

Princes Pension Scheme

Value for Members Assessment – Annual Report
Scheme Year to 31 March 2026

Artur Vieira, CFA
Bárbara Rosa, CFP®



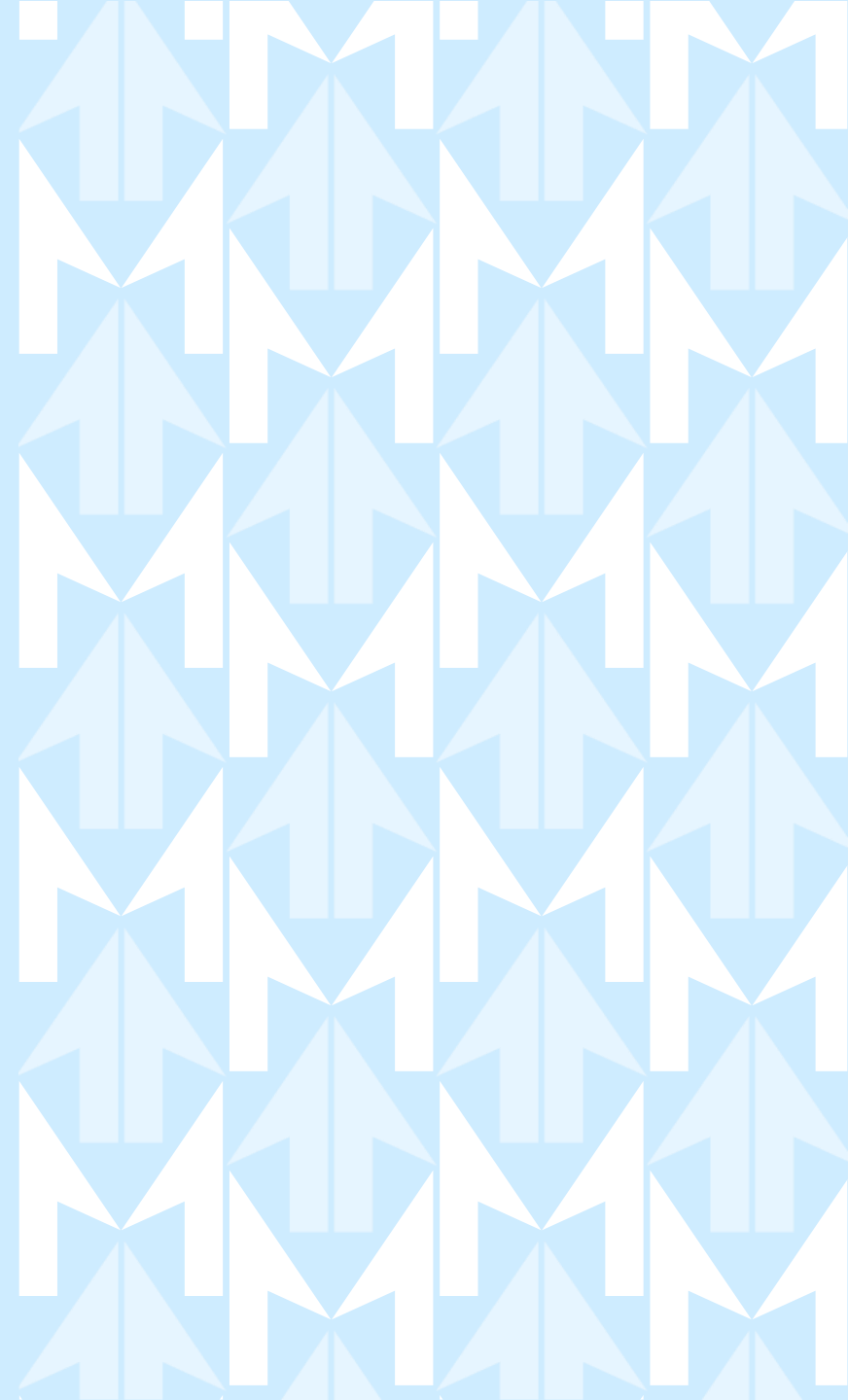
Agenda

1. Introduction
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Introduction

01



Introduction

Value for Members assessment

This presentation is addressed to the Trustees of the Princes Pension Scheme (the "Scheme"). The purpose of this presentation is to review whether members are, in the opinion of Mercer, receiving value for members for the charges incurred when investing in the funds offered by the Scheme.



Objectives

Our analysis in this presentation is split between three main factors, the three Ps (as explained on the following slide).

- **Regulatory compliance:** There is a statutory duty to assess, at least annually, the extent to which member borne charges and transaction costs (to the extent identifiable) provide good value.
- **Focus on member welfare:** The statutory requirements focus only on charges and costs borne by members. This covers investment management costs, platform costs, and anything else paid for by members. We believe that value is about more than member borne deductions and therefore have also assessed whether wider features deliver good value.
- **Building member engagement:** By identifying the main value drivers, this assessment provides a foundation for ongoing engagement with members, particularly how they can be helped to plan for retirement.

Regulatory Requirements

Minimum Governance Standards

- Since 6 April 2015, governance standards have applied to occupational DC Schemes, including a requirement to assess at least annually the extent to which schemes offer good value for members in relation to member borne deductions.

Chair's Statement

- The statement reports, the level of charges and transaction costs in the default arrangement and the range of costs and charges in other funds together with your assessment of the extent to which the charges represent good value. From 1 October 2021, the statement must also disclose net investment performance for all investment options available to members during the year.
- The Statement is due within seven months (October 2026) of Scheme year end (March 2026).
- From 6 April 2018 regulations now require closer attention to ensure meaningful information is provided to members in relation to the disclosure of charges and transaction costs. This builds on regulations that came into force on 3 January 2018 requiring firms managing funds to provide information about transaction costs calculated according to the 'slippage' cost methodology, information about administration charges and appropriate contextual information to support disclosures.

Introduction

Three Ps framework

Mercer assesses value using a **“the three Ps” framework**. These factors are based on the premise that the pursuit of good value is about:

- Making sure desired outcomes are being achieved in a cost-effective way; and,
- Periodically reviewing whether the desired outcomes are (and remain) the right ones.

Price

Was the price paid competitive against comparable alternatives?

- Value is not simply about reducing costs, but rather comparing the price paid with the overall worth.

Performance

Did each component achieve its desired aim and outcome?

- Net performance of an investment option relative to expectations of that fund against objectives/targets. Value is not just about low cost but a comparison of price to value provided. Forward looking rating assessments are also included.

Productivity

Does the overall investment strategy and each investment fund deliver?

- Could this be achieved more effectively, or are better outcomes possible for the same costs? This is more of a strategic assessment covering ‘softer’ elements of value such as admin, online services etc.

Introductory developments

Trustees of DC schemes have a legal duty to assess value for members. Following a series of consultations, the Government has indicated that the future value for members framework (now typically referred to as “value for money”) may be changing, as summarised.



Standardised framework

- There will be prescribed metrics, assessment processes and disclosure requirements.
- The aim is for every scheme to assess value in a consistent way.

Broaden the assessment

- The new framework covers value for all member services, regardless of whether members pay for them.
- A wider range of factors, including communications, must be considered.

Encourage competition

- Schemes should compare VFM against those offering economies of scale (typically master trusts) to encourage competitive charges and drive improvements in VFM.

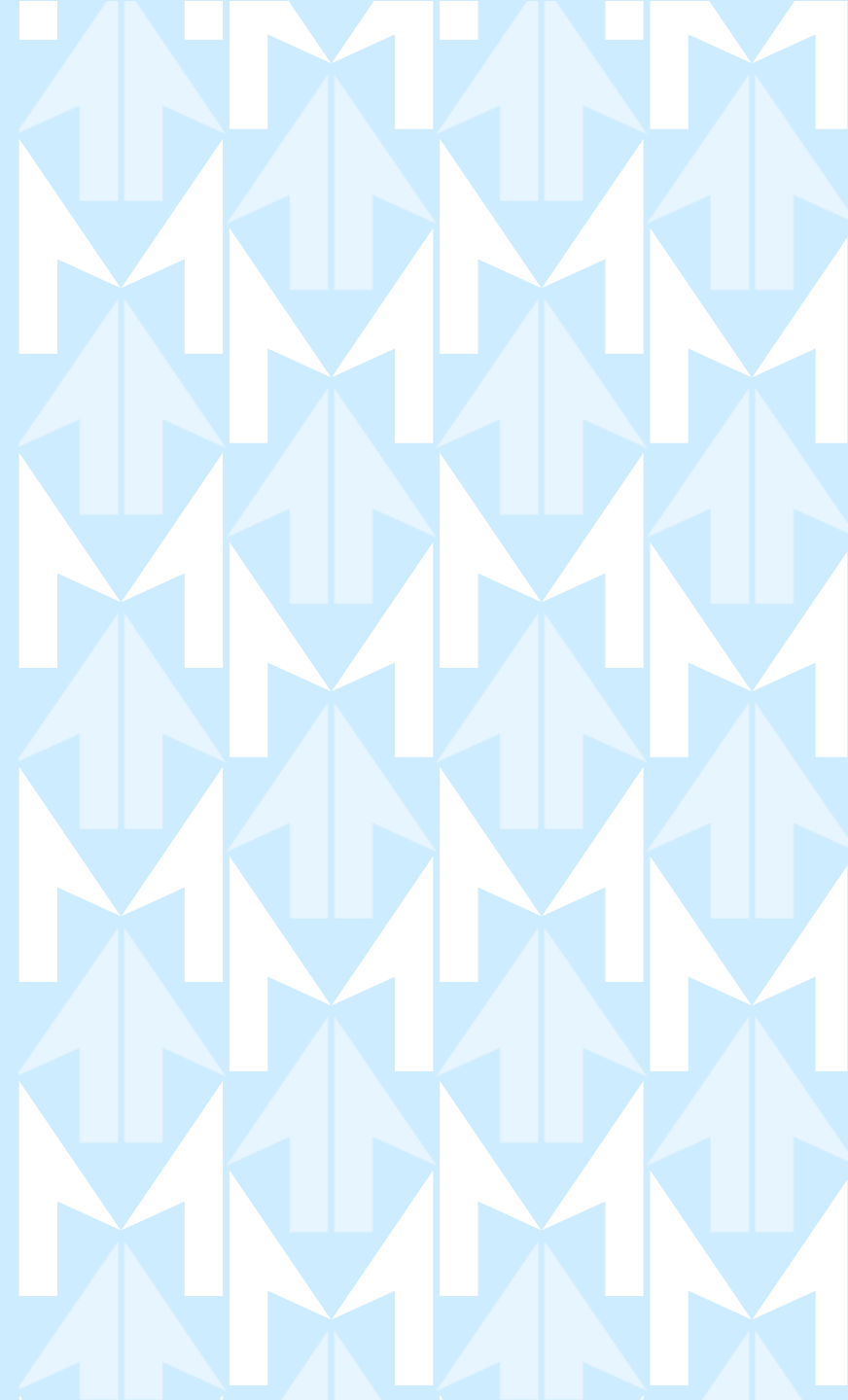
Promote investment in alternative asset classes

- Schemes may be challenged to consider whether they can provide members with access to illiquid assets such as private equity and infrastructure

We anticipate that the first assessment under the new framework may be due in 2028-2029.

