Magnet Group Pension Scheme

Scheme Registration Number: 10105616

Trustee's Annual Report and Financial Statements
For the Year Ended 31 October 2025

Contents

Trustee, Sponsoring Employer and their Advisers 2
Trustee's Report 4
Scheme Management 4
Investment Matters 9
Compliance Matters 19
Statement of Trustee's Responsibilities 21
Report on Actuarial Liabilities 22
Contact for Further Information 26
Approval of the Trustee's Report 26
Actuary's Certification of the Schedule of Contributions 27
Independent Auditor's Statement about Contributions 28
Independent Auditor's Report 29
Fund Account for the Year Ended 31 October 2025 33
Statement of Net Assets available for benefits As at 31 October 2025 34
Notes to the Financial Statements 35
Appendix 1: Schedule of Contributions 50
Appendix 2: Recovery Plan 53
Appendix 3: Implementation Statement 55

Trustee, Sponsoring Employer and their Advisers

Trustee:	Independent Trustee Services Limited
Trustee Directors of Independent Trustee Services Limited (The trading name of which is Independent Governance Group ("IGG"))	AD Bradshaw JB Branagh (appointed 20 June 2025) R Cousins (appointed 20 June 2025) R Croft M Evans (resigned 8 May 2025) HA Frisby CA Garfield (appointed 31 March 2025) A Hardiman (appointed 25 June 2025) CE Hardingham (appointed 19 June 2024) CM Kember (appointed 20 June 2025) H Kotecha A Livingstone (resigned 2 May 2025) N Mullock (appointed 20 June 2025) M Sohal (appointed 20 June 2025) CPV Martin DCJ Visavadia (resigned 28 February 2025) JP Wood (resigned 30 September 2025) G Suckling (appointed 28 February 2025)
Scheme Secretary:	Independent Governance Group represented by Victoria Baxter
Sponsoring Employer:	Nobia Holdings UK Limited (until 15 January 2026) Nobia UK Limited (from 16 January 2026)
Scheme Administrators:	Capita Pension Solutions Limited
Scheme Actuary:	R McMillen, Mercer Limited
Investment Managers:	Apollo Total Return Fund (Offshore) Limited Mercer Limited MFS International (UK) Limited Royal London Asset Management Limited Ruffer LLP
Fiduciary Manager	Goldman Saches Assessment Management International (appointed 17 December 2025)
AVC Fund Managers:	Prudential Sterling ISA Managers Limited (part of Scottish Widows)
Solicitors:	Eversheds LLP

Trustee, Sponsoring Employer and their Advisers

Scheme Consultant:	Mercer Limited
Life Assurance Company:	Zurich Assurance Limited Aviva Life & Pensions Limited
Investment Custodians:	HSBC Bank plc Northern Trust (appointed 13 January 2026)
Auditors:	BDO LLP
Bank:	NatWest plc

Trustee's Report

The Trustee of Magnet Group Pension Scheme (the 'Scheme') is pleased to present its annual report together with the audited Financial Statements for the year ended 31 October 2025.

Scheme Management

The Scheme

The Scheme is a defined benefit scheme and is administered by Capita in accordance with the establishing document and rules, solely for the benefit of its members and other beneficiaries. The Scheme is approved as a Registered Scheme under the Finance Act 2004. With effect from 1 November 1999 the Scheme has been closed to new entrants. The Scheme was closed to future accrual from 31 December 2009.

The Sponsoring Employer

The Sponsoring Employer of the Scheme was Nobia Holdings UK Limited, C/O Magnet Limited, 3 Allington Way Yarm Road, Business Park Darlington, County Durham, DL1 4XT (Registration No. 04184676) referred to as the "Company" or the "Employer" hereafter. The Company is vested with certain powers and duties such as the appointment and removal of Trustees.

In October 2025, the Trustee was made aware that the parent company of the Sponsor, Nobia AB, had decided to cease operations in the UK by selling the issued share capital of Nobia Holdings UK Limited to a third-party purchaser. It was noted that the purchaser wished to acquire the Current Principal Employer without is liability to the Scheme. Therefore Nobia AB proposed to substitute a newly incorporated company – Nobia UK Limited – as the new principal employer ("PE") of the Scheme and to apportion the Current Principal Employer's liabilities in the Schedule to the New PE using one of the statutory mechanisms under the Occupational Pension Schemes (Employer Debt) Regulations 2005 (as amended) (the "Employer Debt Regulations") – a flexible apportionment arrangement ("FAA").

In consideration of this proposal the Trustee received a number of pieces of advice from their legal, covenant and actuarial advisers in a meeting which was held on 18 December 2025 and agreed that the FAA could take place subject to agreement from Nobia AB to provide a PPF compliant look through Guarantee and Keep Well Agreement to ensure the funding position of the PE. The FAA agreement and guarantee were executed on 16 January 2026.

The Trustee

The Scheme is managed by Independent Trustee Services Limited, trading as Independent Governance Group (IGG). IGG delegates the day to day governance of the Scheme to Hetal Kotecha and Michael Do as Nominated Representatives.

Scheme advisers

The names of the professional advisers to the Trustee and other individuals and organisations who have acted for or were retained by the Trustee during the year are listed on pages 2 and 3.

Scheme audit

The Financial Statements including notes here and after on pages 33 to 49 have been prepared and audited in accordance with regulations made under sections 41(1) and (6) of the Pensions Act 1995.

Trustee's Report

Scheme Management

Financial development of the Scheme

The Financial Statements show that the value of the Scheme's assets increased from £163,569,513 to £163,995,830 as at 31 October 2025. The increase was comprised of a net gain from the Scheme's investments of £5,445,587 plus net withdrawals from dealings with members of £5,019,270.

Further details of the financial Developments of the Scheme may be found in the audited Financial Statements on pages 33 to 49.

In respect of the audit of the Scheme's financial statements for the year ended 31 October 2025, the Trustees have prepared the financial statements on a going concern basis, which assumes that the Scheme will remain in operational existence for a period of at least twelve months from the date of approval.

GMP equalisation

In October 2018, the High Court ruled that pension schemes are required to equalise benefits between men and women for the effect of Guaranteed Minimum Pensions (GMP) which were accrued on or after 17 May 1990.

The High Court has since determined that trustees owed a duty to a transferring member to make a transfer payment which reflected the member's right to equalised benefits. Where the initial transfer payment was inadequate on this basis, the trustee is under an obligation to make a top-up payment to the receiving scheme on behalf of the transferred member.

The Trustee is reviewing, with its advisers, the implication of these rulings in the context of the scheme rules and the value of any liability. On completion of the review, the Trustee will put together a plan for correcting past benefits as well as inequalities in benefits coming into payment. An allowance of 2.4% of the liabilities has been made for GMP equalisation, in the actuarial valuation as at 31 October 2023, plus a provision of £700,000 has been included in relation to GMP equalisation on transfers.

Section 37 (Virgin Media case on changes to contracted out schemes)

In June 2023, the High Court handed down a decision in the Virgin Media Ltd versus NTL Pension Trustees II Ltd case, which considered the implications of section 37 of the Pension Schemes Act 1993, which required that the rules of a salary-related contracted-out pension scheme cannot be altered, in relation to post April 1997 service, unless the actuary confirmed that the scheme would continue to satisfy the statutory standards. The High Court found that, where the required actuarial confirmation was not obtained, the effect of section 37 was to render the relevant amendment to any contracted-out right automatically void. It also held that references in the legislation included both past and future service rights and that the requirement for actuarial confirmation applied to all amendments to the rules of a contracted-out scheme. This decision was appealed to the Court of Appeal and, in July 2024, the Court of Appeal upheld the decision of the High Court.

The Government announced on 5 June 2025 that it will introduce legislation to deal with issues arising from the Virgin Media judgement. This will give affected pension schemes the ability to retrospectively obtain written actuarial confirmation that historic benefit changes met the necessary.

The Trustee has received legal advice in this respect and is continuing to monitor the impact.

To address the Section 37 issue, the government introduced amendments to the Pension Schemes Bill in September 2025. These amendments provide a framework for "potentially remediable alternations" (PRAs), allowing trustees to retrospectively obtain actuarial confirmation for historic amendments. The Trustee received legal advice in this respect and is working closely with their advisers to understand the potential impact (if any).

Trustee's Report

Scheme Management

Section 37 (Virgin Media case on changes to contracted out schemes) (continued)

In January 2026, the Financial Reporting Council (FRC) issued Technical Actuarial Guidance for the actuarial profession on the provision of retrospective confirmations. The guidance is non-prescriptive and emphasises that actuaries are not required to have absolute certainty. Instead, the actuary must be satisfied that it is *reasonable to conclude* that the relevant amendment would not have prevented the scheme from continuing to satisfy the statutory standard immediately after the amendment was made. The guidance encourages a proportionate and pragmatic approach, recognising that historic records may be incomplete, and allows actuaries to exercise professional judgment, make reasonable assumptions, and rely on available information without undertaking unnecessary detailed calculations. The guidance also highlights relevant professional and ethical considerations when deciding whether a retrospective confirmation can properly be given.

The Trustee is working closely with its advisers to understand and monitor the potential impact of the *Virgin Media* judgment, the legislative remedy, and the associated actuarial guidance on the Scheme.

Pension increases

As at 6 April 2025, all pensions in payment were increased in line with the Trust Deed and Rules. There were no discretionary increases awarded by the Trustee Directors. All other elements of pensions in payment, other than those tranches listed, received no increase. Pensions in payment were increased during 2025 as shown below:

	2025 Increase
AVC pension	**2.70%**
CARE benefit	**2.70%**
Post 06 pension	**1.70%**
Post 09 pension	**1.70%**
Post 88 GMP	**1.70%**
Post 97 pension	**2.70%**
Average increase	**1.86%**

Preserved pensions were increased in line with statutory requirements.

General Code of Practice

The Pensions Regulator's (TPR) long-awaited General Code of Practice came into force on 27 March 2024. The code consolidates existing codes of practice into one document, as well as introducing some new requirements for pension schemes.

Central to the Code are the Regulator's expectations as to the features of a well-run scheme and how the governing body (those in charge of pension schemes) should comply with their legal duties. Governing bodies will need to have in place an effective system of governance (ESOG), which is a collection of internal controls and procedures in relation to running a pension scheme. The code sets out TPR's expectations of how occupational pension schemes should be managed and the policies, practices and procedures that should be in place, which includes the obligation to conduct an Own Risk Assessment (ORA).

While the ORA is a new provision, TPR anticipates that many of the stipulations are already being adhered to by schemes. The Trustee has carried out a gap analysis against the requirements of the Code and are making preparations to complete the first Own Risk Assessment (ORA).

Trustee's Report

Scheme Management

Membership

Details of the membership movements of the Scheme during the year ended 31 October 2025 are given below.

	Pensioners	Members with Preserved and Deferred Benefits	Total
Members at end of last year	1,749	1,479	3,228
Adjustments for late notifications	4	-	4
Members at Start of the year	**1,753**	**1,479**	**3,232**
New spouse/child pensioners	15	-	15
Retirements	90	(90)	-
Deaths	(56)	-	(56)
Pensions Suspended	(6)	-	(6)
Transfers out	-	(2)	(2)
Trivial commutation	(2)	(6)	(8)
Total membership at the end of the year	**1,794**	**1,381**	**3,175**

Pensioners include relations receiving a pension upon the death of certain members.

These membership figures do not include movements notified to the Administrator after the completion of the annual renewal. These are shown as "adjustments for late notifications" in the following year.

Trustee's Report

Scheme Management

Summary of contributions

Contributions payable to the Scheme under the Schedule of Contributions in respect of the year ended 31 October 2025 were as follows:

	£
Employer deficit funding contributions	4,641,670
Total contributions payable to the Scheme under the Schedule of Contributions	**4,641,670**

In accordance with previous Schedule of Contributions certified by the Scheme actuary on 2 March 2022, deficit funding contributions of £4,000,000 per annum were payable from 1 January 2022. The Employer can also make additional lump sum payments to the Scheme from time to time.

There are two schedules of contributions in place during the year.

The first Schedule of Contributions certified on 2 March 2022, applicable from 1 November 2024 to 29 January 2025 under which contributons of £500,000 per month, were payable by the 19th of the subsequent month.

The second Schedule of Contributions certified on 30 January 2025, applicable from 30 January 2025 to 31 October 2025. Under this Schedule, the contributions due, are to be paid by the end of the month they relate to.

Per Schedule of Contributions certified by the Scheme Actuary on 30 January 2025 contributions to be paid to the Scheme to 31 May 2029 are as follows:

	Amount payable per month £
January 2022 to 31 December 2022	333,333
January 2023 to 31 December 2023	416,667
January 2024 to 31 December 2024	500,000
January 2025	491,667
February 2025	236,666
March 2025 to 31 May 2029	364,167

The Trustee and Employer can agree to vary the monthly payments over the year or for them to be made earlier if appropriate.

Trustee's Report

Investment Matters

General

All investments have been managed during the year under review by the investment managers detailed on page 2. There is a degree of delegation of responsibility for investment decisions.

The overall investment policy of the Scheme is determined by the Trustee having taken advice from their advisers, Mercer Limited. The Trustee is responsible for determining the investment strategy and manager appointments after taking appropriate advice. The Trustee has delegated the day-to-day management of investments to professional investment managers. These managers undertake, within restrictions in the contractual documentation, the day-to-day management of the asset portfolio, including stock selection.

