With Profits Investment Account. Whilst, in practice, we would expect a terminal bonus to increase returns to close to the returns achieved by the underlying assets of the With Profits Funds over the period held (after taking account of all costs of running the fund, including the costs of any guarantees), these amounts are unknown and are not guaranteed. A market value reduction, which can reduce the return delivered to investors, may be applied on exit from the With Profits Funds at any time other than at maturity date, or in the event of death before retirement.

3. Member-borne Charges and Transaction Costs

The Trustee must report the level of charges and costs borne by members through the investment funds during the Scheme Year. These comprise:

- Charges – which represent the explicit costs associated with operating and managing a members' account or policy.
- Transaction costs, which are incurred when the fund manager buys and sells assets within investment funds. These are implicit and are reflected in the unit price of funds, or the fund value quoted for With Profits funds.

The Trustee is also required to produce an illustration of the cumulative effect of the costs and charges on members' retirement fund values as required following the Occupational Pension Schemes (Administration and Disclosure) (Amendment) Regulations 2018.

The Trustee has taken account of the statutory guidance when compiling the information in this section, other than when determining the representative member for the Bonus account, which uses the mean average (rather than median) age and fund value. Current fund values have been rounded to the nearest £10, except for smaller fund values where the impact of rounding would be disproportionate.

Except as stated below, all costs and expenses relating to DC benefits (including advisory costs) are borne by the Trustee and are not passed onto members.

3A.1. Investment Builder Section

Members of the Investment Builder section pay the following charges:

- an administration charge (the annual management charge (“AMC”)) which covers the cost of running their policy – this is met by cancelling units as shown on members’ annual benefit statements and transaction history;
- a fund management charge (“FMC”) which covers the cost of managing the fund(s) in which members are invested, including any additional expenses disclosed by the fund manager. This is met by adjusting the unit price of the funds members invest in (so it’s not shown separately on members’ annual benefit statements or transaction history).

The Total Expense Ratio (“TER”) is the term used to describe the total of all explicit charges members pay. This is made up of the AMC and FMC.

Members also bear transaction costs, as described in section 3 above.

The table below shows the explicit costs (the AMC and the FMC) and implicit costs (transaction costs) on funds held through the Investment Builder section as at 31 March 2025. These have been provided by L&G.

The TER on the default arrangement (the L&G PMC Target Date Funds 3) is 0.42% p.a. which is well below the statutory charge cap of 0.75%.

DC section fund	AMC (% p.a.)	FMC (% p.a.)	Transaction costs (% p.a.)	Total costs and charges (% p.a.)
L&G PMC Target Date Funds 3 (the default arrangement)	0.27	0.15	0.03-0.06 ²	0.45-0.48 ²
L&G PMC All Stocks Index Linked Gilts Index Fund 3	0.27	0.08	0.06	0.41
L&G PMC All World Equity Index Fund 3	0.27	0.12	0.02	0.41
L&G PMC Ethical Global Equity Index Fund 3	0.27	0.30	0.00	0.57
L&G PMC Future World Multi-Asset Fund 3	0.27	0.16	0.02	0.45
L&G PMC HSBC Islamic Global Equity Index Fund 3	0.27	0.32	0.00	0.59
L&G PMC Retirement Income Multi-Asset Fund 3	0.27	0.29	0.05	0.61

²Depending upon target date of the fund

To give an example in monetary terms, a member invested in one of the L&G PMC Target Date Funds 3 with a fund value of £1,000 will pay an AMC of £2.70 a year (paid by cancelling units) plus a FMC of £1.50 a year, paid by adjusting the unit price. The costs of buying and selling assets in the L&G PMC Target Date Funds were between £0.30 and £0.60 over the year to 31 March 2025. The unit price of the L&G PMC Target Date Funds took account of the costs of buying and selling assets in the Fund.

3A.2. AVCs

Members with AVC funds pay an AMC from their unit-linked funds. Some unit-linked funds are subject to additional expenses. For unit-linked funds, the TER is made up of the AMC plus the additional expenses.

The table below shows the costs and charges borne by members on their AVCs, which have been provided by Prudential. The TER is as at 31 March 2025 and transaction costs cover the twelve month period to 31 March 2025.

The charges on the Prudential With-Profits Cash Accumulation Fund are not explicit, they are taken into account when the annual bonus rate on the Fund is declared. Prudential has however provided an estimate of the charges on the Fund and this is shown in the table below.

As explained above, there is no default arrangement within the AVCs.

AVC fund	TER (% p.a.)	Transaction costs (% p.a.)	Total costs and charges (% p.a.)
Prudential Cash Fund	0.55	0.00	0.55
Prudential With Profits Cash Accumulation Fund	1.07	0.10	1.17

3A.3. Bonus account

The charges on the Prudential With-Profits Investment Account are not explicit. Prudential takes account of the costs of administering the With-Profits Investment Account when it declares the annual bonus rate on the Account. Prudential has however provided an estimate of the charges on the With-Profits Investment Account.

The table below shows the estimated charges and the transaction costs borne by Bonus account members. These have been provided by Prudential. The TER is as at 31 March 2025 and transaction costs cover the twelve month period to 31 March 2025.