Executive Summary

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Executive Summary

Value for Members assessment

GOOD

REASONABLE

POOR

We believe the Scheme offers **good** value for members across a range of factors (3 P's):

Price

Overall rating:

GOOD

Charges are generally competitive relative to other funds available in the market. The Scheme benefits from below median fee arrangements in respect of all three funds offered to members. The default investment option is compliant with the charge cap.

Performance

Overall rating:

GOOD

Overall good performance across the three funds. The Multi-Asset Fund, which holds most assets, is rated amber on the 3-year and 5-year performance due to underperformance against its official benchmark as an active fund, but rated green overall, supported by a strong forward-looking rating and performance against multi-asset peer group median over all periods shown. No major concerns; ongoing monitoring is advised.

Productivity

Overall rating:

REASONABLE

We believe that the Scheme offers reasonable value. The Scheme has a good governance structure however L&G can offer more sophisticated member services and member communications should be issued more frequently.

Executive summary

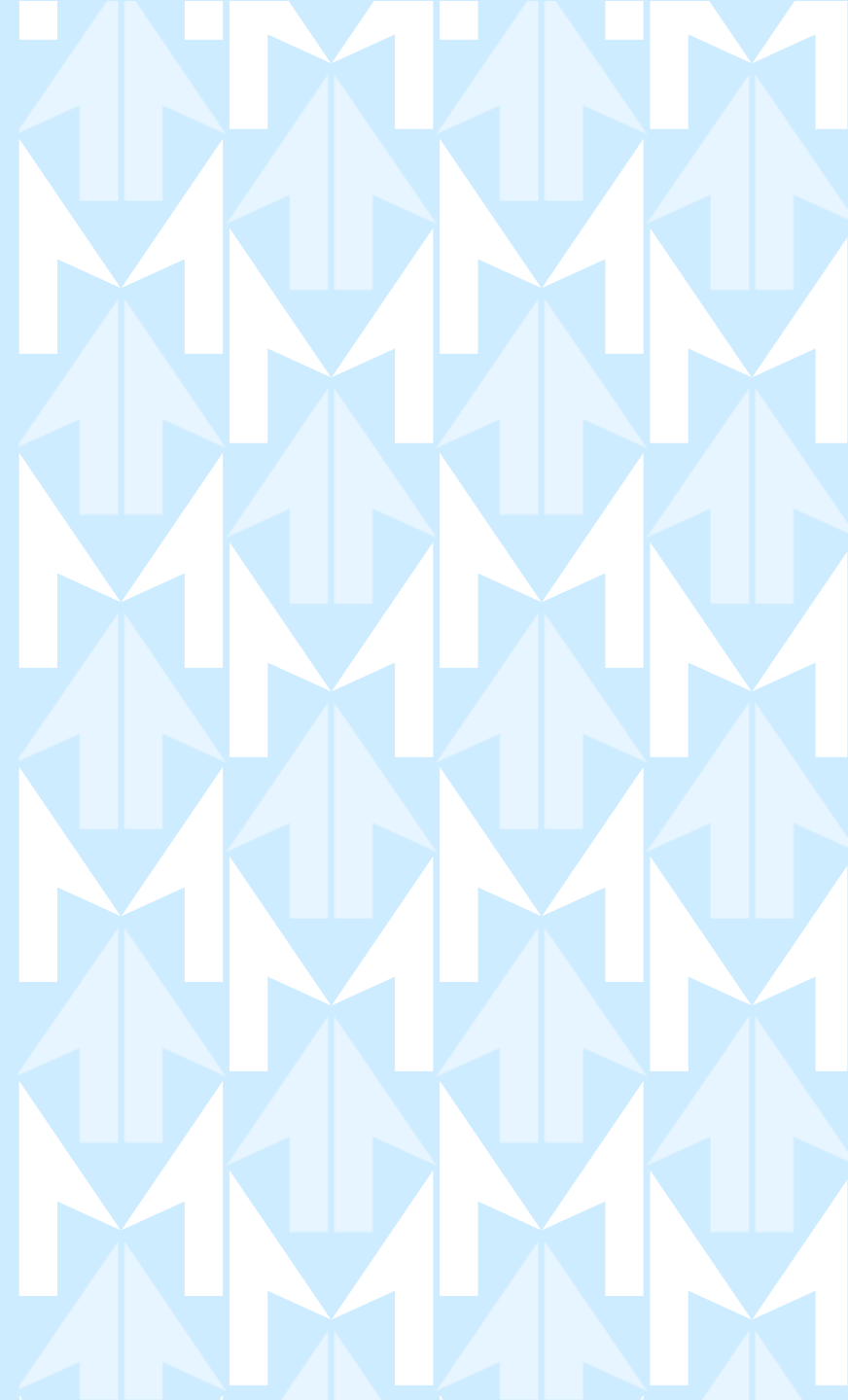
Fund by fund value assessment

Rating	Meaning
	Offers poor value
	Offers reasonable value
	Offers good value
	Not possible to assess

Fund	Price	Performance	Productivity	Overall
L&G Multi-Asset Fund				
L&G Over 15 Year Gilts Index Fund				
L&G Cash Fund				

Price Assessment

03



Price assessment

Summary

- Charges are competitive relative to similar funds available in the market.
- The Scheme benefits from **below median** fee arrangements in respect of all three funds offered to members.
- The default investment option is **compliant with the charge cap**.
- We note that fees are a function of the underlying characteristics of the funds chosen by the Trustees and form only one part of the overall value for members assessment.
- At this stage, it is not possible to benchmark transaction costs against other arrangements. However, based on our review of the data, we consider the transaction costs to be broadly as expected and similar to those observed by other schemes. Transaction costs are shown in the Appendix.

Price assessment

Rating	Meaning
	Fee in upper quartile range
	Fee within median-upper quartile
	Fee is at or below median

Fund by fund rating

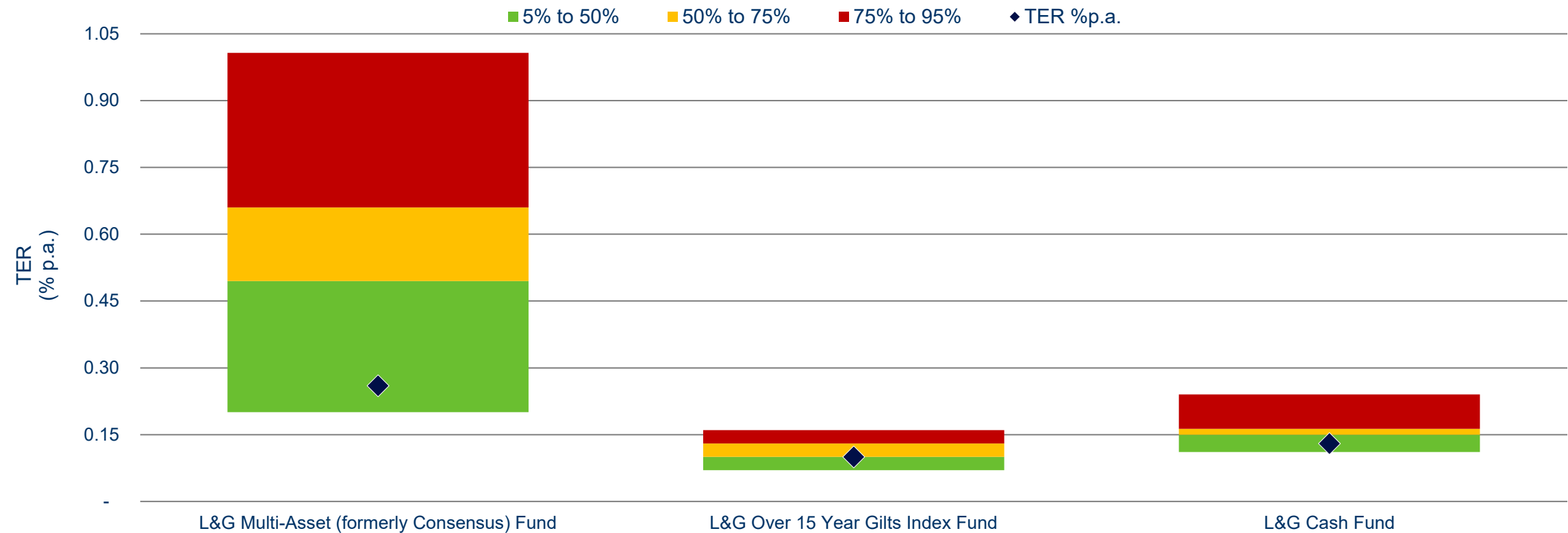
Fund	AMC (% p.a.)	TER (% p.a.)	Lower Quartile	Median	Upper Quartile
L&G Multi-Asset Fund	0.26	0.26	0.35	0.50	0.66
L&G Over 15 Year Gilts Index Fund	0.10	0.10	0.09	0.10	0.13
L&G Cash Fund	0.13	0.13	0.14	0.15	0.16

Source: L&G, as of 31 Mercer 2026. Mercer calculations in July 2026.