On 17 December 2025, the Trustee appointed Goldman Sachs Asset Management Limited ("GSAM") as the Scheme's Fiduciary Manager.

Investment principles

The Trustee has produced a Statement of Investment Principles (SIP) in accordance with Section 35 of the Pensions Act 1995.

The SIP was updated March 2024 to reflect the changes made to the Scheme's investment arrangements. The Trustee's policies relating to financially material considerations over an appropriate time horizon, non-financial matters, the exercise of rights (including voting rights), undertaking engagement activities in respect of the investments and investment manager arrangements are summarised below. Full information on these policies is outlined throughout the SIP, a copy of which is available online.

The Trustee's main objectives with regard to investment policy are:

- To make sure that the Trustee can meet its obligations to the beneficiaries of the Scheme, principally on an ongoing, i.e. Technical Provisions, basis;
- To operate funding and investment strategies in a coordinated approach. Variation in the funding position (in particular improvements) may be reflected in the level of risk in the investment strategy; and
- To pay due regard to the Scheme sponsor's interests on the size and incidence of contribution payments and the impact of the Scheme on the sponsor's accounts.

The SIP was further updated February 2026 following the appointment of Goldman Sachs Asset Management Limited ("GSAM") as fiduciary manager.

Financially Material Considerations

When setting objectives, investment strategy and choosing appropriate investments for the Scheme the Trustee has taken into account what it believes to be financially material considerations, which can include risk and return expectations as well as Environmental, Social and Governance ("ESG") issues where these are considered to have a material impact on income, value or volatility of an investment held or the overall portfolio of investments held by the Scheme over the Trustee's investment time horizon. Specific considerations are detailed throughout the SIP.

Given the nature of the liabilities, the investment time horizon of the Scheme is potentially long-term (i.e. several decades). However, any future opportunities to transfer liabilities (fully or partially) to an insurance company (e.g. through the purchase of bulk annuities with an insurance company) may shorten the Scheme's investment horizon significantly.

Trustee's Report

Investment Matters (continued)

Non-Financial Matters

"Non-financial matters" (where non-financial matters include members' ethical views separate from financial considerations such as financially material ESG issues) are not explicitly taken into account in the selection, retention, and realisation of investments. The Trustee would review this policy in response to significant member demand.

Selection, Retention and Realisation of Investments

The selection, retention and realisation of assets is carried out in a way consistent with maintaining the Scheme's overall strategic allocation and consistent with the overall principles set out in the SIP.

During the year, the Trustee has implemented a policy to manage the Scheme's net cash in/out flow, details are contained in the Investment Policy Implementation Document (IPID). Within individual managers, the investment managers have discretion in the timing of realisation of investments and in considerations relating to the liquidity of those investments subject to the relevant appointment documentation and pooled fund prospectuses.

In addition, the Trustee monitors the allocation between the appointed managers and between asset classes and will rebalance (or delegate this to individual investment managers) as set out in the IPID.

ESG, Stewardship and Climate Change

The Trustee believes that financially material factors, including environmental, social and governance ("ESG") factors, may have a material impact on investment risk and return outcomes, and that good stewardship can create and preserve value for companies and markets as a whole. The Trustee also recognises that long-term sustainability issues, including climate change, present risks and opportunities that may apply over the Scheme's investment time horizon and increasingly require explicit consideration.

The strategic benchmark has been determined using appropriate economic and financial assumptions from which expected risk/return profiles for different asset classes have been derived. These assumptions apply at a broad market level and are considered to implicitly reflect all financially material factors.

The Scheme's assets are invested in pooled vehicles and the day-to-day management of the assets has been delegated to investment managers including the selection, retention and realisation of investments within their mandates. In doing so these investment managers are expected and encouraged to undertake engagement activities on relevant matters including ESG factors (including climate change considerations) and to exercise voting rights and stewardship obligations attached to the investments, in accordance with their own corporate governance policies and current best practice, including the UK Corporate Governance Code and UK Stewardship Code.

The Trustee engages with existing investment managers on these issues through (amongst other things) meetings and periodic correspondence. Managers who are FCA registered are expected to report on their adherence to the UK Stewardship Code on an annual basis. This applies to both equity and debt investments, as appropriate, and covers a range of matters including the issuers' performance, strategy, capital structure, management of actual or potential conflicts of interest, risks, social and environmental impact and corporate governance.

Notwithstanding the above, the Trustee recognises that in passive mandates the choice of benchmark dictates the assets held by the investment manager and that the manager has limited freedom to take account of factors that may be deemed to be financially material as part of stock selection decision-making. The Trustee accepts that the primary role of its passive manager(s) is to deliver returns in line with the market and believe this approach is in line with the basis on which the current strategy has been set.

Trustee's Report
Investment Matters (continued)

ESG, Stewardship and Climate Change (continued)

The Trustee considers, amongst other factors, how ESG, climate change and stewardship is integrated within investment processes in appointing new investment managers, monitoring existing investment managers and retaining or withdrawing from investment managers. The relative importance of these factors compared to other factors will depend on the asset class being considered. The Trustee will challenge managers who they believe are taking insufficient account of ESG considerations in implementing their mandates. The Trustee will monitor investment manager engagement activity (such as voting) at least annually, in particular the key voting activity that falls under the Trustees' definition of "significant vote". The Trustee agreed that its definition of a significant vote is "a vote that relates to material holdings (a company that represented at least 1% of the year-end market capitalisation of any fund in which the Scheme was invested during the majority of the year), in the areas of climate change ("E"), human rights ("S") and diversity, equity and inclusion ("G")".

The Trustee has not set any investment restrictions on the appointed investment managers in relation to particular products or activities, but may consider this in future.

The Trustee will not consider the ESG policies of Additional Voluntary Contributions provider(s) and associated investment funds as these are a small proportion of total assets.

Investment Manager Arrangements

Alignment of Investment Manager Objectives and Incentivisation

Investment managers are appointed based on their perceived capabilities and, therefore, their perceived likelihood of achieving the expected return and risk characteristics for the asset class or specific investment strategy they are selected to manage over a suitably long time horizon. This includes, in relation to active management, appropriate levels of outperformance, and in relation to passive management suitable levels of "tracking error" against a relevant benchmark.

The Trustee seeks expert advice in relation to these appointments. This advice may consider factors such as the manager's idea generation, portfolio construction, implementation, business management, timeliness and quality of reporting, as well as the investment manager's approach to ESG and engagement activity, as they apply to the specific investment strategy being considered.

Where relevant, the Trustee specifies the investment objectives and guidelines in an Investment Management Agreement ("IMA") and set these so that they are in line with the Trustee's specific investment requirements. In relation to pooled investment vehicles, the Trustee accepts that they have no ability to specify the risk profile and return targets of the manager other than through the choice of specific vehicles. They will therefore select vehicles that best align with the Trustee's own policy in terms of investment objectives and guidelines (as set out in relevant governing documents) and, once appointed, will review the appointment should there be any material changes in these terms.

The Trustee makes appointments with the view to them being long term (to the extent this is consistent with the Trustee's overall investment time horizon) and there is typically no set duration for the manager appointments. However, appointments can typically be terminated at relatively short notice (up to three months).

For each appointment retention is dependent upon the Trustee having ongoing confidence that the investment manager will achieve the mandated investment objective. The Trustee makes this assessment taking into account various factors, which includes performance to date as well as an assessment of future prospects.

Trustee's Report

Investment Matters (continued)

Investment Manager Arrangements

Alignment of Investment Manager Objectives and Incentivisation (continued)

Investment managers are therefore incentivised both to achieve the mandated objectives, consistent with the Trustee's policies and objectives, and to ensure that they remain capable of doing so on a rolling basis. This encourages investment managers to take a suitably long term view when assessing the performance prospects of, and engaging with, the equity and debt issuers in which they invest or seek to invest.

Performance Assessment and Fees

The Trustee receives reporting on asset class and investment manager performance on a regular basis, via a combination of formal independent reports and presentations from the investment managers.

Investment returns are measured on both an absolute basis and relative to one or more suitable benchmarks and targets. Returns are considered net of fees and ongoing transaction costs. A combination of absolute and relative volatility measures is also used to assess manager performance.

As well as assessing investment returns the Trustee will consider a range of other factors, with the assistance of the investment advisor, when assessing investment managers, which may include:

- Personnel and business change;
- Portfolio characteristics (including risk and compatibility with objectives) and turnover;
- Voting and engagement activity;
- Service standards;
- Operational controls; and
- The advisor's assessment of ongoing prospects based on their research ratings.

The majority of investment managers are remunerated by way of a fee calculated as a percentage of assets under management. In each case, the principal incentive is for the investment manager to retain their appointment (in full), by achieving their objectives, in order to continue to receive their fee in full. On some mandates, performance related fees may also be in operation. Performance related fees incentivise the manager to outperform their target as they take a share of the outperformance. The Trustee will consider introduction of performance related fees on a case by case basis where not in operation and would also consider requesting fee reductions. Investment managers are not remunerated based on portfolio turnover.

Portfolio Turnover Costs

Turnover costs arise from a) "ongoing" transactions within an investment manager's portfolio and b) "cashflow" costs incurred when investing in or realising assets from a mandate.

The Trustees obtain explicit reporting on ongoing costs for all appointed managers.

The Trustee does not monitor regular cashflow costs (but seeks to minimise them through ongoing cashflow policy). The Trustee monitors the costs of implementing strategic change via the investment consultant.

Trustee's Report

Investment Matters (continued)

Review of investment performance

The performance of the Scheme's investments over the one year to 30 September 2025 (net of fees) is shown in the table below.

Description	Portfolio %	Benchmark %
Global Equity	4.4	16.8
Absolute Return	4.2	8.7
Multi-Asset Credit	7.7	10.8
Corporate Bonds	-0.2	-2.1
Currency Overlay[(a)]	0.2	0.2
LDI	-10.5	-10.1
Total	**-2.5**	**-1.3**

Figures are based on performance provided by the Investment Managers, Mercer estimates and LSEG Datastream

(a) Performance is estimated quarterly by Mercer as a percentage of total gains/losses over each quarter divided by the weighted average book cost of the currency forwards active during each period.

The table below shows the long-term performance of the Scheme's investments over periods to 30 September 2025.

	1 Year		3 Years		5 Years	
Performance	**Portfolio %**	**Benchmark %**	**Portfolio % p.a.**	**Benchmark % p.a.**	**Portfolio % p.a.**	**Benchmark % p.a.**
Total Portfolio[(a)]	-2.5	-1.3	0.6	0.9	-7.0	-6.8

Source: Investment Managers, Mercer estimates, LSEG Datastream.

(a) Includes the impact of the currency hedge overlay. Includes performance of terminated mandates.

The investment performance figures quoted above are based on the year to 30 September 2025, whereas the performance shown in the Scheme financial statements are based on the year to 31 October 2025.

Trustee's Report

Investment Matters (continued)

Deployment of investments

The Scheme assets (excluding cash held in the Trustee bank account) were invested as follows at the start and end of the Scheme year.

	31/10/2025		31/10/2024	
	Actual (%)	**Benchmark (%)**	**Actual (%)**	**Benchmark (%)**
Growth Assets	**27.3**	**25.0**	**26.3**	**25.0**
Global Equity	12.8	12.4	12.7	12.4
Cash Margin for Currency Hedging[1]	0.2	0.1	0.2	0.1
Diversified Growth	5.4	5.0	5.1	5.0
Multi-Asset Credit	8.9	7.5	8.2	7.5
Matching Assets	**72.7**	**75.0**	**73.7**	**75.0**
Corporate Bonds	38.3	38.0	38.1	38.0
UK Gilt Margin for Currency Hedging	0.2	0.3	0.2	0.3
LDI	34.2	36.7	35.4	36.7
Total	**100.0**	**100.0**	**100.0**	**100.0**

Source: Investment Managers, Mercer. Figures may not sum due to rounding. Excludes cash held in the Trustee bank account.

[1] Allocation Includes any unrealised gains/losses from the currency hedging program.

Custodial arrangements

The role of a custodian is to ensure the safe keeping of the assets and facilitate all transactions entered into by the appointed investment managers. The responsibility for custody of investments held in pooled growth asset, pooled corporate bond fund and LDI funds is delegated to the relevant investment manager.

Custody of the passive currency hedging mandate (managed by Royal London Asset Management) is provided by HSBC Bank Plc.

The Trustee is responsible for ensuring the Scheme's assets continue to be securely held. It reviews the custodial arrangements from time to time.

Investments in various Mercer funds, the Ruffer Absolute Return Fund and the Royal London UK Long Corporate Fund were redeemed with a value of £142.3 million post year end. These funds will be used to make investments post year end by Goldman Sachs, the new fiduciary manager, who were appointed on 17 December 2025.

Northern Trust are the Custodians for Goldman Sachs Asset Management Limited ("GSAM") portfolios from 13 January 2026.