As explained above, there is no default arrangement for Bonus account members.

Bonus account	TER (% p.a.)	Transaction costs (% p.a.)	Total costs and charges (% p.a.)
Prudential With Profits Investment Account	0.92	0.10	1.02

3B. Illustrations to show the cumulative effect of costs and charges

In order to help members understand the impact that costs and charges can have on their retirement savings, the Trustee has provided illustrations to show their cumulative effect on the value of typical Scheme members' savings over the period to their retirement.

The illustrations have been prepared having regard to statutory guidance, selecting suitable representative example members, and are based on a number of assumptions about the future which are set out at the end of this section.

Members should be aware that such assumptions may or may not hold true, so the illustrations do not promise what could happen in the future and fund values are not guaranteed. Furthermore, because the illustrations are based on typical members of the Scheme they are not a substitute for the individual and personalised illustrations which are provided to members in their annual Benefit Statements.

3B.1. Investment Builder section

For the Investment Builder section, the Trustee has decided to illustrate four example members as follows:

Example Member	Current Age	Retirement Age	Salary (£ per annum)	Total contribution rate	Current Fund Value (£)
1 – Youngest Active	16	68	20,800	18%	160
2 – Youngest Deferred	16	68	N/A	N/A	80
3 – Median Active	37	68	25,400	18%	5,600
4 – Median Deferred	32	68	N/A	N/A	2,500

These example members were chosen as they are representative of the membership of the Scheme's Investment Builder section.

The Trustee has produced illustrations to demonstrate the cumulative effect of the above costs and charges for the default arrangement (as represented by the L&G PMC 2070-2075 Target Date Fund 3 for the youngest example active and deferred members, the L&G 2055 – 2060 Target Date Fund 3 for the median active member and the 2060 - 2065 Target Date Fund 3 for the median deferred member).

The Trustee has also included illustrations to demonstrate the cumulative effect of costs and charges for the L&G PMC Retirement Income Multi-Asset Fund which had the highest total costs and charges over this reporting period and the L&G PMC All Stocks Index Linked Gilts Fund which had the lowest total costs and charges over this reporting period, in accordance with the current guidance.

The tables below illustrate the cumulative effect of the costs and charges at different ages on members' projected retirement pots for the example members invested in the relevant funds. The projected retirement fund is shown in today's terms so it already takes account of the effect of inflation between now and retirement.

Example member 1 – For the youngest active member the estimated impact of charges on accumulated fund values is shown in the table below.

Age	L&G PMC 2070-2075 Fund			L&G PMC All Stocks Index Linked Gilts Fund			L&G PMC Retirement Income Multi-Asset Fund		
	Fund value (£ before charges)	Fund value (£ after charges)	Impact of charges on fund value (£)	Fund value (£ before charges)	Fund value (£ after charges)	Impact of charges on fund value (£)	Fund value (£ before charges)	Fund value (£ after charges)	Impact of charges on fund value (£)
20	15,496	15,346	150	15,709	15,584	125	15,107	14,918	189
25	37,145	36,325	820	38,326	37,629	697	35,055	34,074	981
30	61,916	59,766	2,150	65,077	63,203	1,874	56,505	54,046	2,459
35	90,260	85,958	4,302	96,717	92,872	3,845	79,572	74,870	4,702
40	122,693	115,224	7,469	134,142	127,290	6,852	104,377	96,583	7,794
45	159,805	147,923	11,882	178,407	167,219	11,188	131,050	119,222	11,828
50	202,270	184,460	17,810	230,765	213,540	17,225	159,734	142,827	16,907
55	250,861	225,284	25,577	292,692	267,277	25,415	190,578	167,439	23,139
60	306,462	270,898	35,564	365,941	329,617	36,324	223,746	193,101	30,645
65	370,083	321,865	48,218	452,578	401,937	50,641	259,414	219,858	39,556
68	412,580	355,273	57,307	511,988	450,775	61,213	282,092	236,457	45,635

Example member 2 – For the youngest deferred member the estimated impact of charges on accumulated fund values is shown in the table below.

Age	L&G PMC 2070-2075 Fund			L&G PMC All Stocks Index Linked Gilts Fund			L&G PMC Retirement Income Multi-Asset Fund		
	Fund value (£ before charges)	Fund value (£ after charges)	Impact of charges on fund value (£)	Fund value (£ before charges)	Fund value (£ after charges)	Impact of charges on fund value (£)	Fund value (£ before charges)	Fund value (£ after charges)	Impact of charges on fund value (£)
20	89	87	2	91	90	1	85	83	2
25	102	98	4	108	105	3	91	86	5
30	117	109	8	128	121	7	98	90	8
35	133	122	11	151	141	10	105	94	11
40	153	136	17	179	163	16	113	98	15
45	175	152	23	212	189	23	122	102	20
50	200	170	30	251	220	31	131	106	25
55	229	190	39	296	255	41	141	111	30
60	262	212	50	351	296	55	152	116	36
65	300	237	63	415	343	72	163	120	43
68	325	254	71	459	375	84	170	124	46

Example member 3 – For the median active member the estimated impact of charges on accumulated fund values is shown in the table below.

