

## **RENISHAW PENSION FUND**

### **Annual governance statement for the period 1 October 2024 to 30 September 2025**

#### **Introduction**

Under legislation set out in Regulation 23 of The Occupational Pension Schemes (Scheme Administration) Regulations 1996, as amended by The Occupational Pension Schemes (Charges and Governance) Regulations 2015 (together the "Administration Regulations"), the Trustee of the Renishaw Pension Fund ("the Fund") is required to prepare this annual statement on governance. This statement will be published on the following publicly available website: <https://www.renishaw.com/en/pensions>. The Fund's annual benefit statements also include this web address in order to inform members where they can access this information.

Governance rules introduced by the Government have applied to Defined Contribution (DC) schemes since April 2015. These rules are designed to help deliver better outcomes for members.

The Fund is a DB (Defined Benefit) pension scheme which historically has accepted DC transfers-in from members, making it a hybrid arrangement. These transfers-in are held on a DC basis. Some of the transfers-in have a Guaranteed Minimum Pension (GMP) underpin attached to them.

There are several possible approaches at retirement for a member to take their DC assets:

1. If the value of the DC assets is relatively small (currently defined as less than £6,667) it can be put towards increasing the member's DB pension.
2. If the value is larger (more than or equal to £6,667) then it can be used to buy the member an annuity on the open market.
3. Alternatively, members may transfer their DC assets out of the Fund to another provider to access increased flexibility via a drawdown arrangement for example.
4. Where there is a GMP underpin, this is secured within the Fund, and any excess can be used as above (GMP is subject to restrictions on retirement age).

#### **Default investment arrangement**

The Fund is not a qualifying scheme for auto-enrolment purposes and as such, there is no legislative requirement to have a default investment arrangement in place. The Fund is also closed to new members and contributions.

#### **Investment review**

Investment reviews are conducted periodically, with a minimum frequency of every three years.

The DC transfer-in assets were historically invested with the DB assets. In November 2023, prior to the current scheme year, the Fund completed a DB buy-in by entering into a bulk annuity contract with Scottish Widows to secure its DB liabilities. This followed a significant improvement in the Fund's DB funding level, driven by rising UK government bond yields which reduced the value of the DB liabilities. As a result, the majority of the Fund's DB assets were transferred to Scottish Widows. However, the DC assets were excluded from the buy-in and were initially invested in the BlackRock Sterling Liquidity Fund as an interim measure. This low-risk money market fund aimed to minimise exposure to risk and volatility while the Trustee conducted an investment strategy review during 2024. The DC assets were invested in the BlackRock Sterling Liquidity Fund at the start of the Fund year covered by this report.

Following conclusion of the DC investment strategy review in March 2024, the Trustee decided to switch the DC assets from the BlackRock Sterling Liquidity Fund to the BlackRock DC Diversified Growth Fund. This change was implemented in November 2024.

This transfer reflects the Trustee’s decision to pursue a long-term growth strategy aligned with the investment review and aiming to achieve higher returns through diversified exposure while managing risk appropriately.

The table below summarises the investment changes to DC assets that took place during the Fund year.

Period	Where the DC transfer-in assets were invested
At the start of the fund year (from 1 October 2024)	BlackRock Sterling Liquidity Fund
As at November 2024, and for the remainder of the Fund year covered by this statement	BlackRock DC Diversified Growth Fund

## Asset Allocation

The Occupational Pension Schemes (Administration, Investment, Charges and Governance) and Pensions Dashboards (Amendment) Regulations 2023 introduced requirements for trustees and managers of relevant occupational pension schemes, to disclose the full asset allocation of investments in their default arrangements. Although the requirement is for default arrangements and whilst the Fund does not have a default arrangement, the Trustee has opted to include this disclosure below for completeness. There is also a requirement to disclose details of performance-based fees in the Fund. Blackrock have confirmed that no performance-based fees were being charged to the Fund as at 30 September 2025.

Information on the asset allocation as a percentage of the BlackRock DC Diversified Growth Fund is set out below:

	Cash	Bonds	Listed Equity	Other
<b>BlackRock DC Diversified Growth Fund</b>	11.6	42.8	36.7	9.0

Source: BlackRock as at 30 September 2025. Total may not sum due to rounding.