Trustee's Report

Investment Matters (continued)

Market Background as at 30 September 2025

Investment Markets

Developed Market (DM) central banks continued to cut interest rates in the fourth quarter of 2024. In the US, although the Federal Reserve (Fed) cut rates, a still-resilient macro backdrop prompted the Federal Open Market Committee (FOMC) to project fewer cuts in 2025 and 2026. Meanwhile, the European Central Bank (ECB) and Bank of England (BoE) maintained a cautious tone in their rate cutting approach. Surprisingly, Bank of Japan (BoJ) kept interest rates unchanged through the quarter on uncertainty over future wage negotiations and the outlook for the US economy.

Continued rate cuts by most DM central banks, Deep Seek developments, European politics and tariffs were the key themes driving markets in the first quarter of 2025. While the Fed held rates unchanged in Q1 2025, it revised lower its GDP growth projections for the year on the back of 'uncertainty around the economic outlook'. In Europe, Germany's political landscape and the approval of its €500bn fiscal package took centre-stage.

Tariff uncertainty under US President Donald Trump fuelled concerns over not just the growth and inflation outlook through the second quarter of 2025, but also the potential impact on fiscal and monetary policy. While most DM central banks continued cutting rates, policymakers expressed caution against headwinds emerging from tariff-induced disruptions. Although the US Fed left rates unchanged in Q2, it revised growth and inflation forecasts for the year. In Europe, Germany's political landscape under new Chancellor Merz and spending plans under the draft budget for 2025 were in focus. Meanwhile, the geopolitical landscape became increasingly uncertain towards the end of the quarter amidst the Israel-Iran conflict, which was soon followed by a ceasefire deal.

In the third quarter of 2025, financial markets were driven by the resilience of economic growth with equities continuing to rally and bond returns being mixed. Some DM central banks continued cutting rates, while policymakers warned that the outlook warranted a cautious approach on the back of potential risks emerging from tariff and trade. In September, the US Fed reduced its policy rate by 25 basis points (bps), amid tensions between President Donald Trump and members of the central bank, including Chair Jerome Powell. Economic resilience shone through with growth surpassing expectations, even as the labour market softened. In Europe, the ECB left rates unchanged, with Germany's fiscal stimulus supporting the growth story. Notably, the change in France's Prime Minister stirred some volatility in regional markets. Overall, bond yields were mostly higher across DMs, and global equities ended the quarter on a positive note.

Equities

On a year-on-year basis to 30 September 2025, Sterling returns for Developed Market (DM) equities were positive at 17.3%. Emerging markets (EM) equities also generated a positive return of 17.7%.

In Q4 2024, global equities generated positive returns in local and sterling terms, however, posted negative returns in USD terms when measured with the MSCI World index. The start of Q4 2024 was volatile for global equities given the uncertainty ahead of the presidential election and concerns over the path of interest rates. Later during the quarter, US equities outperformed, welcoming Donald Trump's election, while EMs and many other regional markets came under pressure mainly due to tariff fears. Economic weakness, political turmoil and limited exposure to artificial intelligence (AI) did not fare well for European equities. UK equities were also a detractor as a number of domestically focussed sectors declined owing to concerns over the UK economic outlook. On the other hand, a weak yen, government stimulus plans and ongoing corporate reforms contributed positively to Japanese equities returns.

Trustee's Report

Investment Matters (continued)

Investment Markets (continued)

Equities (continued)

In Q1 2025, global equities declined in local and sterling terms as considerable uncertainty from tariff and growth concerns weighed on risk assets. Within equities, EM outperformed DM. Initially during the quarter, the risk off sentiment and the potential tariff threats weighed on EM equities. Later, stronger Chinese equities, a weaker US dollar and higher commodity prices supported the market. Chinese equities were higher as additional government stimulus measures supported the economy and advances in AI by Chinese companies boosted returns. US equities declined owing to softer economic data and increased trade uncertainty. Q4 earnings were broadly positive. Japanese equities declined on risk off sentiment. Within, European (ex-UK) equities sentiment improved following the German elections with hopes of a fiscal boost.

In Q2 2025, global equities rose as both the easing of global trade and geopolitical tensions supported risky assets. Q2 2025 begun with global equities witnessing increased volatility following President Trump's tariff announcement on April 2, "Liberation Day." Nonetheless, a 90-day tariff suspension aided recovery, with both the US and China agreeing to the suspension. Within equities, EM outperformed DMs. Taiwan and Korea benefited from renewed investor optimism about AI and appreciating currencies. US equities were positive due to easing trade tariff fears and strong Q1 corporate earnings. Japanese equities were positive, driven by risk on sentiment. A delay in reciprocal tariffs as well as the rate cut by the ECB and decent corporate earnings supported European equities. Small-cap equities rose amid easing concerns around the global economic outlook.

In Q3 2025, global equities rose due to easing trade tensions, and sustained enthusiasm for AI. Within equities, EM outperformed DM, led by the Chinese market, which was supported by the extension of the US-China trade truce and strong optimism around AI. US equities were aided by a decent second-quarter earnings season, a resilient economic backdrop and growing expectations of interest rate cuts by the Fed. Japanese equities were positive, driven by a weaker yen, a favourable US-Japan trade agreement, resilient domestic economic data and ongoing corporate governance reforms. European equities underperformed compared to other asset class, weighed down primarily by the weak performance of German equities. Despite a phase of political instability, French equities rose over the quarter. Small-cap equities rose, driven by resilient global activity data and rising expectations for near-term policy easing from the Fed.

Overall, the positive momentum throughout the year was driven by easing uncertainty around policies in President Trump's administration.

Bonds

On a year-on-year basis to 30 September 2025, UK government bond registered negative returns of -1.3%. Returns for UK corporate bonds were up 3.7%, after rising 9.7% in the same period a year ago. Inflation-linked bonds underperformed over the year, registering negative returns of -7.8%.

During the 12 months to 30 September 2025, government bond yield curves across most DMs rose, against the backdrop of fiscal and political concerns alongside tariff and trade uncertainties. In the UK, gilts reacted to renewed tensions over the government's fiscal viability amidst a cabinet reshuffle, ahead of the much-awaited Autumn Budget. After PM Starmer's government abandoned planned welfare cuts, speculation of tax hikes at the November Autumn Budget mounted. On the policy front, sticky inflation and above-target wage growth warranted a cautious approach on future rate cuts. The BoE delivered a total of 100 bps of rate cuts in the year, less than its European and US counterparts. Over the 12-month period to 30 September 2025, UK 10-year gilt yields rose 70bps to 4.70%.

Investment Matters (continued)

Investment Markets (continued)

Bonds (continued)

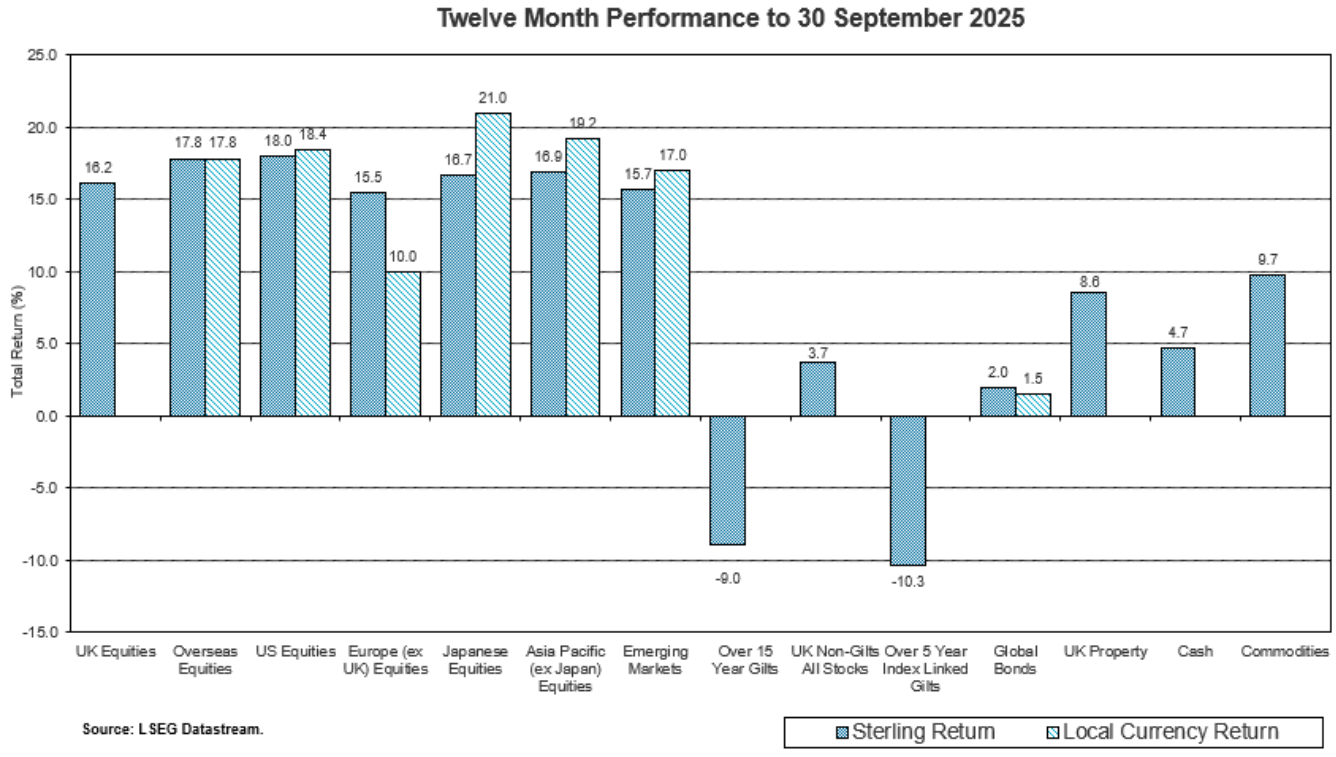
UK real yields rose over the 12-month period. 10-year real yields jumped 108bps to 1.66% during the period, levels last seen in 2008. Market-based measures of inflation, as measured by the 10-year break-even inflation rate, fell 29bps over the 12-month period, reaching 3.11% as of end-September 2025.

Both investment grade and high yield credit spreads tightened over the 12-month period to 30 September 2025, with lower rated investment grade credit tightening more than higher rated credit. BBB rated investment grade credit spreads narrowed 46bps to 1.04%, while AA rated spreads narrowed 18bps to 0.43%.

Property

During the summer months of 2025 the UK property market was slow alongside most other European markets, as a result of geopolitical and macroeconomic uncertainty created earlier in the year. However, it fared relatively better than the European continent in terms of investment activity – despite much higher debt costs. A highlight of the second quarter and the months following was the renewed activity in the London office market, where several large players conducted substantial deals. Early signs for Q4 indicated that confidence may be returning and despite modest economic growth vacancy is stabilising and rental growth persists – supported by inflation continuing above target levels.

The chart below shows the market index performance of different asset classes over the year to 30 September 2025.



Trustee's Report

Investment Matters

Implementation Statement

The Trustee has, in accordance with the current trustee disclosure rules and regulations, issued an implementation statement in respect of the Scheme year ended 31 October 2025 to:

a) set out how, and the extent to which, in the opinion of the Trustee, the policy required under regulation 2(3)(c) of the Occupational Pension Schemes (Investment) Regulations 2005 has been followed during the year, and

b) describe the voting behaviour by, or on behalf of, the Trustee (including the most significant votes cast by trustees or on their behalf) during the year and state any use of the services of a proxy voter during that year.

A full copy of this statement is appended to and forms an integral part of this report.

Compliance Matters

The purpose of this Statement is to provide information, which is required to be disclosed in accordance with Schedule 3 of The Occupational Pension Schemes (Disclosure of Information) Regulations 1996 or voluntarily by the Trustee. The information deals with matters of administrative routine.

Transfer values

Transfer values ordinarily represent the full-accumulated value of all the units held for the individual members concerned. On occasions such as a divorce, however, only part of the units held for the individual are reflected.

Taxation

The Scheme is a registered pension scheme under Chapter 2 of part 4 of the Finance Act 2004.

MoneyHelper

MoneyHelper (formerly The Money and Pensions Service (MaPS)) was created in 2019 as a single body providing information to the public on matters relating to workplace and personal pensions.

Tel: 0800 011 3797

Email: pensions.enquiriest@moneyhelper.org.uk

Website: https://www.moneyhelper.org.uk/en

The Pensions Ombudsman

The Pensions Ombudsman will assist members and beneficiaries of a pension scheme in connection with difficulties which they have failed to resolve with the trustee(s) or administrators of the scheme and may investigate and determine any complaint or dispute of fact or law in relation to occupational pension schemes.

The Pensions Ombudsman may be contacted at 1st Floor, 10 South Colonnade, Canary Wharf, London E14 4PU

Telephone: 0800 917 4487

Early Resolution email: helpline@pensions-ombudsman.org.uk

Email: enquiries@pensions-ombudsman.org.uk

The Pensions Regulator

The Pensions Regulator is able to intervene in the running of schemes where trustees, employers or professional advisers have failed in their duties.

The Pensions Regulator may be contacted at Telecom House, 125-135 Preston Road, Brighton, BN1 6AF.

Telephone: 0345 600 2475

The Pension Tracing Service

A pension tracing service is carried out by the Department for Work and Pensions.

The Pension Tracing Service may be contacted at The Pension Service, Post Handling Site A, Wolverhampton, WV98 1AF.