Price assessment

Price – ongoing charges

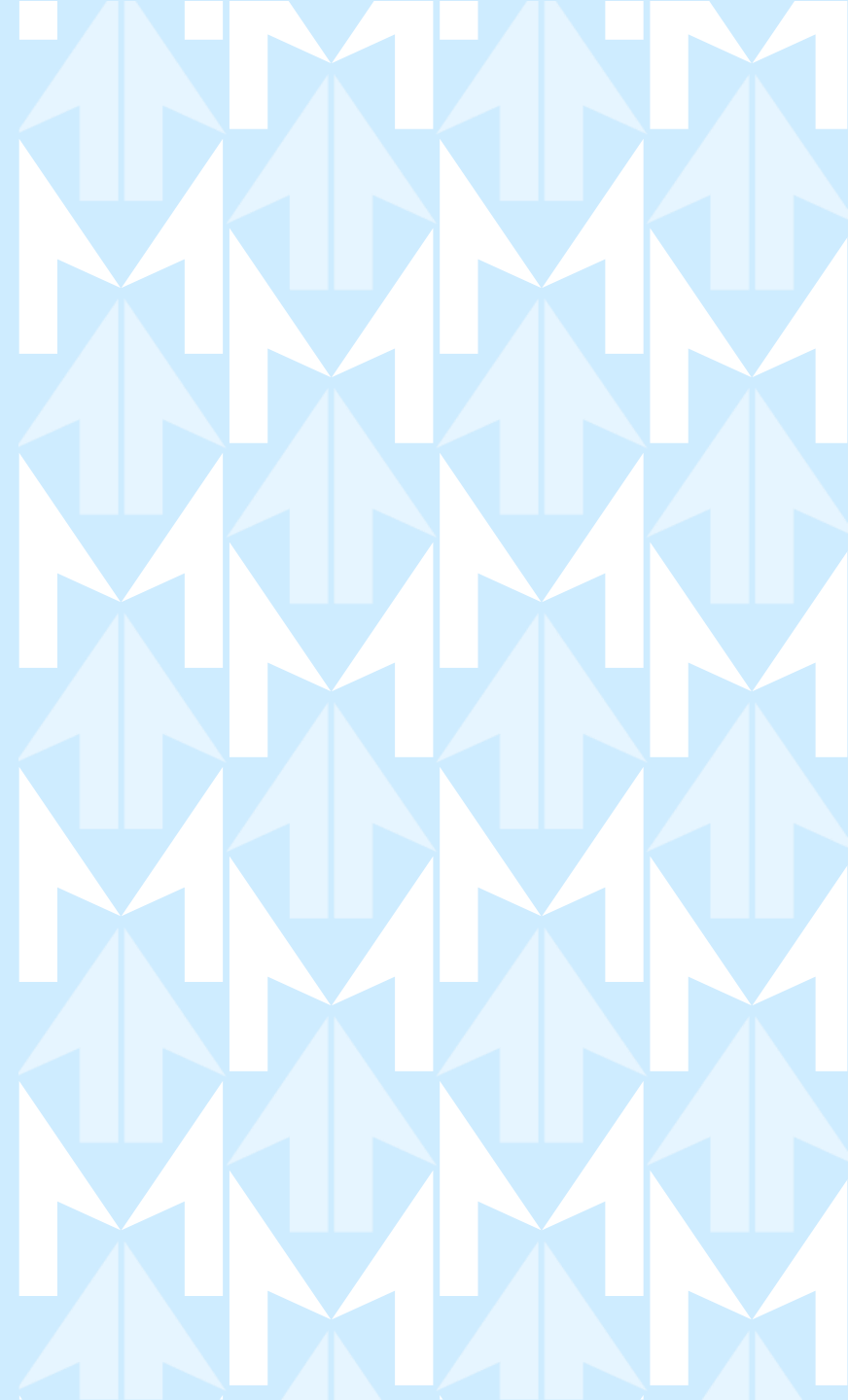
Fund TERs vs Mercer benchmark of investment only fees and current platform fee



Source: L&G, as of 31 March 2026. Mercer calculations in July 2026.

Performance Assessment

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Performance assessment

Summary

- Backward-looking performance has been reasonable over the five-year period to 31 March 2026. This is reflected in only one of the Scheme's three funds receiving an amber performance rating over the period—the Multi-Asset Fund, which **holds the majority of assets (c.95%)** across the three L&G funds.
- While the **L&G Multi-Asset Fund** has marginally underperformed its ABI Sector benchmark, it has **outperformed the peer group median over 1, 3, and 5 years**. This outperformance demonstrates that the fund's discretionary asset allocation strategy aligns more closely with - and often outpaces - comparable active alternatives than the broader ABI benchmark.
- Forward-looking manager assessment via Mercer ratings confirms **A ratings** for both the **Multi-Asset Fund** and **Over 15 Year Gilts Index Fund**, validating confidence in future performance.
- We have **no concerns** regarding this fund's performance. The Multi-Asset Fund's peer group outperformance justifies a **good** overall Scheme performance rating. The Trustees should continue to monitor performance regularly.
- In the Appendix, we set out net investment performance in the format required for disclosure in the Chair's Statement.

Performance assessment

Performance assessment methodology

The next slide shows a summary of fund performance. This summary is based on 2 factors: net performance of the fund up to year end (compared to each manager's chosen benchmark) and the Mercer research team's rating for the fund's performance and prospects.

The Mercer research team's rating for each fund's ESG (Environmental, Social and Governance) values are also included. ESG values are applicable to different asset classes in different ways and this space continues to evolve. The ESG ratings have not been factored into the overall assessment of each fund, however, they are shown for information.

Our ratings system for these factors is described in the table below:

Rating	Key for Performance		Mercer Rating
	Passive Funds	Active Funds	
	Fund has performed outside of its tracking error tolerance range* (before fees)	Fund has underperformed its benchmark	Fund is rated C, blend is half or more red.
	n/a	Fund has met or outperformed its benchmark but underperformed its target	Fund is rated B, blend is not green or red.
	Fund has performed within its tracking error tolerance range* (before fees)	Fund has met or outperformed its target	Fund is rated B+ or A, blend is half or more green.
	Fund performance is not available over this time period.	Fund performance is not available over this time period.	Fund is rated N or R (unrated at this time). This included blended funds.

** Tracking error tolerance range assumed to be 0.25% p.a. whenever information from the investment manager is not available.*

Additional information, including a full explanation of Mercer ratings, can be found in the Appendix E.

Performance assessment

Performance assessment – 3 and 5 years to 31 March 2026

Rating	Passive	Active	Rating
	Outside TE	< B'mark	C
	-	> B'mark	B
	Within TE	> Target	B+ or A
	N/A	N/A	Not rated

Fund	Active / Passive	One year (%)		Three years (% p.a.)		Five years (% p.a.)		Mercer Rating	ESG Integration	ESG Relevance**	Overall
		Fund Performance	Benchmark	Fund Performance	Benchmark	Fund Performance	Benchmark				
L&G Multi-Asset Fund*	Active	11.9%	11.1%	7.8%	7.9%	4.4%	4.9%	A	Integrated	Medium	
L&G Over 15 Year Gilts Index Fund	Passive	0.3%	0.4%	-4.3%	-4.2%	-10.6%	-10.5%	A	N	Out of Scope	
L&G Cash Fund	Passive	4.1%	4.1%	4.7%	4.7%	3.2%	3.3%	N	N	Low	

Source: L&G, as of 31 March 2026. See performance assessment methodology slide for full explanation of colour coding.

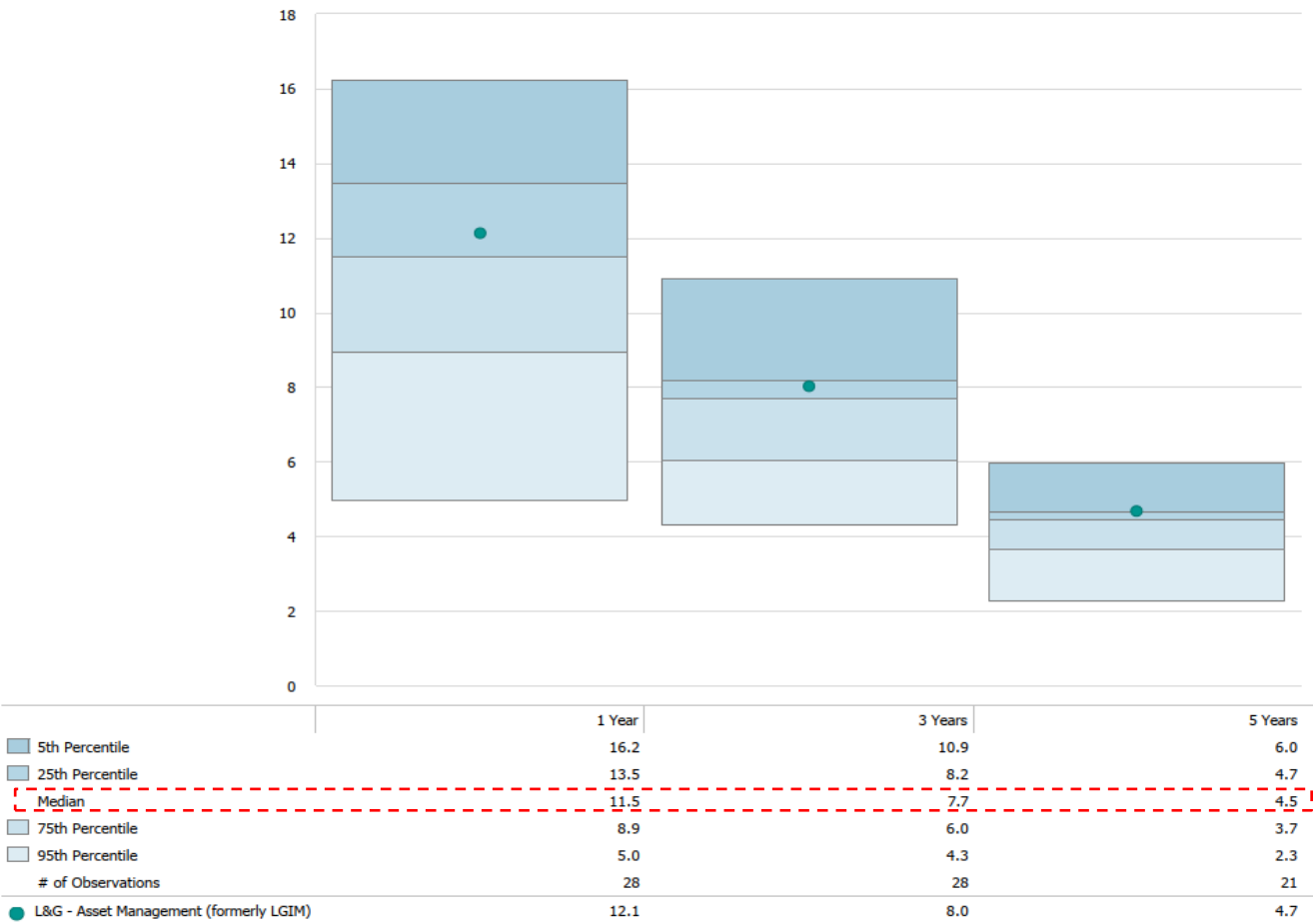
Fund performance is net of fees. Benchmarks and tracking tolerances for each fund are in the Appendix. Cash funds are assessed as passive.

*The benchmark for the L&G Multi-Asset Fund is the ABI Mixed Investment 40-85% Shares Sector. Funds within the same peer group may exhibit significant dispersion of risk and return characteristics. A fund benchmarked against an ABI sector may have returns that vastly differ from its sector. See Appendix C for more information.

**Through Mercer's new ESG framework, the ESG relevance for passive funds is currently not relevant or out of scope. See Appendix E for more information on Mercer's new ESG framework.