Age	L&G PMC 2055-2060 Fund			L&G PMC All Stocks Index Linked Gilts Fund			L&G PMC Retirement Income Multi-Asset Fund		
	Fund value (£ before charges)	Fund value (£ after charges)	Impact of charges on fund value (£)	Fund value (£ before charges)	Fund value (£ after charges)	Impact of charges on fund value (£)	Fund value (£ before charges)	Fund value (£ after charges)	Impact of charges on fund value (£)
40	20,182	19,994	188	20,446	20,291	155	19,697	19,461	236
45	47,264	46,220	1,044	48,768	47,881	887	44,600	43,349	1,251
50	78,252	75,522	2,730	82,267	79,888	2,379	71,380	68,256	3,124
55	113,711	108,264	5,447	121,890	117,019	4,871	100,178	94,226	5,952
60	154,286	144,847	9,439	168,755	160,095	8,660	131,145	121,303	9,842
65	200,713	185,724	14,989	224,187	210,067	14,120	164,446	149,536	14,910
68	231,725	212,517	19,208	262,199	243,813	18,386	185,619	167,050	18,569

Example member 4 – For the median deferred member, the estimated impact of charges on accumulated fund values is shown in the table below.

Age	L&G PMC 2060-2065 Fund			L&G PMC All Stocks Index Linked Gilts Fund			L&G PMC Retirement Income Multi-Asset Fund		
	Fund value (£ before charges)	Fund value (£ after charges)	Impact of charges on fund value (£)	Fund value (£ before charges)	Fund value (£ after charges)	Impact of charges on fund value (£)	Fund value (£ before charges)	Fund value (£ after charges)	Impact of charges on fund value (£)
35	2,711	2,672	39	2,765	2,733	32	2,611	2,563	48
40	3,102	2,986	116	3,270	3,171	99	2,808	2,673	135
45	3,549	3,336	213	3,868	3,678	190	3,020	2,787	233
50	4,061	3,727	334	4,575	4,267	308	3,247	2,906	341
55	4,647	4,165	482	5,412	4,950	462	3,492	3,030	462
60	5,317	4,654	663	6,401	5,743	658	3,755	3,159	596
65	6,084	5,200	884	7,571	6,662	909	4,038	3,294	744
68	6,596	5,558	1,038	8,373	7,283	1,090	4,218	3,377	841

3B.2. AVCs

For the AVC arrangement, no members are currently paying contributions therefore we have decided to illustrate one example member as follows:

Example Member	Current Age	Retirement Age	Current fund value (£)
5 – Youngest member	54	65	23,100

In accordance with the guidance, we have produced illustrations to demonstrate the cumulative effect of the above costs and charges for the With Profits Cash Accumulation Fund and the Cash Fund because these are the funds with the highest and lowest charges respectively (they are also the only funds members invested in over the Scheme Year).

For example member 5, the estimated impact of charges on accumulated fund values is shown in the table below.

Age	With Profits Cash Accumulation Fund			Cash Fund		
	Fund value (£ before charges)	Fund value (£ after charges)	Impact of charges on fund value (£)	Fund value (£ before charges)	Fund value (£ after charges)	Impact of charges on fund value (£)
55	23,440	23,170	270	22,760	22,640	120
60	25,200	23,500	1,700	21,140	20,460	680
65	27,100	23,840	3,260	19,640	18,480	1,160

3B.3. Bonus account

For the Bonus account, we have decided to illustrate two example members being the youngest and average Bonus account members:

Example Member	Current Age	Retirement Age	Current fund value (£)
6 – Youngest member	42	65	100
7 – Average member	57	65	1,600

For example member 6, the estimated impact of charges on accumulated fund values is shown in the table below.

Age	With Profits Investment Account		
	Fund value (£ before charges)	Fund value (£ after charges)	Impact of charges on fund value (£)
45	103	101	2
50	111	103	8
55	119	106	13
60	128	108	20
65	138	110	28

For example member 7, the estimated impact of charges on accumulated fund values is shown in the table below.

Age	With Profits Investment Account		
	Fund value (£ before charges)	Fund value (£ after charges)	Impact of charges on fund value (£)
60	1,670	1,640	30
65	1,800	1,700	100

3B.4. Assumptions and Data for Illustrations

All fund values shown are estimates and are not guaranteed.

The projected fund values and the effect of charges on fund values is rounded to the nearest £10, except for smaller fund values where the effect of rounding would be disproportionate.

Fund values shown are in real terms and do not need to be reduced to allow for the effect of inflation.

Inflation is assumed to be 2.5% p.a. consistent with the guidance.

For the example active members of the Investment Builder section, contributions are assumed to continue until retirement and to increase by assumed earnings inflation of 2.5% p.a.

Projected fund values for Prudential With Profits Funds assume returns are the investment growth on the underlying assets less charges however this will be different to the bonus rate declared on these funds.

The transaction costs have been averaged over five years in line with statutory guidance to reduce the level of volatility. A floor of 0% p.a. has been used for the transaction costs if these were negative in any year so as not to potentially understate the effect of charges on fund values over time.