Telephone: 0800 731 0193

Trustee's Report

Compliance Matters (continued)

GDPR

The General Data Protection Regulation (GDPR") is a regulation by the European Parliament intended to strengthen and unify data protection for all individuals within the EU. It also addresses the export of personal data outside of the EU. GDPR came into force from 25 May 2018, and the Trustee worked with its advisers to formulate its GDPR policy so that it was compliant.

From 1 January 2021, the UK GDPR came into effect which will run alongside the DPA 2018, and the EU GDPR to which all EU nations remain subject and this includes where Capita operate in the EU. This ensures that we have adequate provision for the safe processing of data in the UK and in the EU/EEA.

Our obligations under the UK GDPR are fundamentally the same as our obligations under the EU GDPR and we continue to remain subject to UK Data Protection laws.

Trustee's Report

Statement of Trustee's Responsibilities

The Financial Statements, which are prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including the Financial Reporting Standard applicable in the UK and Republic of Ireland ('FRS 102'), are the responsibility of the Trustee. Pension scheme regulations require, and the Trustee is responsible for ensuring, that those financial statements:

- show a true and fair view of the financial transactions of the Scheme during the scheme year and of the amount and disposition at the end of the Scheme year of its assets and liabilities, other than the liabilities to pay pensions and benefits after the end of the Scheme year; and
- contain the information specified in Regulation 3A of the Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996, including making a statement whether the financial statements have been prepared in accordance with the relevant financial reporting framework applicable to occupational pension schemes.

In discharging these responsibilities, the Trustee is responsible for selecting suitable accounting policies, to be applied consistently, making any estimates and judgements on a prudent and reasonable basis, and for ensuring that the financial statements are prepared on a going concern basis unless it is inappropriate to presume that the Scheme will continue as a going concern.

The Trustee is also responsible for making available certain other information about the Scheme in the form of an annual report.

The Trustee also has a general responsibility for ensuring that accounting records are kept and for taking such steps as are reasonably open to them to safeguard the assets of the Scheme and to prevent and detect fraud and other irregularities, including the maintenance of an appropriate system of internal control.

Trustee's responsibilities in respect of contributions

The Trustee is responsible under pensions legislation for preparing, and from time to time reviewing and if necessary, revising a schedule of contributions showing the rates of contributions payable to the Scheme by or on behalf of the Employer and the dates on or before which such contributions are to be paid. The Trustee is also responsible for keeping records in respect of contributions received and for adopting risk-based processes to monitor whether contributions that fall due to be paid are paid into the Scheme in accordance with the schedule of contributions. Where breaches of the schedule occur, the Trustee is required by the Pensions Acts 1995 and 2004 to consider making reports to the Pensions Regulator and to members.

Trustee's Report

Report on Actuarial Liabilities

Under Section 222 of the Pensions Act 2004, every scheme is subject to the Statutory Funding Objective, which is to have sufficient and appropriate assets to cover its technical provisions. The technical provisions represent the present value of the benefits members are entitled to based on pensionable service to the valuation date, assessed using the assumptions agreed between the Trustee and the Employer and set out in the Statement of Funding Principles, which is available to Scheme members on request.

The most recent full actuarial valuation of the Scheme was carried out as at 31 October 2023. This showed that on that date and subsequent updates:

	31 October 2023	31 October 2024
The value of the Technical Provisions was	£169.3 million	£172 million
The value of the assets at that date was:	£150.9 million	£164 million

The derivation of these key assumptions and an explanation of the other assumptions to be used in the calculation of the technical provisions are set out below.

Financial assumptions	31 October 2023	31 October 2020
Discount Rate:		
Pre-retirement	Gilt yield curve plus 0.5% p.a.	2.30% p.a.
Post-retirement	Gilt yield curve plus 0.5% p.a.	1.20% p.a.
Price Inflation (RPI)	RPI inflation curve with no IRP	3.20% p.a.
Price Inflation (CPI)	RPI -0.7% p.a. until 2030 and RPI thereafter	2.30% p.a. pre-retirement 3.00% p.a./2.50% p.a. post-retirement for Non-Pensioners/Pensioners
Pension increases in payment:		
Post 5 April 1997 RPI (5% max)	Derived from the RPI inflation assumption above with adjustment for the cap and collars in place and Jarrow-Yildirim model	3.04% p.a.
Post 5 April 2006 CPI (2.5% max)	Derived from the CPI inflation assumption above with adjustment for the cap and collars in place and Jarrow-Yildirim model	2.01% p.a./1.83% p.a. for non-pensioners/pensioners
Post 5 April 1988 GMP CPI (3% max)	Derived from the CPI inflation assumption above with adjustment for the cap and collars in place and Jarrow-Yildirim model	2.29% p.a./2.05% p.a. for non-pensioners/pensioners
Mortality – base table	S4PA Year Of Birth (middle for females) tables weighted by -115% for males Non-Pensioner -110% for females Non-Pensioner And -113% for males Pensioner -108% for females Pensioner	S3PA Year Of Birth (middle for females) tables weighted by -120% for males Non-Pensioner -102% for females Non-Pensioner And -119% for males Pensioner -103% for females Pensioner
Mortality – future improvements:	CMI 2023 projections with 1.75% p.a. long term rate improvements and smoothing parameter of 7	CMI 2019 projections with 1.75%p.a. long term rate improvements and smoothing parameter of 7.5
GMP Equalisation	2.4% of liabilities and an additional £700k for rectifying historic transfer values	

Report on Actuarial Liabilities

Investment return pre-retirement (discount rate)

The discount rate used is a term structure derived from the yields on UK Government conventional gilt stocks appropriate to the date of each future cashflow (extrapolated for cash flows beyond the longest available yields) plus an additional 0.5% per annum to reflect the allowance the Trustee has agreed for additional investment returns based on the investment strategy as set out in the Statement of Investment Principles dated March 2024.

If, following a review of the Statement of Investment Principles, the investment strategy of the Scheme changes after completion of the valuation then the assumed rate of pre-retirement investment return may also change at subsequent funding updates to reflect the different expected investment returns from the new asset mix.

Investment return post-retirement (discount rate)

The discount rate used is a term structure derived from the yields on UK Government conventional gilt stocks appropriate to the date of each future cashflow (extrapolated for cash flows beyond the longest available yields) plus an additional 0.5% per annum to reflect the allowance the Trustee has agreed for additional investment returns based on the investment strategy as set out in the Statement of Investment Principles dated March 2024.

If, following a review of the Statement of Investment Principles, the investment strategy of the Scheme changes after completion of the valuation then the assumed rate of post-retirement investment return may also change at subsequent funding updates to reflect the different expected investment returns from the new asset mix.

Inflation (RPI)

The assumption for the rate of increase in the Retail Price Index (RPI) will be a term structure derived from the difference between the yield on conventional and index-linked UK Government bonds at the date of each future cash flow (extrapolated for cashflows beyond the longest available bonds).

Inflation (CPI)

The assumption for the rate of increase in the Consumer Price Index (CPI) will be derived from the RPI inflation assumption with an appropriate adjustment to recognise the difference between expectations of future RPI increases and future CPI increases. The adjustment will be reviewed at each valuation; at the 31 October 2023 valuation the adjustment was a deduction of 0.7% per annum until 2030 and nil thereafter.

Report on Actuarial Liabilities

Pension increases

Increases to pensions in excess of the Guaranteed Minimum Pension that have accrued before 6 April 1997 are assumed to increase at 0% p.a. as per the Scheme Rules.

Increases to pensions that have accrued after 5 April 1997 and before 6 April 2006 are assumed to be in line with the RPI inflation assumption described above, with an appropriate adjustment to reflect a cap of 5.0% p.a. and a floor of 0% p.a.

Increases to pensions that have accrued after 6 April 2006 are assumed to be in line with the CPI inflation assumption described above, with an appropriate adjustment to reflect a cap of 2.5% p.a. and a floor of 0% p.a.

Demographic assumptions

Mortality

The mortality assumptions will be based on up-to-date information published by the Continuous Mortality Investigation (CMI) and National Statistics, making allowance for future improvements in longevity and the experience of the Scheme. The mortality tables are S4PA Year of Birth tables with a loading of:

- 115% for males Non-pensioner
- 110% for females (middle) Non-pensioner
- 113% for males Pensioner
- 108% for females (middle) Pensioner

with improvements based on the CMI 2023 model with a long term improvement rate of 1.75%, per annum and a smoothing parameter of 7.

Early retirement

No specific allowance has been made in respect of early retirements.

Commutation

It will be assumed that 80% members take the maximum cash allowed at retirement based on the commutation factor in force at the date of this schedule.

Proportion married and age difference

It has been assumed that the proportion of members that will have an eligible spouse/civil partner/dependant at the time of retirement or earlier death will be based on the 2011 Census Married tables, weighted by:

- 102% for males Non-pensioners
- 100% for males Pensioners
- 71% for females Non-pensioners
- 80% for females Pensioners

It has been assumed on average, male members have a wife/partner three years younger than them and female members have a husband/partner three years older than them.

Expenses

Expenses (apart from the PPF levy and amounts due in respect of IGG's Professional Trustee fees) are met from the Scheme's assets.

This is allowed for by the Employer paying contributions towards expenses as set out in the Schedule of Contributions. Investment and other expenses have been allowed for implicitly in determining the discount rate.

GMP Equalisation

The Trustee has considered the potential impact of GMP equalisation on the Scheme's technical provisions. This analysis suggests that the estimated additional liability for GMP equalisation may be around 2.4% of the Scheme liabilities and an additional £700k for rectifying historic transfer values. A reserve has been included in the valuation of this estimated additional liability.

Assumptions used in calculating contributions payable under the recovery plan

The contributions payable under the recovery plan will be calculated using the same assumptions as those used to calculate the technical provisions with the exception of the following:

For the purpose of calculating the recovery plan, assets and liabilities have been rolled forward to 31 October 2024, allowing for actual benefits paid and using assumptions consistent to the technical provisions but updated for changes in the market conditions.

Contact for Further Information

Although further information about the Scheme is provided to all members in an explanatory booklet, any query about the Scheme, including requests from individuals for information about their benefits, should be addressed to:

The Trustee of the Magnet Group Pension Scheme
C/o Capita Pension Solutions Limited
PO Box 555
Stead House
Darlington
DL1 9YT

Email: CEBMagnetPensions@capita.co.uk

Approval of the Trustee's Report

Signed for and on behalf of the Independent Trustee Services Limited:



..... 24/04/2026 .....

Trustee Director **Date**

Actuary's Certification of the Schedule of Contributions

Mercer

Certificate Of Schedule Of Contributions

Name of the Scheme	Magnet Group Pension Scheme

Adequacy of rates of contributions

1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective can be expected to be met by the end of the period specified in the recovery plan dated 16 January 2026.

Adherence to statement of funding principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the statement of funding principles dated 30 January 2025.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the Scheme's liabilities by the purchase of annuities, if the Scheme were to be wound up.

Signature	DocuSigned by: Richard McMillen BC52B7E14A504FB
Name	Richard McMillen
Date of signing	16 January 2026
Qualification	Fellow of the Institute and Faculty of Actuaries
Name of employer	Mercer Limited
Address	1 Whitehall Quay, Whitehall Road, Leeds, LS1 4HR

Independent Auditor's Statement about Contributions to the Trustee of Magnet Group Pension Scheme

Statement about contributions

We have examined the Summary of Contributions to Magnet Group Pension Scheme ('the Scheme') for the year ended 31 October 2025 which is set out in the Trustee's Report on page 8.

In our opinion, contributions for the year ended 31 October 2025, as reported in the Summary of Contributions and payable under the Schedule of Contributions, have in all material respects been paid at least in accordance with the Schedules of Contributions certified by the Scheme Actuary on 2 March 2022 and 30 January 2025.

Scope of work on statement about contributions

Our examination involves obtaining evidence sufficient to give reasonable assurance that contributions reported in the Summary of Contributions have in all material respects been paid at least in accordance with the Schedules of Contributions. This includes an examination, on a test basis, of evidence relevant to the amounts of contributions payable to the Scheme and the timing of those payments under the Schedules of Contributions.

Responsibilities of the Trustee

As explained more fully in the Statement of Trustee's Responsibilities set out on page 21, the Scheme's Trustee is responsible for ensuring that there is prepared, maintained and from time to time revised a Schedule of Contributions showing the rates and due dates of certain contributions payable towards the Scheme by or on behalf of the Employer. The Trustee is also responsible for keeping records in respect of contributions received in respect of the Scheme and for monitoring whether contributions are made to the Scheme by the Employer in accordance with the Schedules of Contributions.

Auditor's responsibilities for the preparation of a Statement about Contributions

It is our responsibility to provide a statement about contributions paid under the Schedules of Contributions and to report our opinion to you.

Use of our report

This statement is made solely to the Scheme's Trustee in accordance with Regulation 4 of the Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996, made under the Pensions Act 1995. Our audit work has been undertaken so that we might state to the Scheme's Trustee those matters we are required to state to them in an auditor's statement and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Scheme's Trustee, for our audit work, for this statement, or for the opinions we have formed.

DocuSigned by:
BDO LLP
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BDO LLP
Statutory Auditor
Guildford
United Kingdom

Date 24 April 2026

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127)

Independent Auditor's Report to the Trustee of Magnet Group Pension Scheme

Report on the audit of the financial statements

Opinion

In our opinion the financial statements:

- show a true and fair view of the financial transactions of the Scheme during the year ended 31 October 2025 and of the amount and disposition at that date of its assets and liabilities, other than liabilities to pay pensions and benefits after the end of the year;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- contain the information specified in Regulation 3A of the Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996, made under the Pensions Act 1995.