Performance assessment

L&G Multi-Asset Fund: Performance vs peer group



The methodology used to calculate the above returns differs from that used for the performance table shown previously. As a result of this the figures may differ slightly.

The [L&G Multi-Asset Fund](#) has slightly underperformed its performance comparator over the 3- and 5-year periods shown previously.

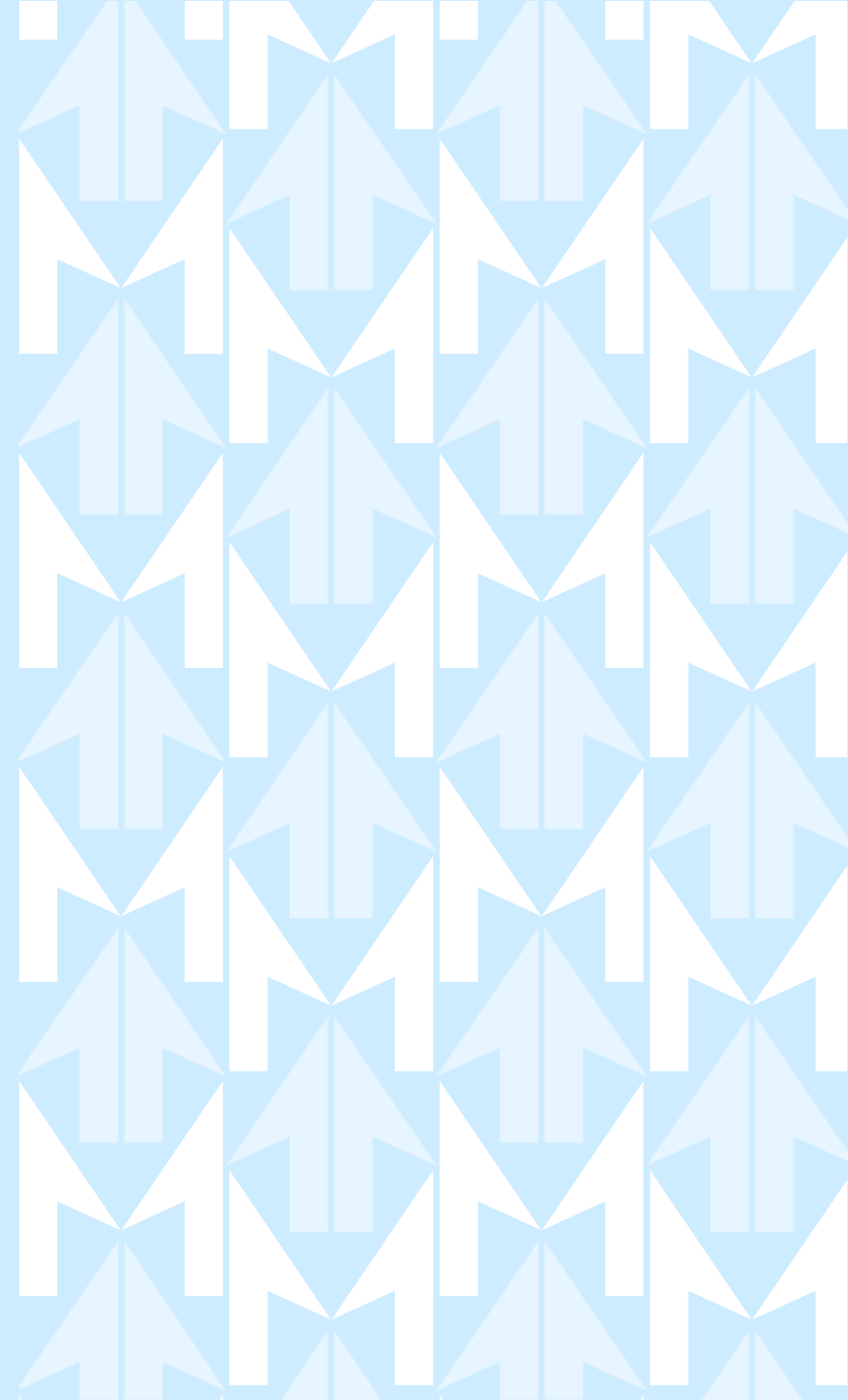
However, as illustrated on the left-hand side, the fund has outperformed the multi-asset peer group median over all periods shown.

This suggests that the fund's returns over these periods were more closely aligned with its peer group than with the ABI Sector benchmark, which exhibit significant dispersion in risk and return characteristics.

Considering all factors, we believe the fund's backward-looking performance over the analysed periods can be rated as good. We have no current major concerns and recommend that the Trustees continue to monitor performance regularly.

Productivity Assessment

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Productivity assessment

Summary

Introduction

- As noted previously, we believe that value is about more than member-borne deductions and therefore we have also commented on whether the wider features of the pension arrangement deliver good value for members in line with our “three Ps” framework.
- Two closely related measures that are implicit when considering value as part of the additional features on the next slides are:
 - **Participation**, or the extent to which value reached all member cohorts; and
 - **Perception**, or the extent to which members recognise value as having been delivered. The latter is particularly important to facilitate further engagement with members on planning, saving and investing for retirement.

Summary

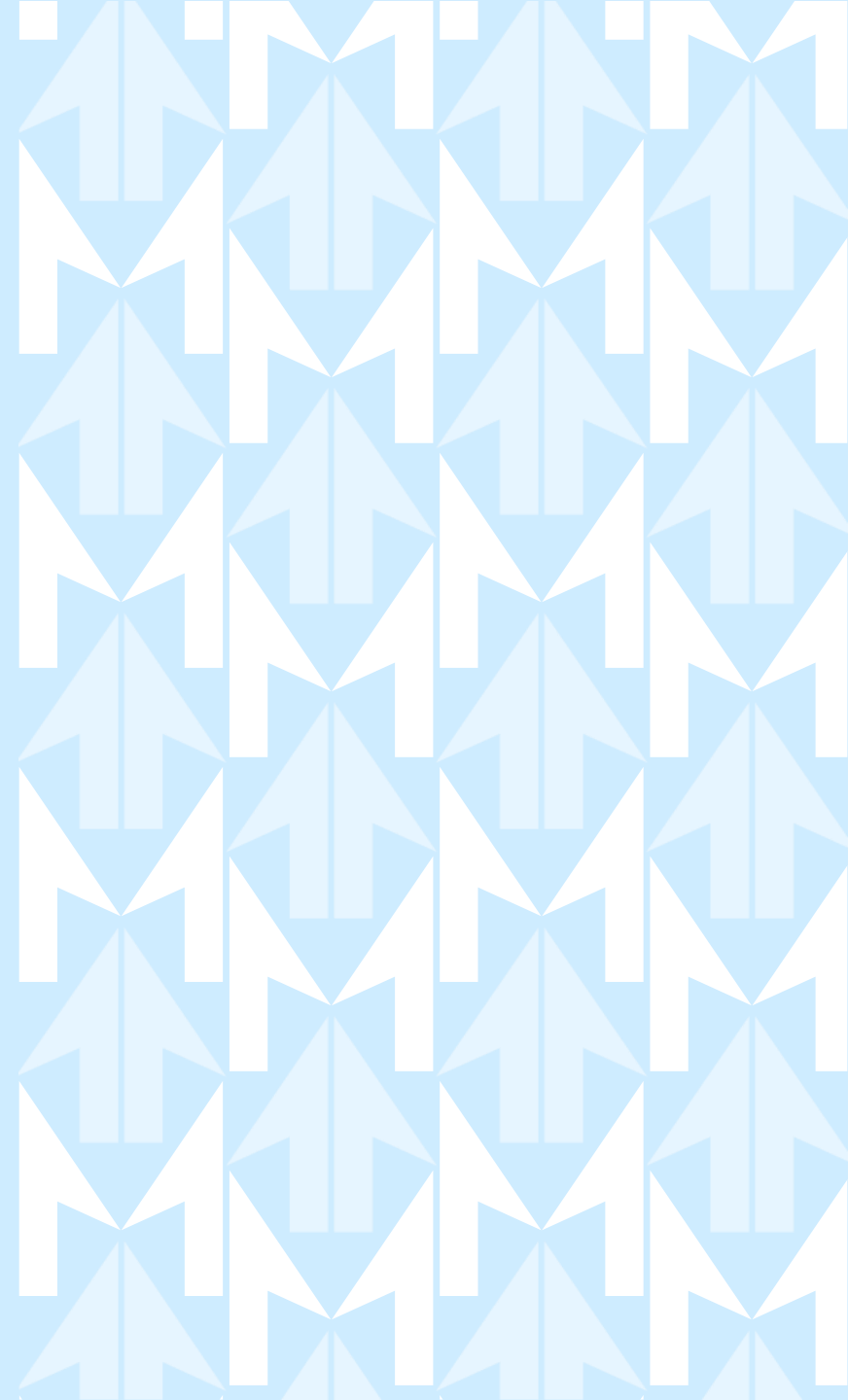
- Our overall Productivity assessment of the Scheme indicates that it offers **reasonable** value for money across the range of additional features for members, including scheme governance and management, administration, and communications.

Productivity assessment

Feature	Price	Performance	Overall assessment	Productivity comments
Online Access & Member Tools	Services available with Legal & General.	N/A (as not evident the option has been used yet)	Good	Legal & General provides online access capability for members. The Trustees should ensure members are made aware of this facility to support engagement
Member services/ Communications	Within providers' AMCs, unless provided by Trustees.	Legal & General can offer members more sophisticated member services. Members receive annual statements.	Reasonable	Legal & General can offer comprehensive member services and communications.
Scheme governance	Costs met by the Company.	All regulatory compliance requirements met: Chair's Statement and Implementation Statement published online; Value for Money assessment completed; new General Code of Practice requirements (ORA and ESOG documentation) prepared	Good	Governance approach reflects compliance obligations appropriate to scheme size and closure date (2015). All regulatory requirements met on schedule. AVC discharge exercises underway, targeted for 2026 completion. Strategy review not pursued given scheme characteristics and imminent buyout discussions; proportionate approach aligned with scheme lifecycle.
Administration	Within provider's AMC.	Aptia administration services delivered with 100% SLA compliance during the Scheme.	Good	Administration services reliable with 100% SLA achievement.

Additional Voluntary Contributions

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Additional Voluntary Contributions

Summary

The Scheme provides Additional Voluntary Contribution (AVC) facilities to members. This section assesses the AVC arrangements as part of the overall Scheme assessment.

The Trustees completed an AVC review in August 2024. Given the Scheme's focus on finalising a discharge exercise of the AVC policies, no further AVC assessments are planned.