The projected growth rates and costs and charges used for the illustrations are shown in the table below. These are the same as the growth rates used by the providers for annual benefit statements. We have used a single growth rate for the Target Date Funds, irrespective of the length of time members have to retirement, consistent with L&G's practice for annual benefit statements.

Fund	Total costs and charges (% p.a.) ³	Growth rate (% p.a. gross of charges)
L&G PMC 2070-2075 Fund	0.50	5.30
L&G PMC 2055-2050 Fund	0.50	5.30
L&G PMC 2060-2065 Fund	0.50	5.30
L&G PMC All Stocks Index Linked Gilts Fund	0.41	6.00
L&G PMC Retirement Income Multi-Asset Fund	0.64	4.00
Prudential With Profits Fund (AVCs)	1.19	4.00
Prudential Cash Fund (AVCs)	0.55	1.00
Prudential With Profits Investment Account (Bonus account)	1.04	4.00

³This is the TER plus the averaged transaction costs

4. Processing of Core Financial Transactions

The Trustee has a specific duty to ensure that core financial transactions are processed promptly and accurately. Core financial transactions include the investment of contributions, transfer of member funds into and out of the Scheme, transfers between different investments within the Scheme and payments from the Scheme to and in respect of members/beneficiaries.

4.1. Investment Builder section

The bulk of the core financial transactions are undertaken on behalf of the Trustee by L&G. The Scheme employers are responsible for ensuring that contributions are paid to the Scheme promptly. The Pensions Office is responsible for monitoring contributions and reconciling contributions under the service level agreement (“SLA”) in place with the Trustee, which specifies that a data file will be provided within 5 working days of agreed monthly dates. The Pensions Office reports SLA performance to the DCC. The DCC monitors the allocation of contributions based upon the quarterly administration reports provided by L&G.

The Trustee has a SLA in place with L&G. This details a number of key administration processes to be performed and the target timescale within which each of these processes need to be completed. The SLA covers the accuracy and timeliness of all core financial transactions. Under the current SLA, L&G aims to complete investment of contributions within 24 hours, and all other core financial transactions within 5 working days.

L&G uses automated processes wherever possible, to avoid the need for manual intervention. However there will always be some manual tasks and L&G has processes in place to ensure these are completed promptly and accurately. These processes include:

- Use of a standard operating procedure manual (this is a guide which is used by the administration team to ensure that repeat tasks are carried out in the same way each time).
- Quality / in-line checking of tasks by another individual.
- Quality sampling, where a number of cases per process and/or per member of staff are sampled to be checked by more senior or experienced members of staff, who are in turn subject to checks by another team.
- Daily monitoring of bank accounts and daily processing of both contribution files and cash allocation.
- Use of an internal Knowledge Management system, known as ‘AME’, which holds and links to all scheme specific information & processes via a page specific to each scheme. All requested updates are approved by L&G Client Directors who in turn review the pages annually to ensure consistency in the tasks their colleagues process.

L&G processed 99% of core financial transactions within the SLA during the Scheme Year.

The Trustee aims to have appropriate internal controls in place to minimise the risk of inaccurate or late payment of core financial transactions. Key processes include:

- As well as processes described above, the DCC receives quarterly reports from L&G on compliance with agreed standards and timescales to help it monitor that the SLAs of the Pensions Office and L&G are being met;
- L&G now attends at least part of all DCC meetings, and maintains regular communication with the Scheme Secretary;
- Receipt of contributions by L&G is reconciled to the funds remitted from the Scheme bank account by the University on behalf of the Trustee;
- All refunds of contributions resulting from individuals opting out are reconciled to the Scheme’s bank records prior to returning funds to the relevant Participating Employer;

- As part of its master trust authorisation, the Scheme's processes were independently reviewed and the review has been an annual process since then;

The Trustee is therefore satisfied that over the period:

- L&G was operating appropriate procedures, checks and controls.
- there have been no administration errors in relation to processing core financial transactions; and
- L&G was operating within the agreed SLAs; and core financial transactions have been processed promptly and accurately during the Scheme Year, with appropriate steps being taken to return to improve where this expectation has not been met.

4.2. AVCs and Bonus account

For the AVCs and the Bonus account, transactions are undertaken on the Trustee's behalf by the Pensions Office and Prudential. The Trustee has a SLA in place with the Pensions Office relating to transfers in and transfers out, payment processing, payment of benefits at retirement and contribution processing. The Trustee receives quarterly reports on performance of the Pensions Office, with any exceptions reported when matters have not been dealt with promptly and accurately. No material issues arose during the Scheme Year to 31 March 2025.

The Trustee does not have a formal SLA in place with Prudential. However, Prudential has target timescales in operation for all core financial transactions as set out in the table below.

Task	Target timescales / Service Level Agreement	
	Prudential	Pensions Office
Allocation of contributions	5 working days ⁴	Not applicable
Transfers in	5 working days	5 days
Transfers out	5 working days	5 days
Fund switches	5 working days	Not applicable
Payment of retirement and death benefits	5 working days	2 days

⁴Prudential backdates the payment to the receipt date so even if the contribution is not allocated until a later date, it will be invested with an effective date of day 1.