We have audited the financial statements of Magnet Group Pension Scheme ('the Scheme') for the year ended 31 October 2025 which comprise of the following:

- Fund Account
- Statement of Net Assets (available for benefits)
- Notes to the financial statements
- a summary of significant accounting policies.

The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice) and the Statement *of Recommended Practice – Financial Reports of Pension Schemes (revised 2018).*

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We are independent of the Scheme in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustee's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Scheme's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue. However, because not all future events or conditions can be predicted, this statement is not a guarantee as to the Scheme's ability to continue as a going concern.

Our responsibilities and the responsibilities of the Trustee with respect to going concern are described in the relevant sections of this report.

Independent Auditor's Report to the Trustee of Magnet Group Pension Scheme (continued)

Other information

The Trustee is responsible for the other information. The other information comprises the information included in the annual report and financial statements, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Responsibilities of Trustee

As explained more fully in the Statement of Trustee's Responsibilities, the Trustee is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustee determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustee is responsible for assessing the Scheme's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustee intends to wind up the Scheme or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

However, the primary responsibility for the prevention and detection of fraud rests with the Trustee and scheme management.

Extent to which the audit was capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- Obtaining an understanding of the Scheme's legal and regulatory frameworks, focusing on those which we determine to be the most significant, and how the Scheme complies with these.
- Enquiring of the Trustee, and where appropriate, the administrators or consultants as to whether:
  - the Scheme is in compliance with laws and regulations that have a material effect on the financial statements;
  - they have knowledge of any actual, suspected, or alleged fraud;
  - there are any litigations or claims against the Scheme; and
  - any reports have been made to the Pensions Regulator.

Independent Auditor's Report to the Trustee of Magnet Group Pension Scheme (continued)

Auditor's responsibilities for the audit of the financial statements (continued)

Based on our understanding of the Scheme, we consider the most significant laws and regulations that have a direct impact on the financial statements are the Pensions Acts 1995 and 2004 and those that relate to the reporting framework (Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996, Financial Reporting Standard 102 and the Statement of Recommended Practice 'Financial Reports of Pensions Schemes' 2018 ('The SORP'). We also considered the extent to which non-compliance might have a material effect on the financial statements.

We evaluated incentives and opportunities for fraudulent manipulation of the financial statements, including the risk of override of controls by the Trustee and those involved in the preparation of the financial statements and underlying accounting records. We determined that the principal risk was related to the posting of inappropriate journals, which may act to conceal fraudulent activity.

Audit procedures performed to respond to the identified risks included, but were not limited to, the following:

- Testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.
- Enquiring of management and the Trustee with regard to actual and potential litigation and claims.
- Reviewing the disclosures in the financial statements and testing to supporting documentation to assess compliance with relevant laws and regulations, as detailed above.
- Reviewing minutes of meetings of the Trustee.
- Reviewing any significant correspondence with the Pensions Regulator.
- Performing analytical procedures to identify unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- Evaluating the design and implementation of controls associated with the journal entry process.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Independent Auditor's Report to the Trustee of Magnet Group Pension Scheme (continued)

Use of our report

This report is made solely to the Scheme's Trustee, in accordance with Regulation 3 of the Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996, made under the Pensions Act 1995. Our audit work has been undertaken so that we might state to the Scheme's Trustee those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Scheme's Trustee, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:
BDO LLP
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BDO LLP
Statutory auditor
Guildford
United Kingdom

Date 24 April 2026

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127)

Fund Account
For the Year Ended 31 October 2025

	Note	Total 2025 £	Total 2024 £
Contributions and benefits			
Employer contributions		4,641,670	5,833,334
Total contributions	4	4,641,670	5,833,334
Other income	5	9,442	55,322
		4,651,112	5,888,656
Benefits paid or payable	6	(8,878,609)	(8,443,689)
Payments to and on account of leavers	7	(82,024)	(169,492)
Administrative expenses	8	(709,749)	(565,566)
		(9,670,382)	(9,178,747)
Net withdrawals from dealings with Members		**(5,019,270)**	(3,290,091)
Returns on investments			
Investment income	9	37,738	40,048
Change in market value of investments	10	5,290,986	15,508,238
Investment management expenses	11	116,863	60,687
Net returns on investments		**5,445,587**	15,608,973
Net increase in the fund during the year		**426,317**	12,318,882
Net assets of the Scheme at start of year		**163,569,513**	151,250,631
Net assets of the Scheme at end of year		**163,995,830**	163,569,513

The accompanying notes on pages 35 to 49 form an integral part of these financial statements.

Statement of Net Assets Available for benefits
As at 31 October 2025

	Note	Total 2025 £	Total 2024 £
Bonds	12	356,643	363,749
Pooled investment vehicles	13	162,291,488	161,703,875
Derivatives	14	15,289	24,468
AVC investments	15	341,295	340,419
Cash	10	562,366	475,460
Other investment balances	10	4,663	4,663
		163,571,744	162,912,634
Derivatives – forward exchange contracts	14	(192,493)	(146,562)
		(192,493)	(146,562)
Total net investments		**163,379,251**	162,766,072
Current assets	20	1,656,504	2,019,223
Current liabilities and benefits	21	(1,039,925)	(1,215,782)
Net assets of the Scheme at end of year		**163,995,830**	163,569,513

The Financial Statements summarise the transactions of the Scheme and deal with the net assets at the disposal of the Trustee. They do not take account of obligations to pay pensions and benefits which fall due after the end of the Scheme year. The actuarial position of the Scheme, which takes into account such obligations for the defined benefit section, is dealt with in the Report on Actuarial Liabilities on pages 22 to 25 of the Annual Report and in conjunction with which, these Financial Statements should be read.

The accompanying notes on pages 35 to 49 form an integral part of these financial statements.

These financial statements were approved by the Trustee on 24/04/2026

and were signed on its behalf by:

.....

Trustee Director

Notes to the Financial Statements

1. Basis of Preparation

The Financial Statements have been prepared in accordance with the Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996, Financial Reporting Standard 102 – The Financial Reporting Standard applicable in the UK and Republic of Ireland issued by the Financial Reporting Council and with guidance set out in the Statement of Recommended Practice "Financial Reports of Pension Schemes" (2018).

In respect of the audit of the Scheme's financial statements for the year ended 31 October 2025, the Trustees have prepared the financial statements on a going concern basis, which assumes that the Scheme will remain in operational existence for a period of at least twelve months from the date of approval.

2. Identification of the Financial Statements

The Scheme is established as a trust under English Law. The registered address of the Scheme is at: IGG, 4th Floor, Cannon Place, 78 Cannon Street, London, EC4N 6HL.

3. Accounting policies

The principal accounting policies of the Scheme are as follows:

Contributions

Employer deficit funding contributions are accounted for on the due dates on which they are payable under the Schedule of Contributions or on receipt if earlier with the agreement of the Employer and the Trustee.

Payments to members

Benefits are accounted for on the later of the period in which the member notifies the Trustee of their decision on the type or amount of benefit to be taken, and the date of retiring or leaving. If there is no member choice, on the date of retiring, leaving or notification of death.

Pensions in payment are accounted for in the period to which they relate.

Individual transfers in or out of the Scheme are accounted for when member liability is accepted or, discharged which is normally when the transfer amount is paid or received.

Where the Trustee agrees or is required to settle tax liabilities on behalf of a member (such as where lifetime or annual allowances are exceeded) with a consequent reduction in that member's benefits receivable from the Scheme, any taxation due is accounted for on the same basis as the event giving rise to the tax liability and shown separately within benefits.

Expenses

Expenses are accounted for on an accrual's basis except for the Pension Protection Fund and the Pensions Regulator levies, and Independent Trustee Services Limited's annual fee. These are borne by the Employer.

Investment income

Income from cash and short-term deposits is accounted for on an accrual's basis.

Income from pooled investment vehicles is accounted for when declared by the fund manager.

Receipts from annuity policies are accounted for as investment income on an accruals basis.

3. Accounting policies (continued)

Investments

The change in market value of investments during the year comprises all increases and decreases in the market value of investments held at any time during the year, including profits and losses realised on sales of investments during the year.

Investments are included at fair value as described below:

Accrued interest is excluded from the market value of fixed income securities and is included in invested income receivable.

Unitised pooled investment vehicles have been valued at the latest available bid price or single price provided by the pooled investment manager. Shares in other pooled arrangements have been valued at the latest available net asset value (NAV), determined in accordance with fair value principles, provided by the pooled investment manager.

Over the counter (OTC) derivatives are valued using the following valuation techniques:

- Forward foreign exchange (Forward FX) – the gain or loss that would arise from closing out the contract at the reporting date by entering into an equal and opposite contract at that date.

With profit insurance policies are reported at the policy value provided by the insurance company based on the cumulative reversionary bonuses declared and the current estimated terminal bonus.

Annuities purchased by the Trustee, which provide the benefits for certain members, are included in these financial statements at nil value, as they are not considered to be material to the value of the net assets of the Scheme. The cost of purchasing these annuities, where applicable, is reported within the Fund Account under benefits payable and the income received is shown as part of investment income.

Presentational currency

The Scheme functional and presentational currency is pounds sterling. Monetary items denominated in foreign currency are translated into sterling using the closing exchange rates at the Scheme year end. Foreign currency transactions are recorded in sterling at the spot exchange rate at the date of the transaction.

Taxation

The Scheme is a registered pension scheme under Chapter 2 of Part 4 of the Finance Act 2004 and is therefore exempt from income tax and capital gains tax.

Notes to the Financial Statements

4. Contributions

Employer	2025 £	2024 £
Deficit funding contributions	**4,641,670**	5,833,334

There are two schedules of contributions in place during the year.

The first Schedule of Contributions certified on 2 March 2021, was applicable from 1 November 2024 to 30 January 2025 under which contributons of £500,000 per month, were payable by the 19th of the subsequent month.

The second Schedule of Contributions certified on 30 January 2025, is appliable from 31 January 2025 to 31 October 2025, under which contributions of £491,667 were due in January 2025, £236,666 in February 2025, followed by £364,167 per month, payable by the end of the month to which they relate.

5. Other income

	2025 £	2024 £
Compensation – Capita	9,442	-
Death in service insurance income	-	55,322
	9,442	55,322

6. Benefits paid or payable

	2025 £	2024 £
Pensions	7,142,845	6,772,863
Commutations and lump sum retirement benefits	1,732,134	1,551,206
Income drawdowns	-	30,707
Lump sum death benefits	3,630	88,913
	8,878,609	8,443,689

Notes to the Financial Statements

7. Payments to and on account of leavers

	2025 £	2024 £
Individual transfers out to other schemes	**82,024**	169,492

8. Administrative expenses

	2025 £	2024 £
Actuarial and consultancy fees	170,378	292,682
Administration fees	271,627	186,401
Legal fees	103,294	46,076
Secretarial fees	119,923	3,075
Audit fee	44,527	37,332
	709,749	565,566

Scheme administration fees are net of a VAT refund due of £157,857 (31 October 2024: £101,793) from the Principal Employer who will reclaim VAT on behalf of the Scheme for Scheme Invoices. Included within the £119,923 charge for the current year was £38,141 which related to the prior year invoices, which had initially been paid by the employer and then recharged back to the Scheme.

9. Investment income

	2025 £	2024 £
Annuity income	713	499
Income from pooled investment vehicles	25,913	27,754
Interest on cash deposits	11,201	13,364
Loss on foreign exchange	(89)	(1,569)
	37,738	40,048

Notes to the Financial Statements

10. Reconciliation of investments held at the beginning and end of the year

	Value at 31 October 2024 £	Purchases at cost & derivative payments £	Sales proceeds & derivative receipts £	Change in market value £	Value at 31 October 2025 £
Bonds	363,749	-	-	(7,106)	356,643
Pooled Investment vehicles	161,703,875	23,777,642	(28,282,151)	5,092,122	162,291,488
Derivatives	(122,094)	38,771,919	(39,003,000)	175,971	(177,204)
AVC Investments	340,419	-	(29,123)	29,999	341,295
Managed Funds	162,285,949	**62,549,561**	**(67,314,274)**	**5,290,986**	162,812,222
Cash deposits	475,460				562,366
Accrued investment income	4,663				4,663
Net investment assets	162,766,072				**163,379,251**

Transaction costs

Transaction costs include costs charged directly to the Scheme such as fees, commissions, stamp duty and other fees. There were no such costs during the year (2024: £Nil). Indirect costs are incurred through bid-offer spread on investments within pooled investment vehicles. The amount of indirect costs is not separately provided to the Scheme.

The companies managing the pooled investment vehicles investments are registered in the United Kingdom.

The Trustee has authorised the use of derivatives by their investment managers as part of their overall investment strategy for the Scheme.

Derivative receipts and payments represent the translated values at the date of closing of the contracts.