Arrangements in place

With-Profits Fund

- The Scheme has With-Profits investments with Clerical Medical. It should be noted that it is hard to compare With-Profits funds due to several factors; these have been outlined on the following page. It is therefore difficult to assess whether With-Profits funds offer value for members.

Unit Linked Funds

- The Scheme has unit linked funds with Aviva, Clerical Medical and Utmost. Some of the unit linked AVCs offer much poorer value for members versus the main DC arrangement.

Further detailed assessments of AVC provider arrangements are included in this appendix.

Additional features

Additional Voluntary Contributions – With-Profits

Assessing Value

- Providing a comparison between a with-profits fund and peers is difficult. Each fund offers different terms and guarantees and, hence, will invest very differently from one another, which in turn impacts the performance received through bonus pay-outs. Furthermore, individual funds will often provide different guarantees dependent on when a member started contributing or when each contribution was invested. The universe of available funds is not sufficiently alike to enable relative assessments based on past or even potential future performance.
- Pay-outs on surrender and maturity will reflect all charges incurred, though they are not separately identified. Moreover, the actual performance received by members, net of charges, is only ever known upon maturity/surrender, after any augmentation for guaranteed terms and after the effect of ‘smoothing’. ‘Smoothing’ is an additional comfort factor within with-profits funds. In years when investment performance is high, some of the return is held back to ‘top-up’ returns in years when lower performance occurs. Hence, at the point a specific member disinvests, smoothing may reduce or increase the pay-out relative to the underlying investment performance of the assets. Insurers are required to stipulate that the pay-out in the event of early disinvestment will fall within a specified percentage of the underlying share of the assets attributable to the specific investor. These ranges are targets, they not guaranteed.
- Assessing the value for money of with-profits funds is directly related to an individual’s attitude towards, and capacity for, investment risk. An individual may find comfort in the fact that a fund provides guarantees; whether that is a guaranteed pension, investment return or capital security. Therefore, we consider it inappropriate to reach a general conclusion on value for members for the with-profits funds as this will vary from policy to policy and by member.

Fund	TER (% p.a.)	Average Transaction Costs (% p.a.)
Clerical Medical With-Profit Funds	0.50	0.234

Source: Clerical Medical, as of 31 March 2026. Transaction costs shown above are an average of the costs provided for the 5-year period to 31 March 2026. Clerical Medical define TER as the annual management charge.

Additional features

Additional Voluntary Contributions – Unit-linked

The Scheme has unit linked AVCs with Aviva, Clerical Medical and Utmost.

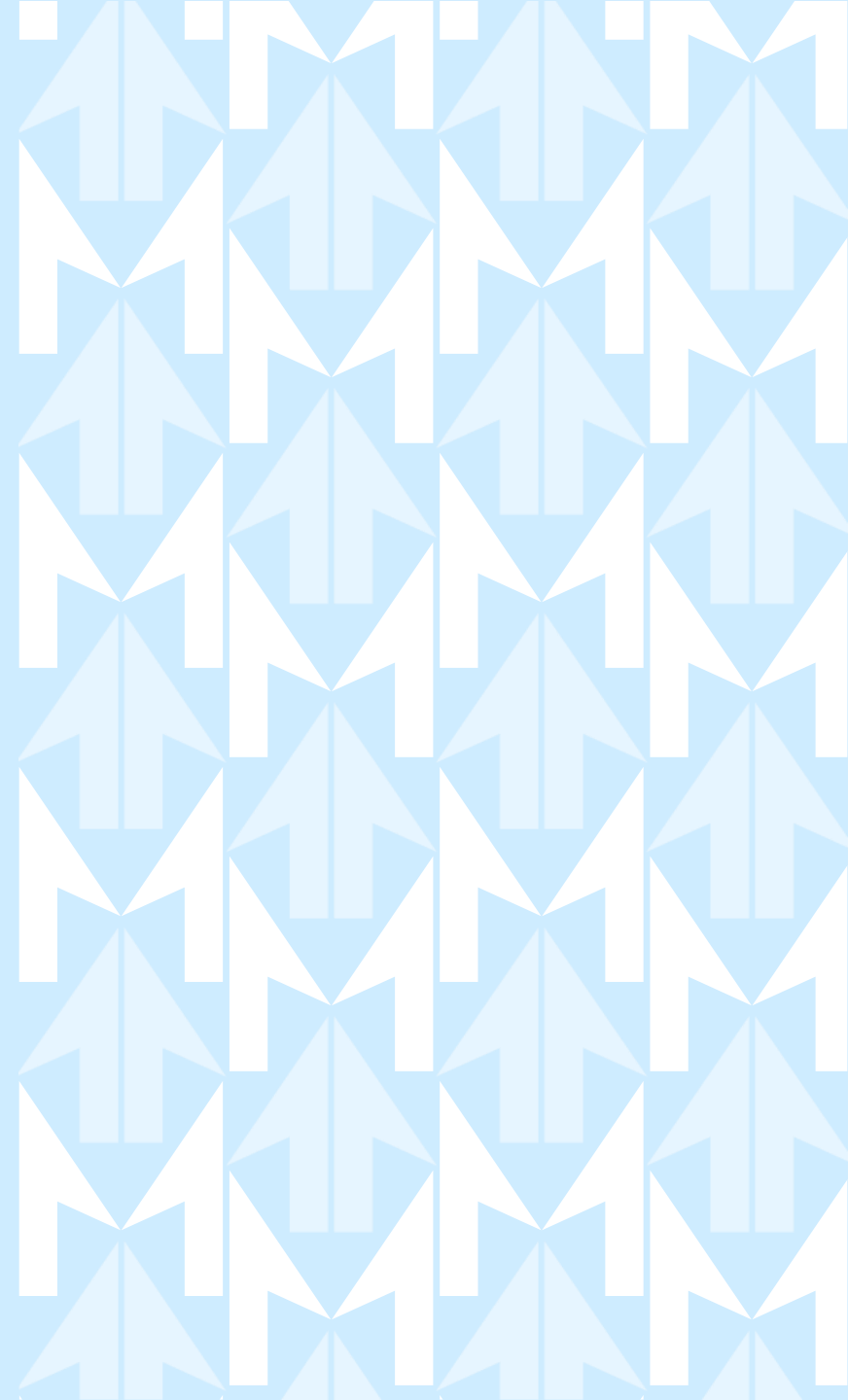
Fund	TER (% p.a.)	Average Transaction Costs (% p.a.)
Aviva BlackRock (50:50) Global Equity Index (Aquila C)	0.58	0.046
Aviva Cash	0.58	0.014
Aviva Pre-retirement Fixed Interest	0.58	0.035
Clerical Medical UK Equity Tracker	0.50	0.188
Clerical Medical Balanced Pension	0.50	0.286
Clerical Medical Liquidity*	0.50	0.000
Utmost Life Money Market	0.50	0.008
Utmost Life Managed	0.75	0.057

The unit-linked AVC funds continue to be notably more expensive than the DC funds offered by Legal & General. While the Trustees completed a review in August 2024, they have chosen to postpone the next annual AVC review until Q3 2026 due to ongoing buy-out discussions. We recommend proceeding with the review and maintaining regular member communications to ensure members stay informed about their investment options and retirement planning.

Source: Aviva, Clerical Medical and Utmost data as of 31 March 2026. Transaction costs shown above are an average of the costs provided for the 5-year period to 31 March 2026.

**The Fund was previously known as the Clerical Medical Halifax Pension Fund and was renamed Clerical Medical Liquidity Pension on 31 January 2025.*

Appendix



Appendix A: Price Assessment

Price assessment methodology

The price paid by members is comprised of fees from two sources:

- Investment fee - this is the fee paid to fund manager(s) for their services in managing a fund.
- Provider fee - this is the fee paid to the platform to cover platform services.

The investment fee itself can be categorised as either of the following:

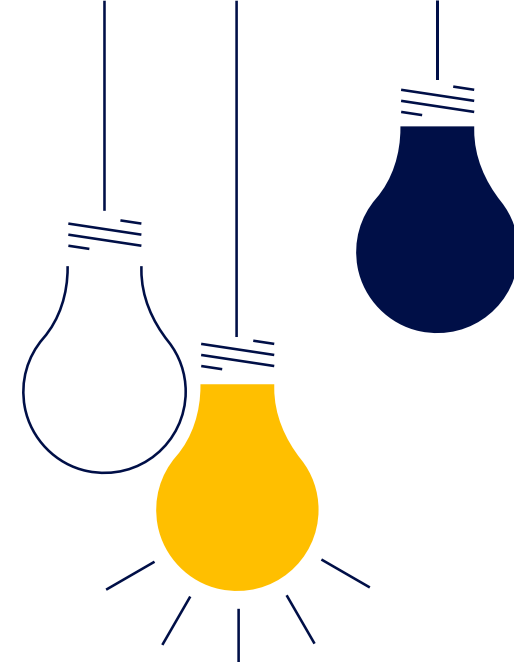
- Annual Management Charges (“AMCs”) - this is the core charge that covers the cost of managing a fund.
- Total Expense Ratios (“TERs”) - this is the annual management charge plus variable costs associated with managing a fund such as administrative, audit and legal fees.

For the purposes of investment fee benchmarking **our approach focuses on TERs rather than AMCs** as we believe TERs offer a fuller view of the fees members pay. Additional expenses will vary over time however and are sometimes hard to calculate. Therefore, the additional expenses added to the AMC to arrive at the TER may be several months out of date – we view this as an acceptable position to achieve a more holistic assessment.

Our benchmarking of **investment fees is based on a wide-ranging Mercer survey of TERs** for underlying funds held on the majority of the universe of DC investment platforms in the market. Our analysis compares each funds’ TER against the TERs for the funds in its relevant peer group, based on their region, asset class and fund management style.

In order to show the value added by the investment platform, we benchmark the total member fee against a combination of:

- Benchmark investment fee (TER), as described above, plus
- The provider fee paid by members. We do not benchmark the provider fee for unbundled arrangements. Unbundled platform fees tend to vary based on asset size, but generally within a tight range and they tend to be reasonable similar from provider to provider.



There are currently no performance-based fees being charged for the Scheme as at 31 March 2026.

Appendix B

Transaction costs (shown in % terms)

The data below has been lists the total transaction costs per fund as calculated by slippage cost methodology. There is currently no agreed framework for assessing transaction costs as part of the value for money assessment, just requirements on the information shown in the Chair's Statement. We also believe transaction costs should be viewed in conjunction with overall performance, as well as individual fund characteristics.

Fund	Total	Implicit Costs	Indirect Costs	Anti-Dilution Offset
L&G Multi-Asset Fund	0.0528%	0.0065%	0.0528%	0.0065%
L&G Over 15 Year Gilts Index Fund	0.0492%	-	0.0492%	0.0000%
L&G Cash Fund	0.1134%	-	0.1134%	0.0000%

Source: L&G, as of 31 March 2026.