Prudential monitors its performance against its own service targets closely and adopts a number of measures to help ensure core financial transactions are processed in a timely and accurate manner. These include:

- A dedicated contribution processing team;
- A central financial control team separate from the main administration team;
- Peer review and authorisation of payments;
- Daily monitoring of bank accounts;
- Daily checking and reconciliation of member unit holdings.

As expected for the size of the AVC arrangement, there were very few core financial transactions over this period. The Pensions Office has confirmed these were all processed in a timely manner.

The Trustee is therefore satisfied that over this period:

- the Pensions Office was operating appropriate procedures, checks and controls and operating within the agreed SLAs;
- there have been no material administration errors in relation to processing dis-investments; and
- dis-investments have been processed promptly and accurately during the Scheme Year.

5. Value for Members Assessment

The Administration Regulations require the Trustee to make an assessment of charges and transaction costs borne by members and the extent to which those charges and costs represent good value for money for members.

There is currently no legal definition of "good value" or the process of determining this for Scheme members. Therefore, working in conjunction with its advisers, Aon, the Trustee has developed a cost-benefit analysis framework in order to make an assessment as to whether our members receive good value from the Scheme relative to the costs and charges they pay. Although the Scheme is not subject to the more detailed value for members assessment requirements, the Trustee has taken account of the relevant guidance and the Pensions Regulator's General Code of Practice when carrying out this assessment.

5.1. Costs and charges

Members pay the administration and investment costs of their policy in the Investment Builder section or the AVC arrangement. Members pay only investment costs for their Bonus account assets and these are taken account of in the With Profits bonus rate declared.

Investment Builder section - the costs and charges have been identified as the AMC and FMC which make up the TER and transaction costs, as set out in section 3 of this statement.

The Trustee's assessment concluded that the charges for the Investment Builder section are within the range reported by other similar schemes and broadly in line with current market rates, following an indicative review of providers' fees undertaken during 2025.

Although no benchmarking information is available for transaction costs, those reported for the Investment Builder section over the Scheme Year appear reasonable compared to costs we have seen reported for similar funds. L&G typically uses cash flows to manage and minimise transaction costs and the majority of investments in the Investment Builder section are index-tracking funds which have lower transaction costs than more actively managed funds, such as the Prudential funds held by AVC members. The Trustee has offered AVC members the opportunity to transfer funds and future contributions to the Investment Builder section to take advantage of the lower costs and charges (and other benefits) it provides. Most members paying AVCs have taken up this opportunity, with only three members still holding AVCs with Prudential.

The Trustee has considered the benefits of membership under the following five categories: governance, investments, administration and member experience, member communications and retirement support. Each of these categories have been given an equal weighting, when considering overall value for members. Benchmarking relative to other pension arrangements or industry best practice guidelines has also been undertaken.

For the AVCs and Bonus Account, the Trustee has considered the benefits these arrangements provide to members in the wider context of membership of the Scheme rather than these arrangements alone.

A summary of the assessment for each category of benefit is set out below.

5.2. Governance

The Trustee believes that having robust processes and structures in place to support effective management of risks and ensure members' interests are protected should increase the likelihood of good outcomes for members.

The Scheme has achieved master trust authorisation and is supervised by the Pensions Regulator as a master trust. This takes account of the Scheme's governance processes and structures.

The Trustee has a business plan which is reviewed regularly.

DC issues are included in the Scheme's risk register, which is also reviewed regularly, and the Trustee and its sub-committees take professional advice in respect of actuarial, legal and investment matters (the costs of which are not passed onto members).

The Trustee has a service level agreement ("SLA") in place with the Pensions Office and L&G and receives quarterly reporting on this. The Trustee also has appropriate internal controls in place to minimise the risk of inaccurate or late payment of contributions.

The Trustee has adopted an incident response plan and views its cyber resilience programme as an ongoing priority.

Investment Builder section - the Trustee has governance processes in place for the Investment Builder section whereby core financial transactions and other key governance factors are monitored quarterly.

The Trustee has a SLA in place with L&G. This covers a number of key administration processes to be performed, including all core financial transactions and the target timescale within which each of these processes needs to be completed. The DCC receives quarterly reports from L&G that enable the DCC to monitor that the SLA is being met, and to investigate any instances where the SLA is not met. L&G also attend DCC meetings to discuss any issues and queries with the DCC.

The Trustee's DC advisers review the suitability of the Investment Builder section and L&G as a provider on an annual basis.

AVCs and Bonus account arrangements - the Trustee takes a proportionate approach to governance of the AVCs and Bonus account arrangements, taking account of the number of

members and assets under management and the relatively static nature of these arrangements (in terms of fund switches and other core financial transactions).

Members who hold AVCs have been offered the opportunity to move these to the Investment Builder section to take advantage of the lower charges and additional governance oversight. As mentioned above, most members have taken up this opportunity.

A review of the AVC arrangements is undertaken every three years. The last review was completed on 15 November 2022 therefore the next review is due to be completed by 15 November 2025.