- The Normal Retirement Date (NRD) for the Fund varies by member but is generally age 60 or 65.
- The following describes the types of investments covered by the above asset classes:
  - **Cash** – Cash and assets that behave similarly to cash e.g. treasury bills. It only includes invested cash and not the cash balance held by the Fund.
  - **Bonds** – Loans made to the bond issuer, usually a government (Government Bonds) or a company (Corporate Bonds), to be repaid later.
  - **Listed Equity** – Shares in companies that are listed on global stock exchanges. Owning shares makes the Fund a part owner of the company, entitled to a share of the profits (if any) payable as dividends.
  - **Private Equity** – Unlisted equities that are not publicly traded on stock exchanges. Encompasses a broad range of investment styles, including:
    - Venture Capital – small, early-stage businesses that may have high growth potential, albeit at significant risk.
    - Growth Equity – relatively mature companies that are going through a transformational event with potential for growth.
  - **Infrastructure** – physical structures, facilities, systems, or networks that provide or support public services including water, gas and electricity networks, roads, telecommunications facilities, schools, hospitals, and prisons
  - **Property** – Real estate, potentially including offices, retail buildings which are rented out to businesses.
  - **Private Debt** – Other forms of loan that do not fall within the definition of a ‘Bond’.
  - **Other** – Any assets that do not fall within the above categories.

## Financial transactions

As required by the Regulations, the Trustee must ensure that core financial transactions are processed promptly and accurately. Core financial transactions include:

- Investment of contributions.
- Transfers of members’ assets into and out of the Fund.
- Transfers of members’ assets between different investment options available in the Fund; and
- Payments from the Fund to, or in respect of, members.

The Trustee operates a system of internal controls aimed at monitoring the Fund’s administration and management. Included in this system are mechanisms to ensure the prompt and accurate processing of financial transactions, including core transactions. The Fund’s Risk Register outlines the risks to members who have DC benefits and these are monitored and reviewed on an annual basis by the Trustee.

The Trustee has delegated the administration of the DC benefits to Barnett Waddingham and has agreed minimum timescales for all services, including core financial functions. The service level agreements (“SLAs”) in place cover both the accuracy and timeliness of the financial transactions. This ensures the accuracy of the data provided. The administration reports produced by Barnett Waddingham are reviewed carefully, and in detail, by the Trustee at each quarterly Trustee meeting. Throughout the year, performance against SLAs for just the DC transfer in members was 88%. Over the 12 months to 30 September 2025, there were 8 DC transactions, which included transfers out, retirements and deaths. The majority of these cases were processed within the SLA timescales as noted in the below table.

DC Transaction	SLA target	Number of cases over 12 months	% achieved within SLA
Transfer-in	The Fund is closed to future contributions and does not accept transfers-in	N/A	N/A
Transfer-out payment	Stage 1 = 10 days Stage 2 = 3 days	4	75%
Retirement	Stage 1 = 5 days Stage 2 = 3 days Stages 3 to 4 = 5 days	2	100%
Death	Stage 1 = 2 days Stages 2 to 5 = 5 days	2	100%
Investment Switch	Members do not currently have any investment choice	N/A	N/A

The Trustee’s bank account is managed by the sponsoring employer on the Trustee’s behalf. A qualified member of staff within the Finance Department monitors the Trustee bank account daily. Their role is to advise on any issues such as unexpected payments or receipts, monitor cashflows to and from the account to ensure that the account has sufficient funds to pay member benefits when requested, and to take action to rectify any identified funding issues.

All banking transactions undergo checks and due diligence to ensure they are performed correctly prior to the payment being allowed.

Manual payments that are made from the Trustee’s bank account follow the process below which is managed by Renishaw on the Trustee’s behalf. Additionally, Barnett Waddingham can set up BACS payments for the pensioner payroll.

The Trustee’s bank account process for manual payments is set out below:

- The Trustee sends an authorised invoice to the Pension Administrator at Renishaw;

- The Renishaw Pension Administrator reviews the invoice and passes it to the Pension Finance Administrator;
- A payment is set up on the Lloyds banking system, which verifies the banking details;
- Two authorised people within Renishaw then approve the payment;

The Barnett Waddingham transaction process is set out below:

- A processor must create the payment;
- A checker then authorises the payment;
- A further person who has sufficient authorisation limits will then sanction the payment.

Barnett Waddingham has key controls and checks in place to ensure accuracy. These are set out below:

- Benefit calculations – Administrators following a comprehensive checklist when processing. All calculations are checked by a more senior member of the team. Calculations are scanned and saved to members' files.
- Calculating changes to member's benefits for performance – Members' DC benefits are adjusted using the latest unit price provided by the Trustee's investment advisers on a monthly basis.

Over the year, the Trustee delegated the day-to-day investment management of the DC benefits to BlackRock Investment Management (UK) Limited via a long-term unit-linked contract.

The Trustee is satisfied that the Fund's core financial transactions have been processed promptly and accurately during the period to which this statement relates.