11. Investment management expenses

	2025 £	2024 £
Investment management fees	18,628	17,359
Investment manager fee rebates	(135,491)	(78,046)
	(116,863)	(60,687)

Notes to the Financial Statements

12. Bonds

	2025 £	2024 £
Gilts – UK	**356,643**	363,749

13. Pooled investment vehicles

The Scheme's investments in pooled investment vehicles at the year-end comprised:

	2025 £	2024 £
Equities	20,846,355	20,686,039
Bonds	118,244,107	119,414,532
Total return	14,416,782	13,397,710
Absolute return	8,784,244	8,205,594
	162,291,488	161,703,875

14. Derivatives

Objectives and policies

The Trustee has authorised the use of derivatives by their investment managers as part of their investment strategy for the Scheme as follows:

Forward FX – in order to maintain appropriate diversification of investments within the portfolio and take advantage of overseas investment returns, a proportion of the underlying investment portfolio is invested overseas. To balance the risk of investing in foreign currencies whilst having an obligation to settle benefits in GBP, a currency hedging programme, using forward FX contracts, has been put in place to reduce the currency exposure of these overseas investments to the targeted level.

At the year end the Scheme had the following derivatives:

	2025 Assets £	2025 Liabilities £	2024 Assets £	2024 Liabilities £
Forward FX contracts	**15,289**	**(192,493)**	24,468	(146,562)

Notes to the Financial Statements

14. Derivatives (continued)

The Scheme had open FX contracts at the year-end relating to its currency hedging strategy as follows:

Settlement Date	Currency Bought	Value of Currency Bought £	Currency Sold	Value of Currency Sold £	2025 Assets £	2025 Liabilities £
<3months	AUD	195,000	GBP	197,788	-	(2,788)
<3months	CAD	329,000	GBP	335,367	-	(6,367)
<3months	CHF	229,000	GBP	231,762	-	(2,762)
<3months	DKK	46,000	GBP	46,223	-	(223)
<3months	EUR	893,000	GBP	897,595	-	(4,595)
<3months	HKD	55,000	GBP	56,352	-	(1,352)
<3months	JPY	650,000	GBP	634,711	15,289	-
<3months	MXN	27,000	GBP	27,504	-	(504)
<3months	SEK	95,000	GBP	95,846	-	(846)
<3months	SGD	36,000	GBP	36,442	-	(442)
<3months	USD	7,221,000	GBP	7,392,624	-	(171,624)
<3months	ZAR	46,000	GBP	46,990	-	(990)
					15,289	(192,493)

15. AVC investments

The Trustee holds assets invested separately from the main investments to secure additional benefits on a money purchase basis for those members electing to pay Additional Voluntary Contributions. Members participating in this arrangement each receive an annual statement made up to the year end of the Scheme confirming the amounts held in their account and the movements in the year.

The aggregate amounts of AVC investments are as follows:

	2025 £	2024 £
With profits fund	230,879	231,747
Unit linked	110,416	108,672
	341,295	340,419

Notes to the Financial Statements

16. Investment Fair Value Hierarchy

The fair value of financial instruments has been disclosed using the following fair value hierarchy:

Level 1	The unadjusted quoted price in an active market for identical assets or liabilities that the entity can access at the assessment date.
Level 2	Inputs other than quoted prices included within Level 1 that are observable (i.e. developed for the asset or liability, either directly or indirectly).
Level 3	Inputs are unobservable (i.e. for which market data is unavailable) for the asset or liability.

A fair value measurement is categorised on the basis of the lowest level input that is significant to the fair value measurement in its entirety.

The Scheme's investment assets and liabilities fall within the above hierarchy levels as follows:

As at 31 October 2025	**Level 1 £**	**Level 2 £**	**Level 3 £**	**Total £**
Pooled investment vehicles	-	162,291,488	-	162,291,488
Bonds	-	356,643	-	356,643
Derivatives	-	(177,204)	-	(177,204)
AVC investments	-	110,416	230,879	341,295
Cash	562,366	-	-	562,366
Other investment balances	4,663	-	-	4,663
	567,029	**162,581,343**	**230,879**	**163,379,251**

As at 31 October 2024	**Level 1 £**	**Level 2 £**	**Level 3 £**	**Total £**
Pooled investment vehicles	-	161,703,875	-	161,703,875
Bonds	-	363,749	-	363,749
Derivatives	-	(122,094)	-	(122,094)
AVC investments	-	108,672	231,747	340,419
Cash	475,460	-	-	475,460
Other investment balances	4,663	-	-	4,663
	480,123	162,054,202	231,747	162,766,072

Notes to the Financial Statements

17. Investment risk disclosures

(a) Investment risks

FRS 102 requires the disclosure of information in relation to certain investment risks to which the Scheme is exposed to at the end of the reporting period. These risks are set out by FRS 102 as follows:

Credit risk: this is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation.

Market risk: this is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises of three types of risk: currency risk, interest rate risk and other price risk, each of which is further detailed as follows:

- *Currency risk:* this is the risk that the fair value or future cash flows of a financial asset will fluctuate because of changes in foreign exchange rates.
- *Interest rate risk:* this is the risk that the fair value or future cash flows of a financial asset will fluctuate because of changes in market interest rates.
- *Other price risk:* this is the risk that the fair value or future cash flows of a financial asset will fluctuate because of changes in market prices (other than those arising from interest rate risk or currency risk), whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market.

The Trustee is responsible for determining the Scheme's investment strategy. The Trustee has set the investment strategy for the Scheme after taking appropriate advice. The Scheme's investment managers undertake, within restrictions in the contractual documentation, the day-to-day management of the asset portfolio, including stock selection. Through investing a proportion of assets in passive funds, some of the managers' discretion is in practice limited by the aim of investing in line with relevant passive benchmarks.

The Scheme has exposure to the above risks because of the investments made to implement the investment strategy. The Trustee manages the Scheme's investment risks within agreed risk limits which are set taking into account the Scheme's strategic investment objectives. The investment objectives and risk limits are implemented through the investment management agreements in place with the Scheme's investment managers and monitored by the Trustee by regular reviews of the investment portfolios. The investment objectives and risk limits of the Scheme are further detailed in the Statement of Investment Principles ("SIP") and the Investment Policy Implementation Document ("IPID").

Further information on the Trustee's approach to risk management, credit and market risk is set out below. This does not include AVC investments as these are not considered significant in relation to the overall investments of the Scheme.

Notes to the Financial Statements

17. Investment risk disclosures

(a) Investment Risks (continued)

(i) Investment strategy

The Trustee has agreed a number of objectives to help guide it in its strategic management of the assets and control of the various risks to which the Scheme is exposed.

The Trustee's primary objectives are as follows:

- To make sure that the Trustee can meet its obligations to the beneficiaries of the Scheme, principally on an ongoing, i.e. "Technical Provisions" basis.
- To operate funding and investment strategies in a coordinated approach. Variation in the funding position (in particular improvements) may be reflected in the level of risk in the investment strategy.
- To pay due regard to the Scheme sponsor's interests on the size and incidence of employers' contribution payments and the impact of the Scheme on the sponsor's accounts.

The Scheme's current investment strategy is set out as follows:

- 75.0% in investments that share characteristics with the long-term liabilities of the Scheme. These assets are invested in corporate bonds and a Liability Driven Investment ("LDI") strategy, which uses government bonds as well as gilt repurchase and derivative instruments to hedge a proportion of the impact of interest rate movements on the long-term liabilities.
- 25.0% in return seeking assets compromising of global equities, a diversified growth strategy and a multi asset credit strategy.
- 50% of the currency exposure resulting from developed overseas equity investment is hedged to Sterling using forward contracts.

Note 10 discloses the value of the Scheme's investments.

(ii) Market risk

a. Currency risk

The Scheme is subject to indirect currency risk because of an interest in a pooled equity investment vehicle which holds underlying investments denominated in a foreign currency (i.e. a currency other than Sterling). At the year end, the assets invested in the pooled global equity vehicle represented 12.8% of the total investment portfolio (2024: 12.7%).

To limit currency risk, the Trustee has set a target to hedge 50% of the developed overseas equity exposure (arising from investment in the pooled global equity vehicle with MFS) back to Sterling through a currency hedging policy using 3 month forward foreign exchange contracts.

The Scheme's investment in a diversified growth fund and a multi asset credit fund which both consist of underlying investments across a range of asset classes and regions also exposes the Scheme to indirect currency risk. At the year end, these assets represented 14.2% of the total investment portfolio (2024: 13.3%). For the multi asset credit fund, these currency exposures are hedged back to Sterling as a base position, although the manager has the freedom to take currency positions with the aim of adding value. For the diversified growth fund, the currency positions form part of the manager's return seeking investment strategy.

Notes to the Financial Statements

17. Investment risk disclosures

(a) Investment Risks (continued)

(ii) Market Risk (continued)

b. Interest Rate Risk

The Scheme is subject to interest rate risk because some of the Scheme's investments are held in bonds and cash through underlying investments in pooled investment vehicles. Indirect market risk arises if the underlying investments of the pooled vehicle are exposed to interest rate risk.

At the year end, bond and cash pooled investments represented 72.5% of the total investment portfolio (2024: 73.5%). If interest rates fall, the value of the Scheme's bond investments will rise to help match the increase in the actuarial value of liabilities that is expected from a fall in the discount rate. Similarly, if interest rates rise and all else is equal, the bond assets will fall in value, as will the actuarial value of the Scheme's liabilities because of an increase in the discount rate.

The Scheme also has exposure to bond assets via the underlying assets in the diversified growth fund and multi asset credit fund. The interest rate exposure that these asset classes introduce is taken by the investment manager as part of its investment strategy to add value. This risk is mitigated by the diversified exposure achieved by the investment managers and the strategic allocation to each fund.

The Scheme also has direct gilt and cash holdings, representing collateral for the currency hedging mandate. At the year end, these investments represented 0.5% of the total investment portfolio (2024: 0.4%).

c. Other Price Risk

Other price risk arises principally in relation to the Scheme's return seeking portfolio which includes UK, overseas and emerging market equities, a diversified growth strategy and a multi asset credit strategy. All investments are held through underlying investments in pooled investment vehicles.

The Scheme has set a target asset allocation of 25% of investments being held in return seeking investments. The Trustee manages this exposure to overall price movements by constructing a diverse portfolio of investments across various markets.

At the year end, the return seeking portfolio represented 27.3% of the total investment portfolio (2024: 26.3%).

The Scheme is also invested in index-linked gilts to manage against inflation risk associated with pension liability increases, which represented 24.2% of the total investment portfolio (2024: 23.0%). All else being equal, the value of the index-linked gilts will rise or fall in response to a rise or fall in long term inflation expectations.

17. Investment risk disclosures

(a) Investment Risks (continued)

(iii) Credit Risk

The Scheme's holdings in pooled investment vehicles are not rated by credit rating agencies. The Scheme is directly exposed to credit risk arising from these pooled investment vehicles.

A summary of the pooled investment vehicles by type of arrangement is shown below:

Investment Type	2025 (£ms)	2024 (£ms)
Authorised Unit Trust	**76.7**	78.2
Open Ended Investment Companies	**71.2**	70.1
Shares Of Limited Liability Partnerships	**14.4**	13.4
Total	**162.3**	161.7

Source: Investment Managers and Mercer.
Figures may not sum to total due to rounding.
Valuations are based on Bid prices where available otherwise mid/single price values are used.

Direct credit risk arising from pooled investment vehicles is mitigated by the underlying assets of the pooled arrangements being ring-fenced from the pooled manager, the regulatory environments in which the pooled managers operate and diversification of investments amongst a number of pooled arrangements.

Also, the Scheme's investments in pooled investment vehicles include bonds (sovereign government bonds and corporate bonds), OTC derivatives, repurchase agreements and cash. Indirect credit risk arises in relation to the underlying investments held in these pooled investment vehicles. In particular for OTC derivatives and repurchase agreements, the Scheme is subject to the risk of failure of the counterparty.

Indirect credit risk is mitigated by the Trustee investing primarily in funds which hold bonds that are, in majority, investment grade credit rated investments. Indirect credit risk is mitigated through diversification of the underlying securities to minimise the impact of default by any one issuer. The indirect credit risk for OTC derivatives and/or repurchase agreements is reduced by monitoring the credit rating of the counterparties and also by ensuring adequate collateral arrangements.

Credit risk arising on cash held within financial institutions is mitigated through the choice of Trustee bank account provider and by maintaining low cash balances in the Trustee bank account relative to the assets of the Scheme.

The Scheme is also subject to direct credit risk through its holdings in UK government bonds and currency swaps via the currency hedge mandate, and through cash balances held with the custodian and via the Trustee bank account. The direct credit risk in respect of these holdings is considered to be relatively small. This is the position at the current and previous year end.

Notes to the Financial Statements

18. Self-investments

To the best of Trustee's knowledge, the Scheme did not hold any shares in the Company or its subsidaries.

At the year end contributions for October 2025, totalling £364,167 were not paid in accordance with the Schedule of Contributions. These contributions were subsequently received on 7 November 2025, and as such represent an employer related investment at the year end.

19. Concentration of investments

The following investments account for more than 5% of the Scheme's net assets as at 31 October 2025 and 31 October 2024.