The Trustee concluded it has suitable governance processes in place with the right structures in place to support effective management of risks.

5.3. Investments

The Trustee believes that a well-designed investment portfolio that is subject to regular performance monitoring and assessment of suitability for the membership will make a large contribution to the delivery of good member outcomes.

Investment Builder section - the Trustee has chosen L&G's range of target date funds as the default arrangement, following advice from its professional advisers and analysis of the membership. A suitable range of alternative investment options on the risk / return spectrum is made available to members, including a Shariah-compliant fund and an environmental, social and governance fund.

The Statement of Investment Principles sets out the aims and objectives of the Investment Builder section default investment strategy and this is reviewed at least every three years.

The DCC reviews investment performance after investment charges and transaction costs against the benchmarks set by L&G on quarterly basis. The investment performance reviews carried out during the Scheme Year identified no major concerns in relation to the relevant investment objectives.

The DCC and the FIC undertake a formal review of the investment strategy every three years. The last review, which was completed on 13 March 2025, took account of the current membership of the Investment Builder section, the forms in which members can access their pension savings and any new developments in investment markets and products. It concluded that the default arrangement and the self select fund range remained appropriate and no changes were made to the investment options offered to members as a result of the review.

AVCs and Bonus account arrangements – the quality and suitability of the AVC investment options are reviewed every 3 years. The AVC arrangement offers members a range of funds that provide access to the main asset classes and a With Profits Fund and are therefore considered to be capable of meeting members' needs. The last review of these arrangements, completed on 15 November 2022, raised no major concerns over fund suitability or performance.

The Prudential With Profits Investment Account is the only option available through the Bonus account. The Trustee is unable to change the investment strategy as doing so would result in the loss of investment guarantees provided by the With Profits Investment Account. All members of the Bonus account have benefits in the DB section and this account provides additional benefits. Performance of the Bonus account was not formally reviewed during the Scheme Year. The last

review of these arrangements was completed on 15 November 2022 and this review raised no concerns over the quality of the With Profits Investment Account.

The Trustee has concluded that the processes it has in place to review and monitor investments are suitable.

5.4. Administration

The Trustee believes that good administration and record keeping play a crucial role in ensuring that the Scheme operates efficiently and members receive the retirement benefits due to them.

The Scheme has achieved master trust authorisation and is supervised as a master trust, which includes consideration of its administration systems and processes.

The Trustee has SLAs in place with L&G and the Pensions Office covering all aspects of administration undertaken and both service providers report performance against these on a quarterly basis. This enables the Trustee, or the sub-committees to which it has delegated these tasks, to monitor standards of administration on a regular basis and investigate any issues that arise. Over this Scheme Year, L&G met the SLA for all tasks 99% of the time.

L&G also reports on the time taken to respond to member enquiries and any member complaints received in its quarterly governance reports. L&G received one member complaint during the Scheme Year, and this complaint was logged by L&G as 'non-reportable' as it was resolved by close of business the following day.

Interfaces used to provide data to L&G include automatic validation of key member data. There is currently no specific action regarding data quality deemed necessary to be included within the Trustee's Business Plan although this is kept under review.

The Trustee does not have a formal service level agreement in place with Prudential for the AVCs and Bonus account, but this is typical market practice for older arrangements. Prudential does have processes in place to ensure core financial transactions are processed promptly and accurately. It also has target timescales for core financial transactions, although it does not report performance against these targets to the Trustee or more widely.

The Pensions Office reviews the data for AVC and Bonus account members as part of the annual process to compile the Trustee Report and Accounts.

The Trustee has concluded that the processes it has in place to monitor administration are suitable.

5.4. Member communications

The Trustee believes that effective member communications and delivery of the right support and tools can help members understand their benefits and have the potential to improve their retirement outcomes.

Member communications remain a key focus area for the DCC. For the Investment Builder section, the Trustee predominantly uses L&G's standard suite of communications that it reviews before issue to ensure it is suited to the Scheme's membership. The Trustee previously identified that communications may benefit from tailoring to meet the needs of and engage with the

Scheme's members and separate DB and DC newsletters were issued to members this year, as a result.

The Scheme is in line with many other schemes, providing most information to members online. Members of the Investment Builder section and members who hold unit-linked AVC funds with Prudential have online access to their accounts via the L&G and Prudential websites. The L&G website includes modelling tools and supporting information such as the member guide for the Investment Builder section and relevant sources of information are signposted to members. In addition, L&G has developed an App for members to have additional online access as well as their secure online access website. L&G also provides a helpline to members of the Investment Builder section.

The Trustee has concluded that the communications it provides to members are adequate.

5.5. Retirement support

The Trustee believes that retirement processes that enable members to make informed decisions and select appropriate option(s) at retirement help members understand and improve retirement outcomes.

The Investment Builder section allows members to access their funds as an uncrystallised fund pension lump sum (i.e. cash) or to take their entitlement to tax-free cash and use the remainder to buy an annuity. Members also have the opportunity to transfer their DC funds out of the Scheme to a suitable arrangement, if they wish to draw income directly from their fund. Although this is out of line with commercial Master Trusts, it is in line with the approach currently adopted by most other own-trust occupational DC pension schemes. The Investment Builder section is relatively immature and the Trustee expects the majority of members to take funds as an uncrystallised fund pension lump sum for the foreseeable future, however it is actively considering how best to support members make good retirement decisions.