Appendix B

Breakdown of transaction costs

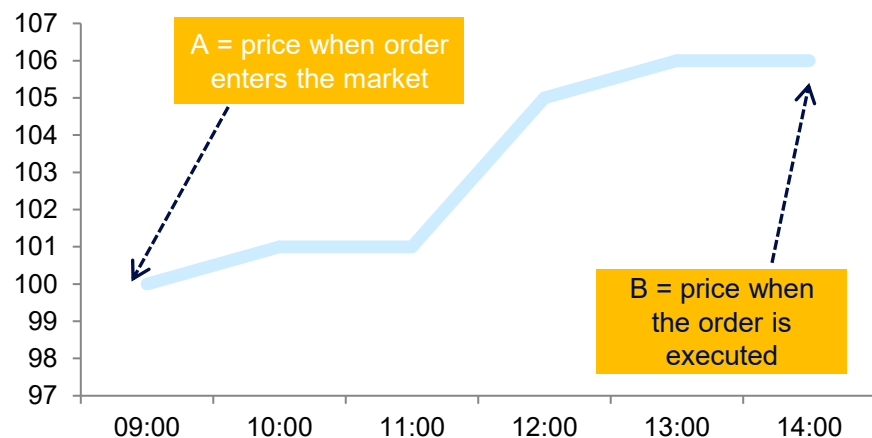
Transaction costs are broken down into the following elements:

- **Total costs:** the sum of all transaction costs noted below.
- **Implicit costs:** embedded in the difference between buy/sale prices (bid/offer spread) and response of the market to a trade.
- **Indirect costs:** incurred within an underlying investment vehicle within a fund manager's fund.
- **Anti-dilution offset:** adjustments a fund manager has made to protect existing investors from other investors who are trading units. This reduces the total transaction cost incurred by existing investors and so is deducted from the costs incurred.

Appendix B

Slippage cost method

- Since April 2015, there has been a need to calculate and assess transaction costs as part of the DC value for money requirements and legislative disclosures in the annual Chair Statement.
- However, until 2018/2019 there was limited guidance as to how these costs should be calculated.
- It has now been clarified that in calculating of the transaction costs associated with buying and selling, managers must use the 'slippage cost methodology', as shown below.



$$\text{Slippage costs} = (\text{Execution price} - \text{Arrival price}) \times n$$

Arrival Price = A

Execution Price = B + all charges, commissions, taxes and other payments associated with the transaction

EXAMPLE

A fund manager wishes to buy 1,000 shares. If the order goes in at 9am but the shares are not purchased until 2pm, the price of those shares could have moved in those 5 hours.

In the chart, the price has moved from 100p to 106p, meaning the price change is £60 for 1,000 shares. Also, some commissions and taxes will have been experienced (e.g. £5).

Therefore, the overall 'slippage cost' is £65.

- Slippage costs seek to capture the change in value when an investment is traded. This takes account of explicit and implicit costs associated with market movements. However, slippage costs can be positive or negative depending on how the market moves between arrival and execution and depends on the time period used.
- This makes comparisons across peers meaningless. At this stage it is therefore not possible to benchmark transaction costs against other arrangements. However, based on our review of the data we consider the transaction costs to be broadly as expected and similar to those observed by other pension schemes in the market.

Appendix C

Benchmark information

The below table describes the nature of each fund (passive/active) and its performance objective.

Fund	Active / Passive	Mercer Peer Group Universe	Benchmark	Tracking Error	Target (% p.a.)
L&G Multi-Asset Fund	Active	Multi Asset - Core	Consensus Fund (PB) Chain linked to ABI (ABI Mixed Investment 40-85% Shares Sector)	-	-
L&G Over 15 Year Gilts Index Fund	Passive	Gilts - Passive	FTSE A UK Gilts > 15 Years	0.25%	-
L&G Cash Fund	Passive	Cash	SONIA	-	-

Source: L&G, as of 31 March 2026.

Appendix D

What are ABI sector benchmarks?

The Association of British Insurers (“ABI”) maintains a range of sector benchmarks for unit-linked life and pension funds. As of October 2022, there were 34 ABI sector benchmarks. ABI sector benchmarks are **peer group benchmarks**. The ABI has full discretion to set and update ABI sector definitions. An independent third party, Refinitiv, categorises unit-linked life and pension funds into the sectors and monitors sectors to ensure that funds are categorised correctly on an ongoing basis. The ABI sector benchmarks are designed to facilitate comparisons between similar unit-linked life and pension funds.



What are the drawbacks of ABI sector benchmarks?

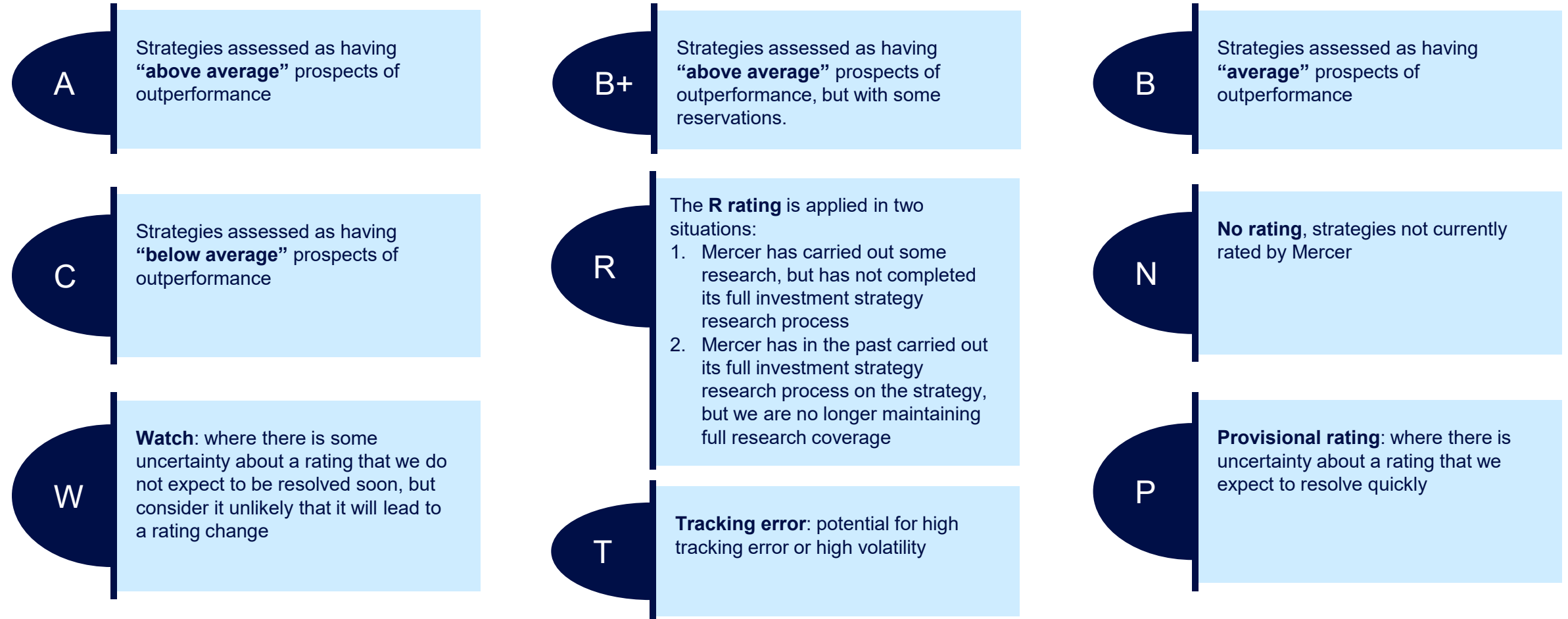
- In order to create peer groups, ABI sets minimum and maximum exposure limits to certain asset classes within each sector benchmark. In practice, ABI sector definitions are **very broad**, for example:
 - Equity sector benchmarks are typically required to invest at least 80% of assets in equities. The benchmark does not specify how the remainder is to be invested so up to 20% of the fund could be invested in any other asset class.
 - “Mixed Investment” sector benchmarks are even broader. Funds within the Mixed Investment 40-85% Shares benchmark may invest anywhere between 40% and 85% of their assets in equities with the remainder unspecified.
 - “Flexible Investment” sector has no asset class limits and affords managers significant asset allocation discretion – the dispersion of funds in this sector may be sufficiently broad as to reduce its value for relative performance assessment purposes.
- ABI sector criteria may at times **overlap**. One fund may meet the requirements of more than one benchmark.
- ABI reserves the right to **change sector definitions at any time** and without prior notice.

Due to these factors, **funds within the same peer group may exhibit significant dispersion of risk and return characteristics**. A fund benchmarked against an ABI sector may have returns that differ vastly from its sector.