	2025		**2024**	
	£	**%**	**£**	**%**
RLAM UK Corporate Bond Fund	**62,405,590**	**38.1**	61,937,454	37.9
MFS Global Equity Fund	**20,846,355**	**12.7**	20,686,039	12.6
Mercer MGI UK Inflation Linked Bond Fund	**17,745,646**	**10.8**	16,205,599	9.9
Apollo Total Return Fund (Offshore) Limited	**14,416,782**	**8.8**	13,397,710	8.2
Mercer Short Dated UK Index Linked Gilt Gund	**11,968,883**	**7.3**	7,100,195	4.3
Mercer MGI UK Long Gilt Fund	**4,650,474**	**2.8**	11,072,466	6.8
Ruffer Absolute Return Fund	**8,784,244**	**5.4**	8,205,593	5.0

20. Current assets

	2025	**2024**
	£	**£**
Cash at bank	1,267,742	1,339,415
Employer contributions due	364,167	500,000
Payment on account re payroll	86	991
VAT reclaimable	10,939	82,751
Annuity income	-	59
Bank interest	719	1,195
Due from employer – PPF levy reimbursement	-	94,812
Overpayments due back to Scheme	12,851	-
	1,656,504	2,019,223

Notes to the Financial Statements

21. Current liabilities and benefits

	2025 £	2024 £
Accrued benefits	811,610	906,469
Accrued administrative and investment management expenses	127,849	121,679
Contributions paid in advance	-	100,000
PAYE income tax payable	100,466	87,634
	1,039,925	1,215,782

Included with accrued benefits for both the current and prior years is an allowance of £700,000 for GMP equalisations on transfers.

22. Related-party transactions

The Trustee, Independent Trustee Services Limited were paid an annual fee for Trustee services as well as fees during the year for additional governance projects agreed with the Company. During the year they were paid £99,965 (2024: £102,901) by the Employer, and £119,323 by the Scheme in respect of secretarial fees (2024: £3,075). Included within the £119,323 charge for the current year was £38,141 which related to the prior year invoices, which had initially been paid by the employer and then recharged back to the Scheme.

In accordance with the Schedule of Contributions the PPF Levy as well as The Pensions Regulator's levy are payable by the Employer on behalf of the Scheme. During the year, the Scheme paid these charges and then reimbursed the employer. At the year end the employer owed the Scheme £nil in respect of these charges (2024: £94,812).

23. Post year end events

In October 2025, the Trustee was made aware that the parent company of the Sponsor, Nobia AB, had decided to cease operations in the UK by selling the issued share capital of Nobia Holdings UK Limited to a third-party purchaser. It was noted that the purchaser wished to acquire the Current Principal Employer without its liability to the Scheme. Therefore Nobia AB proposed to substitute a newly incorporated company – Nobia UK Limited – as the new principal employer ("PE") of the Scheme and to apportion the Current Principal Employer's liabilities in the Schedule to the New PE using one of the statutory mechanisms under the Occupational Pension Schemes (Employer Debt) Regulations 2005 (as amended) (the "Employer Debt Regulations") – a flexible apportionment arrangement ("FAA").

In consideration of this proposal the Trustee received a number of pieces of advice from their legal, covenant and actuarial advisers in a meeting which was held on 18 December 2025 and agreed that the FAA could take place subject to agreement from Nobia AB to provide a PPF compliant look through Guarantee and Keep Well Agreement to ensure the funding position of the PE. The FAA was signed and dated 15 January 2026.

Notes to the Financial Statements

24. Post year end events (continued)

Nobia AB agreed to provide the request Guarantee and Keep Well Agreement, and the following documents were signed on 15 January 2026

- Deed of Participation, substitution, FAA and Cessation of Participation
- Guarantee and Keep Well Agreement

As a result of the change to the PE, the Trustee and Employer updated the Schedule of Contributions and Recovery Plan which were also signed on 16 January 2026.

Goldman Sachs were appointed fiduciary manager of the Scheme, taking over management of the assets from 3 March 2026. Since the appointment, redemptions have taken place from the Mercer pooled LDI, RLAM UK Credit, MFS equities and Ruffer absolute return funds. To manage portfolio exposure during the transition, GSAM purchased equity ETFs. On 5 March 2026, GSAM implemented liability hedging and cashflow matching assets to implement the target hedge ratios of 100% of Technical Provision liabilities and generate cashflows to meet benefit payments.

Appendix 1: Schedule of Contributions

Magnet Group Pension Scheme

Status of this document

This schedule has been prepared by the Trustee of the Magnet Group Pension Scheme ("the Trustees") to satisfy the requirements of section 227 of the Pensions Act 2004, after obtaining the advice of Richard McMillen, the actuary to the Scheme appointed by the Trustees.

This schedule of contributions supersedes all earlier versions.

After discussions, a pattern of contributions was agreed by the Trustee and the Employer, Nobia Holdings UK Limited, on 30 January 2025.

The Trustee and the Employer have signed this schedule to indicate that it represents an accurate record of the agreed pattern of contributions.

The schedule is effective from the date it is certified by the Scheme Actuary.

Contributions to be paid to the Scheme from 31 January 2025 to 31 January 2030

Employer's contributions in respect of the shortfall in funding as per the recovery plan of 30 January 2025

The amounts payable prior to 31 January 2025 were:

£500,000 per month from 1 November 2024 to 31 December 2024
£491,667 in January 2025

Table 1

Date from	Date to	Amount
1 February 2025	28 February 2025	£236,666
1 March 2025	31 May 2029	£4,370,000 per annum

Should a suitable parent company guarantee be put in place during the recovery period the contributions will change from the month after the parent company guarantee is signed to be:

Appendix 1: Schedule of Contributions (continued)

Table 2

Date from	Date to	Amount
1 March 2025	30 June 2027	£1,100,000 per annum
1 July 2027	31 May 2029	£3,000,000 per annum

The annual contributions in the tables above are due in equal monthly instalments and shall normally fall due on the first day of each month in respect of that month and shall be paid by the end of that month. The Trustee and Employer can agree to vary the monthly payments over the year or for them to be made earlier if appropriate.

The Employer can also make additional lump sum payments to the Scheme from time to time.

Employer's contributions in respect of benefit augmentations

In addition the Employer shall pay the cost, as determined by the Scheme Actuary, of any benefit augmentations requested by the Employer and approved by the Trustee. Any payments due in respect of an augmentation is due on or by a date agreed between the Trustee and Employer.

Employer's contributions in respect of administration and other costs

The shortfall contributions detailed above, in table 1, include an allowance for administrative and other expenses including the Independent Governance Group (IGG) secretarial and governance charges incurred by the Trustee excluding IGG's Professional Trustee fees and the Pension Protection Fund levies.

Administrative and other expenses incurred by the Trustee are paid from the Scheme and then where the Employer is able to recover VAT these are paid back to the Scheme as soon as reasonably practicable.

Should a suitable parent company guarantee be put in place, from the month after the parent company guarantee is signed, the Employer shall pay contributions towards expenses of £600,000 per annum increasing at 3.5% each January (i.e. first increase in January 2026) payable monthly in equal instalments plus an additional £600,000 payable monthly in equal instalments for the period up to 30 June 2027 and another £600,000 payable monthly in equal instalments to be spread over 10 years from July 2027 or such other period as agreed between the Trustee and Employer. Shortfall contributions in table 2 do not allow for administrative and other expenses incurred by the Trustee.

Contributions shall be paid monthly and fall due on the first day of each calendar month in respect of that month, and shall be paid by the end of that month. However, the Trustee and Employer can agree for payments to be made earlier than their due dates if appropriate and, if so, the date of payment will become the due date.

Appendix 1: Schedule of Contributions (continued)

Amounts due in respect of IGG's Professional Trustee fees and levies to the Pension Protection Fund will be payable separately by the Employer.

Arrangements for other parties to make payments to the Scheme

Payments towards the Scheme may be paid by Nobia Holdings UK Limited, or any subsidiary company thereof, in lieu of contributions otherwise due from Nobia Holdings UK Limited.

Dates of review of this schedule

This schedule of contributions will be reviewed by the Trustee and the Employer no later than 15 months after the effective date of each actuarial valuation, due every three years.

Employer and Trustee agreement

This schedule of contributions has been agreed by the employer, Nobia Holdings UK Ltd, and the Trustee of the Magnet Group Pension Scheme on 30 January 2025.

Signed on behalf of Nobia Holdings UK Limited	DocuSigned by: 6D3871151153243D...
Name	Hetal Kotecha
Position	Director, ITS Ltd, Trustee Board Chair
Date of signing	30 January 2025
Signed on behalf of the Trustee of the Magnet Group Pension Scheme	DocuSigned by: Gemma Doyle 5FA4B15C289F424...
Name	Gemma Doyle
Position	Finance Director
Date of signing	31 January 2025

Appendix 2: Recovery Plan

Actuarial Valuation As At 31 October 2023 Recovery Plan

Magnet Group Pension Scheme

This recovery plan has been prepared by the Trustee of the Magnet Group Pension Scheme ("the Trustee" of the "Scheme") on 16 January 2026 to satisfy the requirements of section 226 of the Pensions Act 2004, after obtaining the advice of Richard McMillen, the actuary to the Scheme. It is part of the Trustee's plan for meeting the statutory funding objective (defined in section 222 of the Pensions Act 2004), which is that the Scheme must have sufficient and appropriate assets to cover its technical provisions.

After discussions between the Trustee and the Employer, this recovery plan has been agreed by the Employer, Nobia UK Limited.

The recovery plan follows the actuarial valuation of the Scheme as at 31 October 2023 updated to 31 October 2024, which revealed a shortfall in the assets, when measured against the Scheme's technical provisions, of £8m at the updated date. It will be reviewed, and may be revised, following the Trustee's next valuation under section 224 of the Pensions Act 2004, or earlier if the Trustee and Nobia UK Limited agree.

Steps to be taken to ensure that the statutory funding objective is met

To correct the shortfall, the previous employer, Nobia Holdings UK Limited paid the following amounts up to 1 January 2026:

£500,000 per month in November 2024 and December 2024
£491,667 in January 2025
£236,666 in February 2025
£364,167 per month from March 2025 to December 2025

From 1 January 2026, the Employer, Nobia UK Limited will pay contributions of at least:

Date from	Date to	Amount
1 January 2026	30 June 2027	£4,370,000 per annum
1 July 2027	31 May 2029	£440,868 per annum

The annual contributions in the table above are due in equal monthly instalments and shall normally fall due on the first day of each month in respect of that month and shall be paid by the end of that month. The Trustee and Employer can agree to vary the monthly payments over the year or for them to be made earlier if appropriate.

Appendix 2: Recovery Plan (continued)

Period in which the statutory funding objective should be met

The shortfall is expected to be eliminated in 5 years and 7 months from the valuation date, which is by 31 May 2029. This expectation is based on the following assumptions:

- The technical provisions will be calculated according to the method and assumptions set out in the statement of funding principles dated 30 January 2025.
- The return on existing assets and the return on new contributions during the period will be as set out in the statement of funding principles dated 30 January 2025, in the section headed "Assumptions used in calculating contributions payable under the recovery plan" (Investment return pre and post-retirement).

Signed on behalf of Nobia UK Limited	Signed by: Kristoffer Ljungfelt
Name	Kristoffer Ljungfelt
Position	CEO
Date of signing	16 januari 2026

Signed on behalf of the Trustee of the Magnet Group Pension Scheme	DocuSigned by:
Name	Hetal Kotecha
Position	Director, ITS Ltd, Trustee
Date of signing	16 January 2026

Appendix 3: Implementation Statement

Annual Engagement Policy Implementation Statement – October 2025

Introduction

This statement sets out how, and the extent to which, the Engagement Policy in the Statement of Investment Principles ('SIP') produced by the Trustee has been followed during the year to 31 October 2025. This statement has been produced in accordance with the Occupational Pension Schemes (Investment and Disclosure) (Amendment and Modification) Regulations 2018, the subsequent amendment in The Occupational Pension Schemes (Investment and Disclosure) (Amendment) Regulations 2019 and the statutory guidance on reporting on stewardship in the implementation statement dated 17 June 2022.

Investment Objectives of the Scheme

The Trustee believes it is important to consider the policies in place in the context of the investment objectives that have been set. The objectives of the Scheme included in the SIP are as follows:

- To make sure that the Trustee can meet its obligations to the beneficiaries of the Scheme, principally on an ongoing, i.e. "Technical Provisions" basis.
- To operate funding and investment strategies in a coordinated approach. Variation in the funding position (in particular improvements) may be reflected in the level of risk in the investment strategy.
- To pay due regard to the Scheme Sponsor's interests on the size and incidence of employers' contribution payments and the impact of the Scheme on the Scheme Sponsor's accounts.

Given the nature of the liabilities, the investment time horizon of the Scheme is potentially long-term (i.e. several decades). However, any future opportunities to transfer liabilities (fully or partially) to an insurance company (e.g. through the purchase of bulk annuities with an insurance company) may shorten the Scheme's investment horizon significantly.

Policy on ESG, Stewardship and Climate Change

The Scheme's SIP includes the Trustee's policy on Environmental, Social and Governance ('ESG') factors, stewardship and Climate Change. This policy sets out the Trustee's beliefs on ESG and climate change and the processes followed by the Trustee in relation to voting rights and stewardship. The policy was last updated in March 2024.

The Trustee is a Professional Corporate Sole Trustee which provides a training programme to its employees and includes Environmental, Social and Governance matters. The Trustee keeps its policies under regular review.