Members of the Investment Builder section have access to L&G's scheme-specific website, which includes financial planning education materials and tools to support retirement decision making.

The Scheme allows defined benefit section members with AVCs to use their AVCs or Bonus account as the first source of tax free cash from the Scheme rather than having to commute defined benefit pension. The Trustee believes this option is valued highly by members who have made AVCs or who have Bonus account benefits. Pre-retirement communications clearly set out the options available to members (i.e. standard benefit option, maximum cash option or no cash option).

The Trustee has concluded that the retirement options available to members are appropriate for the Scheme's current DC membership and in line with those currently offered by similar schemes. However, it is aware of regulatory and legislative developments to provide members of occupational pension schemes with greater support and access to decumulation products and will evolve its approach in line with these developments.

The Trustee's assessment for the year ended 31 March 2025 concluded that the charges and transaction costs borne by members of the Investment Builder section, AVCs and Bonus account provided value for members.

6. TRUSTEE KNOWLEDGE AND UNDERSTANDING

Sections 247 and 248 of the Pensions Act 2004 set out the requirements for trustees to have appropriate knowledge and understanding. These requirements are considered in the Pension Regulator's General Code of Practice.

The comments in this section relate to the Scheme as a whole and not solely the Investment Builder Section.

New Trustee Directors are required to complete a structured induction programme before taking up office, which may include a period of acting as an observer. Completion of the Pensions Regulator's Trustee Toolkit forms part of that induction.

The Trustee Directors have put in place arrangements for ensuring that they take personal responsibility for keeping themselves up to date with relevant developments and review their own training needs. The Scheme Secretary, with the help of the Trustee's advisers, regularly considers training requirements and arranges for training to be made available to individual Trustee Directors or to the whole Trustee body as appropriate. Training is recorded in the Trustee Director's training logs and the Business Plan is updated as required. Trustee Directors have personal copies of the Trust Deed and Rules and have access to all Scheme governance documents and policies through the Scheme's SharePoint site.

As part of the master trust application process, the Trustee Directors needed to demonstrate that they individually had appropriate trustee knowledge and understanding as part of the fit and proper person test. Trustee knowledge and understanding was assessed by asking each Trustee Director to complete a self-assessment. From this, a trustee board skills matrix was compiled. This approach has been included in the Trustee business plan to ensure the Board considers any gaps in its knowledge regularly and informs its training needs or the need for additional support and advice. New Trustee Directors must also demonstrate they meet the fit and proper person test as part of the ongoing supervision of the Scheme as a master trust.

The Trustee Directors also receive advice from professional advisers, and the relevant skills and experience of those advisers is a key criterion when evaluating adviser performance or selecting new advisers. It is usual to hold training sessions at each quarterly Trustee meeting. Training sessions usually cover topics on the agenda and updates to law, regulation and practice such as new governance requirements, new legislative requirements, changes to Scheme documentation (e.g. Trust Deed and Rules, SIP, Scheme policy documents), funding and investment and new provider offerings that might benefit the Scheme. The Scheme Actuary and Legal Adviser and other advisers attend each Trustee meeting to provide advice and are available to attend committee meetings when appropriate. In particular, the Scheme Actuary attends funding and investment committee meetings when funding matters are on the agenda. The investment adviser attends each funding and investment committee meeting and is invited to Trustee meetings when appropriate. The DC consultant attends each DCC meeting and is invited to Trustee meetings when appropriate. All advisers are available to provide advice and support when required.

During the period covered by this statement, the Trustee Directors received the following training from their advisers:

- Equality, Diversity & Inclusion;
- Endgame strategies;
- Net Zero;
- Liability Driven Investment;
- Cyber Security;
- Responsible Investment;
- Pension Schemes Bill.

The Trustee Directors are conversant with key scheme documents such as the Trust Deed & Rules, Trustee Report & Accounts, Statement of Investment Principles and Trustee policies and procedures.

Some examples during the Scheme Year which demonstrate the Trustee Directors' knowledge and understanding and familiarity with Scheme documents include:

1. Consideration of the Trust Deed & Rules when reviewing the composition of the Trustee's committees.
2. Consideration of the Trust Deed & Rules and Trustee company documentation when implementing the policy and procedure relating to member-nominated Trustee Directors.
3. Consideration of existing principles and policies when making decisions in preparation for the additional disclosures required in relation to climate change.
4. Signing off the Trustee Report and Accounts.
5. Reviewing quarterly administration reports to monitor service delivery against agreed service levels standards and assessing the member experience.
6. Reviewing quarterly investment reports to assess fund performance against benchmarks, and funds against overall Scheme aim and objectives, as set out in the SIP.
7. Consideration of the Trust Deed & Rules and trust law when considering member applications and the application of ill-health and death benefits.