Appendix E

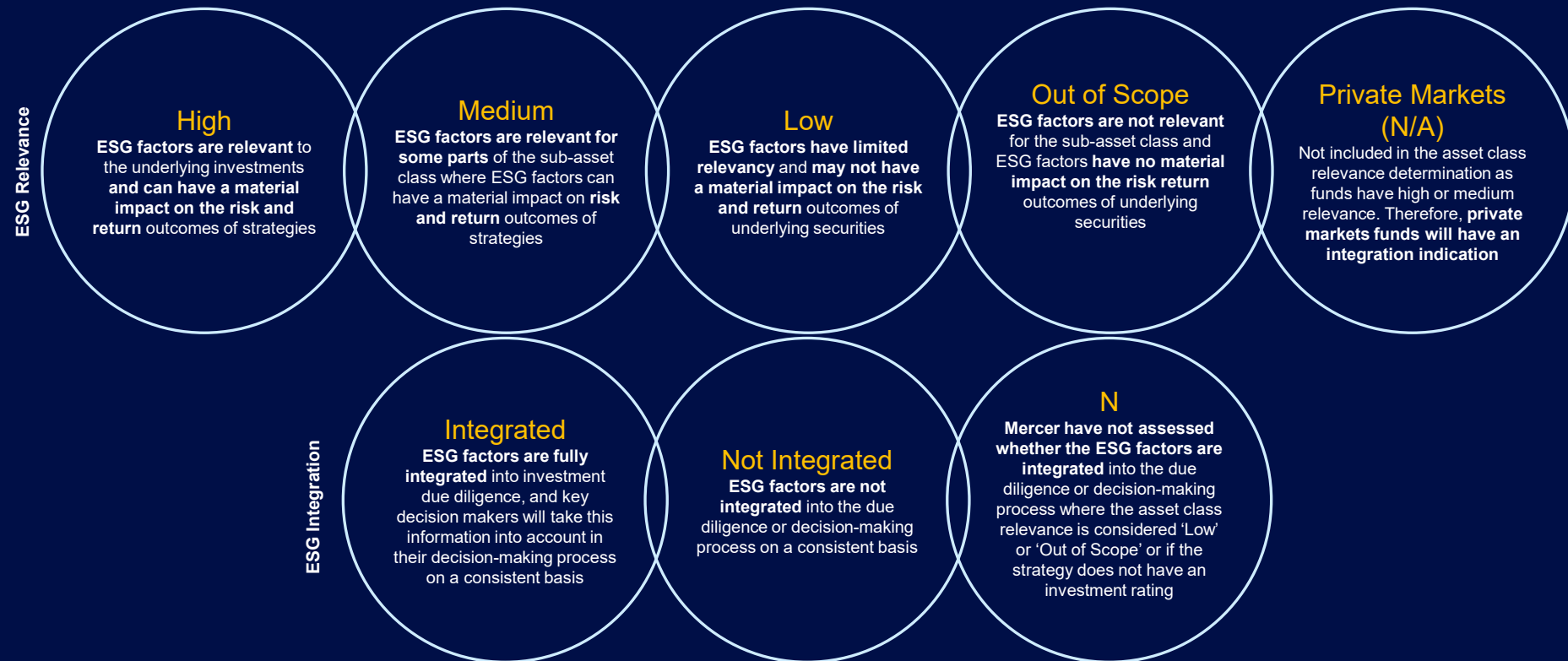
A Guide to Mercer Research Ratings



Appendix E

Mercer's ESG Framework

Mercer Manager Research considers, where relevant, the extent to which they believe financially material environmental, social, and corporate governance (ESG) factors are integrated into the manager's investment process and decision-making across asset classes. ESG factors are incorporated into the investment due diligence process on the basis that these issues can potentially impact revenue, operating costs, competitive advantage, and the cost of capital.



For the most recent assessment of an investment strategy, and a fuller explanation of its meaning, contact your Mercer representative. The above provides a summary only and, in particular, no investment decision should be made based on this information without obtaining prior specific, professional advice relating to your own circumstances.

Appendix F (1/2)

Chair's Statement investment return disclosures

The tables below show performance, net of all charges and transactions costs, of all funds available to members during the Scheme Year. The format of the data shown is consistent with that required to be shown in the Chair's Statement. For the avoidance of doubt, performance shown earlier in this report is also net of all charges and transaction costs.

Default Annualised returns to year end	1 Year	5 Year (p.a.)
25-year-old member	11.9%	4.4%
45-year-old member	11.9%	4.4%
55-year-old member	11.9%	2.7%

Source: L&G, as of 31 March 2026. Mercer calculations in July 2026.

Fund performance is net of all charges and transaction costs. Performance has been calculated based on a fixed weighted average of underlying fund performance in the lifestyle, with the weightings as at the ages shown.

Self-Select Fund - Net Performance	1 Year	5 Year (p.a.)
L&G Multi-Asset Fund	11.9%	4.0%
L&G Over 15 Year Gilts Index Fund	0.3%	-10.6%
L&G Cash Fund	4.1%	3.2%

Source: L&G, as of 31 March 2026.

Fund performance is net of all charges and transaction costs. Performance of standalone self-select options is independent of age; therefore, performance is shown in a different format to the lifestyle performance.

Appendix F (2/2)

Chair's Statement investment return disclosures

The tables below show performance, net of all charges and transactions costs, of all funds available to members during the Scheme Year. The format of the data shown is consistent with that required to be shown in the Chair's Statement. For the avoidance of doubt, performance shown earlier in this report is also net of all charges and transaction costs.

Additional Voluntary Contributions Fund - Net Performance	1 Year	5 Year (p.a.)
Aviva BlackRock (50:50) Global Equity Index (Aquila C)	19.9%	9.7%
Aviva Cash	3.9%	3.0%
Aviva Pre-retirement Fixed Interest	2.8%	-5.1%
Clerical Medical UK Equity Tracker**	21.9%	10.1%
Clerical Medical Balanced Pension**	11.3%	5.7%
Clerical Medical With-Profits Single Fund*	3.8%	3.8%
Clerical Medical With-Profits Regular Fund*	3.8%	3.8%
Clerical Medical Liquidity**	3.1%	0.6%
Utmost Life Money Market	3.1%	2.6%
Utmost Life Managed	15.9%	7.0%

Source: Aviva as of 31 March 2026, and Utmost as of 17 July 2026.

*Performance is as at 31/12/2025. Clerical Medical With-Profits fund performance shows how the assets have performed compared with returns from relevant benchmark indices. The ultimate value of a with-profits investment depends on future bonuses which cannot be guaranteed.

**At the time of writing, Clerical Medical had provided performance as of 31 December 2025.

Fund performance is net of all charges and transaction costs. Performance of standalone self-select options is independent of age; therefore, performance is shown in a different format to the lifestyle performance.

Appendix G (1/6)

Aviva

AKG Report as of July 2025
IGC Report as of December 2024
Source: Aviva AKG Report as at 31/07/2025

About Aviva

Aviva Platform (Aviva Wrap UK Ltd) was established in 2002 and originated as Lifetime Portfolio Management; it was rebranded after Norwich Union became Aviva in 2009. It operates the advised platform within Aviva's Insurance, Wealth & Retirement segment, and the Self-Invested Personal Pension is provided by Aviva Pension Trustees UK Ltd. Technology is provided by FNZ group, and there are long-term partnerships with FNZ and Diligenta. Assets under administration were £53.9bn at Dec-2024, with approximately 5,000 adviser firms. It had strong market penetration and service accolades in 2024–2025, including Professional Adviser 2025 Best Platform Provider. Parent Aviva plc completed the Direct Line acquisition in July 2025.

Member Journey

Aviva Platform (Aviva Wrap UK Ltd) provides member-facing access via the MyAviva app (re-launched with simpler interface), including a Find & Combine tool to locate and consolidate pensions, online transfers with tracking, online drawdown, and withdrawal functionality. Self-service enhancements (e.g., change of address; bed & Individual Savings Account for advisers) are delivered via FNZ technology. Strong adviser engagement is supported by a 100+ distribution team and a new single-source update site (May 2025). Net Promoter Score and Transactional Net Promoter Score improved through 2024–Q1 2025. Telephony service performance exceeded Service Level Agreement targets in 2024–2025.

Operational

Aviva Platform (Aviva Wrap UK Ltd) is an adviser-led platform within Aviva's Insurance, Wealth & Retirement segment. The Self-Invested Personal Pension is provided by Aviva Pension Trustees UK Ltd. Core technology is provided by FNZ, with 15-year extensions to FNZ and Diligenta. There is strong adviser support via a 100+ Intermediated & Retail Wealth distribution team, and relationship and transactional Net Promoter Score improved through 2024–Q1 2025. A single-source update site was launched in May 2025. The MyAviva app was relaunched with Find & Combine and online drawdown/transfer tools. Telephony performance was over Service Level Agreement targets in 2024–2025. Governance is delivered via multiple risk and customer outcome committees.

Proposition and development

Aviva Platform (Aviva Wrap UK Ltd) has 15-year extensions to core partnerships with FNZ (platform technology) and Diligenta to simplify IT and improve customer experience. It has ongoing transformation with Wipro to automate processes and enhance digital capabilities, with further phases planned to 2027. A new adviser update site was launched in May 2025. The MyAviva app was re-launched with simpler interface and pension "Find & Combine" tool. There is a focus on primary platform status via strategic partnerships and panel appointments. Proposition developments include integrated Onshore Bond and enhanced ESG tools for advisers.

Appendix G (2/6)

Aviva Ratings

Overall Financial Strength Rating: **A**

Rating Scale: A Superior, B+ Very Strong, B Strong, B-Satisfactory, C Weak, D Very Weak

Source: IGC Aviva Report as of 31 December 2024
(a): rating not provided by AKG

Additional Ratings		
Metric	Rating	Reason
Non-Profit Financial Strength	(a)	(a)
Unit-Linked Financial Strength	(a)	(a)
With-Profits Financial Strength	(a)	(a)
Service	*****	Consistently high adviser satisfaction, broad platform adoption, strong NPS improvements, robust support and digital enhancements, award recognition, and effective partnerships drive reliable service quality and responsiveness.
Image and strategy	*****	Strong brand recognition, clear strategic focus, sustained investment in digital and propositions, disciplined capital deployment, and alignment to core markets underpin image credibility and effective execution, supporting the assigned Image & Strategy rating.
Business Performance	****	Aviva's strong business performance reflects rapid platform assets under advisory growth, sector-leading net flows, robust parent profitability, and continued investment and service improvements, despite operating losses at the platform entity.

Effective 31/07/2025
The information and the rating is sourced from the AKG Financial Strength report. Financial Strength is in line with fairly held expectations. AKG's perspective in the assessment of financial strength is wholly that of a customer of a product or service.

Independent Governance Committee Report Summary
The IGC concludes Aviva provides value for money. Charges for newer policies are highly competitive, mostly below the 0.75% cap; 260,000 members saw charges capped to 0.75%, while 93,000 with-profits members were informed of higher charges and offered lower-cost options. Default funds delivered strong 2024 returns (around 9%–17%); My Future Focus improved notably. Service is strong versus peers, with fast death claims processing; call wait times rose to 176 seconds amid higher demand. Communications and member engagement are good. ESG integration is strong, with operational emissions down 12% and 100% UK renewable electricity.

Appendix G (3/6)

Scottish Widows Clerical Medical

AKG Report as of January 2026

IGC Report as of December 2024

Source: Clerical Medical AKG Report as at 16/01/2026

About Scottish Widows Clerical Medical

Scottish Widows Ltd is a UK life insurer within Lloyds Banking Group. Its roots are via Scottish Widows (acquired 1999) and Clerical Medical (founded 1824; acquired 2009). Scottish Widows Limited was formed in 2015 after major simplification and reopened to new business. It manages £185bn funds under management (2024). It has strong capital (Solvency Capital Requirement coverage 144% regulatory; 153% shareholder). It exited bulk annuities in 2024 and sold approximately £6bn book to Rothersay (approved 2025). It has over 1m digital customers, and refreshed app adoption is rising. 2024 premiums were £16.8bn, and individual annuities share was 23.5%. Trustpilot was 4.5 (2025).

Operational

Scottish Widows Ltd administration is provided via Diligenta for the longstanding book. FNZ powers Corporate Savings and Scottish Widows Platform. Digital servicing is provided through the Scottish Widows “Your Tomorrow” app and web; there are over 1m registered users and 400k+ workplace users (60% active). Channels include telephony (upgraded), email, and workflow-managed case handling. Service performance improved across 2024–2025. Complaints fell to 1.95 per 1,000 policies (2024). Governance is through the Insurance Board and committees (Audit, Risk, With-Profits, IGC). No explicit Service Level Agreement metrics are disclosed by AKG; legacy areas show some variability, but overall stability strengthened.