The Trustee is satisfied that its engagement policy was followed during the year. The following summarises how the Trustee's engagement and voting policies were followed and implemented during the year accordingly:

Engagement

- An investment performance report was reviewed by the Trustee on a quarterly basis – this included fund ratings and ESG assessment from the investment consultant. The investment performance reports included how each investment manager was delivering against its specific mandate. Through its investment consultant, the Trustee reviewed the mandates of Apollo Global Management ("Apollo"), MFS Investment Management ("MFS"), Royal London Asset Management ("RLAM"), Ruffer LLP ("Ruffer") and Mercer Limited ("Mercer") (together the "Investment Managers") in relation to ESG factors including climate change.

- All of the Scheme's Investment Managers confirmed that they are signatories of the current UK Stewardship Code.

Implementation Statement (continued)

Engagement (continued)

- The Trustee also received details of relevant engagement activity for the year from the Scheme's investment managers, as part of regular reporting.

Voting and engagement activity undertaken by the investment managers

The Trustee has delegated its voting rights to the Investment Managers, principally through being invested in pooled funds (noting that in this case votes are cast on behalf of the pooled fund not the Trustee, who does not own the underlying assets directly). The Trustee does not use the direct services of a proxy voter and over the prior 12 months the Trustee has not actively challenged its managers on voting activity.

In Q3 2022, legislation was published by the Department of Work & Pensions ("DWP"), which stated that the Trustee is required to provide a definition of what it considers a "significant vote".

The Trustee has agreed that its definition of a significant vote is "a vote that relates to material holdings (a company that represented at least 1% of the year-end market capitalisation of any fund in which the Scheme was invested during the majority of the year), in the areas of climate change ("E"), human rights ("S") and diversity, equity and inclusion ("G")."

Where applicable, Investment Managers are expected to provide voting summary reporting on at least an annual basis. Each manager has been asked to confirm key voting activity on behalf of the Trustee (or in relation to the pooled funds in which the Trustee invests), over the year to 31 October 2025. The votes outlined below have been provided to the investment advisor by the Scheme's Investment Managers and have been tailored to prioritise those in which the underlying theme / topic is one that the Trustee has identified as being significant based on the above definition.

MFS – Global Equity

- MFS used Institutional Shareholder Services, Inc. ("ISS") to perform various proxy voting-related administrative services, such as vote processing and record-keeping functions. MFS also received research reports and voting recommendations from ISS and Glass, Lewis & Co., Inc.. MFS analyses all proxy voting issues within the context of the internally-developed MFS Proxy Policies. MFS has due diligence procedures in place to help ensure that the research it receives from its proxy advisory firms is accurate and to reasonably address any potentially material conflicts of interest of such proxy advisory firms.
- There have been 89 votable meetings over the year. In these meetings, there were a total of 1,451 votable items;
- In 94.4% of these votes for proposal, MFS has indicated its support to the companies' managements, while voting against in 4.5% of the proposals and abstaining from voting in 1.1% of the proposals.

Implementation Statement (continued)

MFS – Global Equity (continued)

Significant Votes

Company (holding size): Goldman Sachs Group Inc (1.30%)

Date of Vote: 23/04/2025

Summary of the resolution: Consider Abolishing DEI Goals from Compensation Inducements

Rationale for the voting decision: MFS voted against this proposal, as management's compensation is not predicated on hiring or promotion goals. Therefore the ask of the proposal is not applicable.

Implication of the outcome: MFS will continue to monitor the company's DEI and non-discrimination practices and look forward to engaging with the company regarding this or other important issues.

Significance: This is a vote for diversity and inclusion, and is aligned with the Trustee's priority in the area of diversity, equity and inclusion ("G").

Company (holding size): Goldman Sachs Group Inc (1.30%)

Date of Vote: 23/04/2025

Summary of the resolution: Report on Clean Energy Supply Financing Ratio

Rationale for the voting decision: MFS voted against this proposal, as it is unclear that the requested data would be of value to shareholders.

Implication of the outcome: MFS will continue to monitor how the company is managing its climate-related risks. MFS embrace opportunities to engage with companies on topics such as this.

Significance: This is a vote for climate change, and is aligned with the Trustee's priority in the area of climate change ("E").

Company (holding size): Goldman Sachs Group Inc (1.30%)

Date of Vote: 23/04/2025

Summary of the resolution: Conduct and Report a Third-Party Racial Equity Audit on Risks Related to Race-based initiatives

Rationale for the voting decision: MFS voted against this proposal, as the board already has effective oversight of related risks, with clear roles delegated to the audit and compensation committees.

Implication of the outcome: MFS will continue to monitor the company's DEI and non-discrimination practices and look forward to engaging with the company regarding this or other important issues.

Significance: This is a vote for diversity and inclusion, and is aligned with the Trustee's priority in the area of diversity, equity and inclusion ("G").

Implementation Statement (continued)

MFS – Global Equity (continued)

Company (holding size): Canadian Pacific Kansas City Ltd (1.55%)

Date of Vote: 30/04/2025

Summary of the resolution: Management Advisory Vote on Climate Change

Rationale for the voting decision: MFS voted for this proposal, as the company has undertaken various efforts over the last year, including committing to establish an emissions reduction target aligned with 1.5 degree future, and developing an SBTi approved mid-term locomotive GHG emissions reduction target.

Implication of the outcome: As this is an advisory vote, the results are non-binding. However, the vote provides the board important feedback on the company's approach to climate change, including as it continues its ongoing efforts to refine its climate strategy.

Significance: This is a vote for climate change, and is aligned with the Trustee's priority in the area of climate change ("E").

Company (holding size): Canadian National Railway Co (1.20%)

Date of Vote: 02/05/2025

Summary of the resolution: Management Advisory Vote on Climate Change

Rationale for the voting decision: MFS voted for this proposal, as the company's climate disclosures meet market standards, and the company's climate transition plan includes clear and approved science-based targets, specific actions, and governance framework.

Implication of the outcome: As this is an advisory vote, the results are non-binding. However, the vote provides the board important feedback on the company's approach to climate change, including as it continues its ongoing efforts to refine its climate strategy.

Significance: This is a vote for climate change, and is aligned with the Trustee's priority in the area of climate change ("E").

Company (holding size): Alphabet Inc Class A (2.17%)

Date of Vote: 06/06/2025

Summary of the resolution: Publish a Human Rights Impact Assessment of AI Driven Targeted Advertising

Rationale for the voting decision: MFS voted for this proposal, as an independent human rights impact assessment would strengthen the company's ability to address potential risks associated with its AI-driven advertising practices, particularly amid a recent data privacy settlement.

Implication of the outcome: MFS will continue to monitor how the company considers its human rights risks, specifically through targeted AI advertising, and the steps it takes to mitigate any future concerns.

Significance: This is a vote for human rights, and is aligned with the Trustee's priority in the area of human rights ("S").

Implementation Statement (continued)

MFS – Global Equity (continued)

Company (holding size): Alphabet Inc Class A (2.17%)

Date of Vote: 06/06/2025

Summary of the resolution: Report on Meeting 2030 Climate Goals

Rationale for the voting decision: MFS voted against this proposal. While incorporating certain aspects of the proposal into the company's current disclosures may be beneficial to interested shareholders, it does not appear necessary at this time due to the company's current detailed disclosures on its reduction strategies and initiatives for Scope 1, 2, and 3 emissions and year-over-year emissions data.

Implication of the outcome: MFS will continue to monitor how the company is managing its climate-related risks. We embrace opportunities to engage with companies on topics such as this.

Significance: This is a vote for climate change, and is aligned with the Trustee's priority in the area of climate change ("E").

Company (holding size): Alphabet Inc Class A (2.17%)

Date of Vote: 06/06/2025

Summary of the resolution: Report on Due Diligence Process to Assess Human Rights Risks in High-Risk Countries

Rationale for the voting decision: MFS voted against this proposal, as the company's current level of disclosure is sufficient to allow shareholders to assess how it manages human rights risks.

Implication of the outcome: MFS will continue to monitor how the company considers its human rights risks and the steps it takes to mitigate any future concerns.

Significance: This is a vote for human rights, and is aligned with the Trustee's priority in the area of human rights ("S").

Company (holding size): Linde Plc (1.82%)

Date of Vote: 29/07/2025

Summary of the resolution: Report on Climate Lobbying

Rationale for the voting decision: MFS voted against this proposal, as the company provides sufficient information for investors to be able to determine how its direct and indirect lobbying efforts are consistent with its 2050 climate neutrality ambition and aligned with the Paris Accords.

Implication of the outcome: MFS will continue to monitor the lobbying and disclosure around the topic, and we look forward to engaging with the company regarding this or other important topics.

Significance: This is a vote for climate change, and is aligned with the Trustee's priority in the area of climate change ("E").

Engagement Activity Example

Company: UBS Group AG

Summary of the engagement: MFS discussed Board Structure, Succession, Climate (Transition Risk, Net Zero), Culture, Employees, DEI, Shareholder Rights, Lobbying, Capital Allocation

MFS' multi-year engagement horizon typically allows them to develop strong relationships with their portfolio companies. As a result, they are able to have more candid and insightful discussions as they foster these long-term dialogues. They continue to focus on identifying what swift and measurable changes their portfolio companies can make in direct response to shareholder feedback.

Implementation Statement (continued)

Apollo – Multi-Asset Credit

As debt holders, Apollo does not have equity holder voting rights in general. Voting information is not available for the very small proportion of assets in the portfolio that do have voting rights.

Engagement Activity Example

Company: BIP Pipeco Holdings LLC

Summary of engagement: Apollo engaged with BIP Pipeco Holdings LLC (Kinder Morgan) following an IDP request to discuss the company's emissions strategy and climate positioning. Kinder Morgan explained that it does not plan to set Scope 1 and 2 emissions reduction targets, viewing large-scale engine electrification as prohibitively expensive and operationally risky, and instead prioritizes methane reduction through enhanced LDAR and new technologies, while aligning with the forthcoming DOE Greenhouse Gas Supply Chain MRV Framework rather than OGMP. The company framed capital allocation as driven by shareholder value (with selective exposure to RNG and renewable diesel), noted that a recent shareholder proposal on Scope 1 and 2 targets failed but improved investor dialogue, and expressed a preference for consistent federal rulemaking, expecting the new administration and EPA-led federal standards to be a net benefit for the business.

Ruffer – Absolute Return

- Ruffer uses ISS for proxy voting research in line with internal voting guidelines in order to assist analysts in their assessment of resolutions and identification of contentious issues. Ruffer does not delegate or outsource stewardship activities when deciding how to vote on its clients' behalf.

- There have been 152 votable meetings over the year. In these meetings, there was a total of 2,246 votable items;

- Ruffer has participated in the vote for 2,246 of the 2,246 votable items (i.e. 100% of the votable items). In 97.7% of these votes Ruffer has indicated its support to the companies' managements, while voting against 2.3% of the proposals.

Significant Votes

There were no votes above 1% threshold related to the Trustee focus areas of climate change ("E"), human rights ("S") and diversity, equity and inclusion ("G").

Engagement Activity Example

Company: Barrick Mining Corporation

Summary of engagement: Ruffer's engagement with Barrick Mining Corporation focused on the company's enhanced climate disclosure in its 2024 Sustainability Report. Barrick now provides a more granular breakdown of its GHG emissions by type (e.g., coal, natural gas, lime neutralisation, lime kilns), by country (with the US the largest contributor), and across Scope 3 categories, giving investors a clearer view of its total emissions profile. In response to prior investor questions, Barrick has also introduced a GHG Reduction Project Pipeline that, while not a formal McKinsey-style MACC, maps individual decarbonisation projects by expected emissions reduction, total lifecycle cost (to indicate economic viability), and technology maturity, acknowledging that some solutions such as battery-electric haulage are not yet ready for broad deployment at mine sites.

Implementation Statement (continued)

RLAM – Fixed Interest Non-Gilts and Currency Hedging

- There are no equity holdings in the RLAM corporate bond and currency hedging mandates. Therefore, within these mandates RLAM does not have any equity holder voting rights.

  Engagement Activity Example

  Company: Centrica Plc

  Summary of engagement: RLAM's engagement with Centrica Plc focused on the company's net zero and climate transition strategy, with particular attention to lobbying, physical climate risk, and biodiversity. Centrica's latest climate transition report shows notable improvements in transparency around emissions offsetting, executive remuneration, and decarbonisation plans, directly reflecting prior investor feedback. The company strengthened its approach to lobbying, exiting a controversial trade body in 2023, committing to a new trade association report, assessing memberships against Paris and just transition alignment, and setting a 12-month engagement plan for misaligned associations. On physical climate risk, Centrica now reports in line with TCFD, highlighting relatively low exposure due to asset profile while actively managing extreme weather and sea level rise risks. Biodiversity is treated as an emerging priority: Centrica has action plans to deliver at least a 10% biodiversity net gain on new developments, though current reporting remains mostly climate-focused. RLAM plans a follow-up climate letter to sustain dialogue and encourage deeper integration of biodiversity into Centrica's reporting and strategy.

Mercer – Liability Driven Investment ("LDI")

- The Mercer LDI funds provide fully and partially funded exposure to fixed and index-linked gilts and cash/liquidity. Therefore, within this mandate Mercer does not have any equity holder voting rights.

The Trustee has not included information in relation to the Scheme's AVC arrangements as these are a small proportion of the Scheme's total assets.