Taking account of actions taken individually and as a Trustee Board, together with advice available from its professional advisers, the Trustee considers that its Board has the necessary knowledge and understanding to properly exercise its functions as Trustee of the Scheme.

7A. ADDITIONAL REQUIREMENTS FOR RELEVANT MULTI-EMPLOYER SCHEMES

The Trustee is required to comply with the additional requirements for relevant multi-employer schemes, set out in Regulation 26 of the Occupational Pension Schemes (Scheme Administration) Regulations 1996 (the “**Scheme Administration Regulations**”).

At the beginning of the Scheme Year the Trustee board had six non-affiliated Trustee Directors (including the chair of the Trustee Board) and four affiliated Trustee Directors with one vacancy. During the Scheme Year, Mrs M. Hauser, a non-affiliated Trustee Director, resigned and so the Trustee board had five non-affiliated Trustee Directors and four affiliated Trustee Directors with two vacancies. It is noted that at the beginning of the Scheme Year, Vidett Trustee Services Limited (company number 01050578 with registered office at 3rd Floor, Forbury Works, 37-43 Blagrove Street, Reading, England, RG1 1PA) (“**Vidett**”) was appointed to replace Mr J. N. Sykes as chair of the Trustee following the end of his term. Affiliation refers broadly to being employed by an entity providing services to the Scheme. The affiliated Trustee Directors are employees (or recent employees) of the University but none are/were employed in the Pensions Office which provides services to the Trustee or have/had roles involving oversight or direction of the Pensions Office. The non-affiliated Trustee Directors during the Scheme Year were Mr C. A. H. Alexander, Mr N. Badman, Mrs M. Hauser (who resigned from 29 November 2024), Ms L. Savin, Mr J. Clark, and Vidett (it being noted that Mr C. A. H. Alexander became an affiliated director following the end of his term on 31 March 2025 having reached the 10 year total term statutory maximum for being a non-affiliated director). The non-affiliated Trustee Directors do not work for the University (or any other Scheme service provider) or any of its subsidiaries (nor have they in the five years prior to their appointment as Trustee Directors) and have not received any payment or benefit from the University (or any other Scheme service provider) other than for their role on the Trustee Board. The term lengths of the non-affiliated Trustee Directors comply with Regulation 28 of the Scheme Administration Regulations, being 3 years each (extended to 3.5 years for the Chair on an exceptional basis by agreement between the Trustee and University). The Trustee’s articles permit term extensions to be decided by the Trustee Board where there is a vacancy, subject to statutory term limits.

During the period, affiliated directors Mr K. Valentine and Ms K. Kele and non-affiliated director Ms L. Savin had their terms temporarily extended until such time as the process for selecting the Trustee’s member-nominated directors (“**MNDs**”) was completed. No extended term exceeded 5 years during the period.

An open and transparent MND process was run during the Scheme Year in accordance with section 242(2) of the Pensions Act 2004. This concluded with the selection by selection panels of Ms N. Cummings, Mr M. Randolph, Ms L. Savin, Ms K. Kele and Mr K. Valentine. Ms L. Savin was re-appointed as a non-affiliated director for a term expiring on 31 March 2026. Affiliated directors Mr K. Valentine and Ms K. Kele were appointed each for a term expiring on 31 March 2027. After completing relevant induction processes, Ms N. Cummings was appointed after the Scheme Year End as a non-affiliated director for a term to 31 March 2028 and Mr M. Randolph was appointed after the Scheme Year end as an affiliated director for a term to 31 March 2028.

For completeness, it is noted that following an open and transparent process for appointment of employer-nominated directors (“**ENDs**”) (by public advertisement in the University Gazette), after the Scheme Year end, the re-appointment of affiliated Trustee Director Mr D. Snape was confirmed for a term to 31 March 2028 and the re-appointment of now affiliated Trustee Director Mr C. A. H. Alexander (see note above) was confirmed for a term to 31 March 2027 (to allow a staggered approach to the Trustee Director terms and to reflect that Mr C. A. H. Alexander had

already served a one-year term as a non-affiliated Trustee Director). Affiliated Trustee Director Prof. G. Clark retired following the end of his term on 31 March 2025. As no non-affiliated nominees came forward in the recent END process, a vacancy for a non-affiliated END has arisen. The process for a replacement non-affiliated END is ongoing.

7B. FEEDBACK

Members and their representatives are encouraged to make their views on matters relating to the Scheme known to the Trustee. Because of the size, nature and demographic of the Scheme membership, a range of different channels is available to members should they wish to share their views with the Trustee. They may contact the Trustee via the contact details (telephone number, email and postal address) in the annual report and the annual members' newsletter and on the OSPS website page. Members may also give feedback when in contact with the Pensions Office and they are encouraged to give feedback in the annual members' newsletter. The Trustee keeps under review the level of engagement with members and the opportunities for feedback from members. The presence of a number of member-nominated Trustee Directors on the Trustee Board is also helpful in this regard. Feedback is also received on future provision from employer working groups and forums that also include union representatives. The Trustee is actively exploring with the University the opportunities for other member engagement forums.

Stuart M Southall on behalf of Vidett Trustee Services Limited

Date: 20 October 2025