Member Journey

Scottish Widows Ltd delivers member engagement via the refreshed “Your Tomorrow” app and web, integrating retirement modelling, behavioural prompts (simple nudges), and linked banking data to personalize views. It has over 1m registered digital users and 400k+ workplace users (60% active). It provides self-serve visibility of pensions and is improving digital journeys across workplace and adviser platforms (FNZ-powered). Support channels include upgraded telephony, email, and workflow-managed cases. Governance oversight is provided via the Independent Governance Committee and Insurance Board. AKG notes strengthened service stability in 2024–2025, and some legacy areas remain more variable.

Proposition and development

Scottish Widows Ltd will continue digital expansion to over 1.5m customers by 2026. The enhanced “Your Tomorrow” app includes modelling, behavioural nudges and linked banking data. Scottish Widows Ltd will promote Scottish Widows Lifetime Investments default, Managed Growth Funds and forthcoming Long-Term Asset Fund. It will strengthen intermediary Scottish Widows Platform with added functionality and product set (e.g., onshore bond). It will modernise individual annuity processes. Its focus is on capital-light growth (pensions, retirement, protection, direct-to-consumer investments). It will integrate Schroders Personal Wealth rebrand to Lloyds Wealth. It will progress Solvency UK internal model updates and enhanced liquidity reporting.

Appendix G (4/6)

Scottish Widows Clerical Medical Ratings

Overall Financial Strength Rating: **A**

Source: Scottish Widows and Clerical Medical IGC report as of 31/12/2024

Rating Scale: A Superior, B+ Very Strong, B Strong, B-Satisfactory, C Weak, D Very Weak

Additional Ratings		
Metric	Rating	Reason
Non-Profit Financial Strength	*****	Strong capital, diversified risks, robust solvency (153% shareholder view), disciplined reinsurance and liquidity management, supported by Lloyds Banking Group scale and cash generation.
Unit-Linked Financial Strength	*****	Strong parent company, robust solvency (144% regulatory), dominant linked book, diversified risks, improved liquidity, digital and platform upgrades support sustainable delivery for policyholders.
With-Profits Financial Strength	****	Strong capital, large diversified with-profits funds, robust governance and risk management, sustained customer outcomes, and supportive parent balance sheet underpin the rating despite market variability and strategic transitions.
Service	****	Improving service via digital upgrades, stronger telephony/workflows, Consumer Duty alignment, rising satisfaction (Trustpilot/Net Promoter Score), industry awards, and targeted adviser support underpin a robust, consistently enhanced customer experience.
Image and strategy	*****	Strong brand, integrated strategy with the parent company, digital investment and platform expansion; focused retirement solutions and workplace scale underpin positioning despite market and regulatory pressures.
Business Performance	****	Strong growth in core segments, robust assets under advisory increases, effective digital and platform execution, selective product expansion (annuities, platform), and resilient profitability despite market headwinds underpin a solid competitive position.

Effective 16/01/2026

The information and the rating is sourced from the AKG Financial Strength report. Financial Strength is in line with fairly held expectations. AKG's perspective in the assessment of financial strength is wholly that of a customer of a product or service.

Independent Governance Committee Report Summary
Scottish Widows: The IGC rates older-style pensions Red for value for money. Long-term investment performance lags modern funds, some charges are high or complex, and service slipped during 2024 migrations (notably call waits and death claims). Digital access is improving, with full app access expected in 2025, but pace needs to accelerate. With-Profits performance has improved short term. Clerical Medical: Older policies use a single glidepath targeting annuity purchase and haven't been updated post-2015 pension freedoms. Performance concerns (notably the Balanced fund), higher transaction costs, and slow progress drive a Red/Amber view. Enhanced communications planned for 2025.

Appendix G (5/6)

Utmost International Ltd

AKG Report as of August 2024

GAA Report as of December 2024

Source: Utmost International Isle of Man Ltd AKG Report as at 01/08/2024

About Utmost International Ltd

Utmost International Isle of Man Ltd was established in 1991. It is part of Utmost Group plc, ultimately backed by funds managed by Brookfield Oaktree. It grew significantly via acquisition of Quilter International's Isle of Man business (2021) and subsequent transfer of Utmost Limited's book (2022). It focuses on unit-linked wealth solutions. Its with-profits legacy is reinsured to Aviva Life & Pensions UK Ltd. It has strong solvency at Isle of Man group level (solvency coverage 211% at Dec-23). Fitch upgraded insurer financial strength to A+ (Jun-24).

Utmost PanEurope was founded in 1999 in Ireland. It was acquired from Generali in 2018. It absorbed the Irish Quilter book via portfolio transfer (Sep-22). It is dominant in unit-linked wealth solutions across UK and Europe. Its small with-profits business is reinsured. Its Solvency Capital Requirement coverage was 154% (Dec-23).

Member Journey

Utmost International Isle of Man Ltd offers adviser and policyholder portals that provide valuations, documents, statements, fund data tools, switching, bulk valuations, and commission reporting. Named customer service executives, technical specialists, and uTECH briefings/webinars support engagement. Regular adviser/partner surveys are conducted, and Insights webinars maintain contact. Greater automation and new IT are underway.

Utmost PanEurope provides online services for valuations, documents, statements, switching, data export, bulk valuations, and arrears/commission reporting. Collaboration to standardise platforms is underway, and migration to AIA/Apache systems continues. Regular engagement takes place through surveys and partner events, and technical communications are provided via uTECH.

Operational

Utmost International Isle of Man Ltd has in-house administration via Utmost Services Ltd and Utmost International Business Services Ltd. Some critical IT support is outsourced (Tata Consultancy Services platform for a portfolio bond book). Adviser/policyholder portals provide valuations, documents, and switching. Named service execs and technical specialists are available. Regular adviser surveys are conducted. It received a Defaqto 2024 Gold service rating. No Service Level Agreement metrics are disclosed for the Isle of Man entity in the AKG report.

Utmost PanEurope has core administration outsourced to Utmost Services Ireland Ltd since 2018. Additional external providers include Hienfeld, Cuna Mutual, and Sedgwick Sweden. Online functions include valuations, documents, and switching, and group IT standardisation is underway. It received a Defaqto 2024 Gold service rating. No specific Service Level Agreement metrics are disclosed in AKG.

Proposition and development

Utmost International Isle of Man Ltd will make further IT investment and increase automation to improve service. A group-wide COO function will drive consistent operations. It will continue leverage of AIA/Apache core systems. It will continue adviser engagement via technical academies and Insights webinars. Integration experience from Quilter is expected to support future acquisitions and efficiency.

Utmost PanEurope will continue migration to group AIA/Apache platforms. Its product focus is on high net worth wealth solutions across key EU markets. It will continue digital enhancements for online valuations, documents, and switching. It will sustain adviser engagement. The Lombard International acquisition at group level is expected to enhance European scale, subject to approvals.

Appendix G (6/6)

Utmost Ratings

Overall Financial Strength Rating: **A**

Rating Scale: A Superior, B+ Very Strong, B Strong, B-Satisfactory, C Weak, D Very Weak

Source: Utmost Life and Pensions Ltd GAA Chair's Report, as at 31/12/2024
(a): rating not provided by AKG

Additional Ratings		
Metric	Rating	Reason
Non-Profit Financial Strength	*****	Strong capitalisation, diversified group support, disciplined risk management, and resilient solvency coverage underpin Utmost's superior non-profit financial strength despite integration, market, and operational complexities across jurisdictions.
Unit-Linked Financial Strength	*****	Strong capital, high solvency coverage, dominant unit-linked book, robust governance and risk frameworks, profitable growth, and supportive parent group underpin reliable long-term delivery of unit-linked obligations.
With-Profits Financial Strength	(a)	(a)
Service	*****	Consistently strong adviser and customer service with rapid response SLAs, extensive digital tools, high satisfaction/NPS, and multiple independent awards/accreditations underpin the Service rating.
Image and strategy	*****	Utmost International: Strong global footprint, disciplined M&A and successful integrations; clear growth pillars, digital-first operations, and robust governance underpin a coherent strategy aligned to affluent markets.
Business Performance	*****	Strong recent growth in AuA/premiums, disciplined capital and solvency, effective integrations (Quilter; planned Lombard), solid profitability and retention; diversified markets support sustained performance momentum.

Effective 01/08/2024
The information and the rating is sourced from the AKG Financial Strength report. Financial Strength is in line with fairly held expectations. AKG's perspective in the assessment of financial strength is wholly that of a customer of a product or service.

Independent Governance Committee Report Summary
The ZEDRA Governance Advisory Arrangement concluded Utmost's workplace personal pension plans offer good value for money. Most charges are 0.75% or below, with transaction costs modest, placing overall costs below peers. Investment performance versus benchmarks was average in 2024, supported by strong governance with monthly reviews and manager challenge. Communications and administration are adequate, with readability improvements and low complaint volumes. Security and cyber controls are strong. ESG policies are documented and improving; the GAA encourages continued integration and more proactive stewardship with asset managers.

Appendix H

Risk warnings

The value of stocks and shares, including unit trusts, can go down as well as up and members may not get back the amount they invested.

The value of gilts, bonds, and other fixed income investments including unit trusts can go down as well as up and members may not get back the amount they invested.

Investments denominated in a foreign currency will fluctuate with the value of the currency.

The value of investments in real estate can go down as well as up, and members may not get back the amount they invested. Valuation is generally a matter of a valuer's opinion, rather than fact. It may be difficult or impossible to realise an investment because the property concerned may not be readily saleable.

Certain investments, such as illiquid, leveraged or high-yield instruments or funds and securities issued by small capitalisation and emerging market issuers, carry additional risks that should be considered before choosing an investment manager or making an investment decision.

For higher volatility investments, losses on realisation may be high because their value may fall suddenly and substantially.

Where investments are not domiciled and regulated locally, the nature and extent of investor protection will be different to that available in respect of investments domiciled and regulated locally. In particular, the regulatory regimes in some domiciles are considerably lighter than others, and offer substantially less investor protection. Where an investor is considering whether to make a commitment in respect of an investment which is not domiciled and regulated locally, we recommend that legal advice is sought prior to the commitment being made.

Appendix I

Caveats

The information, advice and recommendations contained in this report are not intended to constitute investment advice or investment recommendations. A fund's value score indicates how its price and performance compare against criteria set by the Trustee for the purposes of determining whether good value for members has been achieved. It does not indicate whether the investments are well suited to the needs of the Trustee or the Scheme's membership.

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