## Charges and transactions costs

As required by the Administration Regulations, the Trustee is obliged to report on the investment charges and transactions costs which were incurred by members. The Trustee also needs to assess whether the charges and costs represent good value for members. This section has been produced in line with statutory guidance.

As at 30 September 2025, the DC transfer in benefits were invested wholly in the BlackRock DC Diversified Growth Fund.

The Company currently meets all advisory costs associated with operating the Fund together with any additional bespoke member communications issued. The Company also pays the Annual Management Charge for the BlackRock Diversified Growth fund, but DC members pay additional expenses and transaction charges on this investment fund.

The table below includes both the Annual Management Charge and Total Expense Ratio for information purposes.

DC assets	30 Sep 2024 DC Weight (%)	30 Sep 2025 DC Weight (%)	Transaction Costs (% p.a.)	AMC (% p.a.)	Additional expenses	TER (% p.a.)
<b>Trustee Cash Balance</b>	3.40	0.00	n/a	n/a	n/a	n/a
<b>BlackRock Sterling Liquidity Fund*</b>	96.60	0.00	0.00	0.10	0.03	0.13
<b>BlackRock DC Diversified Growth Fund**</b>	0.00	100.00	0.27	0.55	0.03	0.86

Source: BlackRock as at 30<sup>th</sup> September 2025.

\*All fees for the BlackRock Sterling Liquidity Fund were borne by the members as they were included in the unit price and consisted of a total expense charge that included both the investment management fee as well as all additional expenses.

\*\*The BlackRock DC Diversified Growth Fund AMC element is paid via invoice by the Company. Members only incur the additional expenses and transaction cost elements via the fund unit price mechanism.

The Trustee confirms that the funds referred to in the prior table are the only funds in use by the Fund for the provision of DC benefits throughout the Fund year.

## Net return on investments

The Occupational Pension Schemes (Administration, Investment, Charges and Governance) (Amendment) Regulations 2021 ('the 2021 Regulations') introduced requirements for trustees of 'relevant' occupational pension schemes. Under these rules, the trustees of all relevant pension schemes are required to calculate and state the return on investments from their funds, net of transaction costs and charges. The table below sets out annualised net performance for the relevant periods for the funds in use during the Fund Year.

Funds	Annualised returns to 30 September 2025 (%)		
	1 year (% p.a.)	3 year (% p.a.)	5 year (% p.a.)
<b>BlackRock Sterling Liquidity Fund*</b>	4.6	4.6	n/a
<b>BlackRock DC Diversified Growth Fund**</b>	10.7	n/a	n/a

Source: BlackRock as at 30 September 2025. Performance is shown net of all charges and transaction costs. Figures are for invested assets only. .

\*The BlackRock Sterling Liquidity Fund was inceptioned in September 2022, therefore 5-year returns are not available. The DC assets were disinvested from this fund in November 2024.

\*\*The BlackRock DC Diversified Growth Fund was inceptioned in November 2024 and therefore 3-year and 5-year returns are not available, 1 year performance is shown from the inception date.

Statutory guidance has been followed in preparing this section of the statement.

## Value for members

In accordance with regulation 25(1) (b) of the Administration Regulations, the Trustee is required to undertake a review of the charges and transaction costs incurred by DC members in order to confirm if they represent good value for members, relative to peers and alternative arrangements that are available.

The Trustee, with the support of its adviser, undertakes an annual value for members (VFM) assessment, which they review and update in line with legislative requirements. The assessment included consideration of:

- Charges for the investment fund(s) used for the DC benefits
- Transactions costs applied over the Fund year
- Investment performance
- The costs funded by the Company (rather than the members) of:
  - Scheme administration
  - Trustee advisory costs
- Fund governance
- Manager ratings
- Member communication and engagement tools

For the majority of the year, the DC members were fully invested in the BlackRock DC Diversified Growth Fund. When assessing value, the Trustee should take a proportionate approach to the time and cost involved. Accordingly, the assessment focused on the BlackRock DC Diversified Growth Fund in use for the majority of the Fund year.

The overall conclusion of the 2025 review was that the Fund was assessed as providing **good value** for members.

- **Price** - The BlackRock DC Diversified Growth Fund AMC is paid by the Company and members only incur the additional expenses element of the TER via the fund unit price mechanism. Therefore, the fund offers **good value** to members as the additional expenses that they incur are modest.

- **Performance** - The performance assessment for the BlackRock DC Diversified Growth Fund since inception in November 2024 to 30 September 2025 has shown positive results. The BlackRock DC Diversified Growth Fund has performed in line or above its benchmark over the 1 year, 3 year and 5 year periods (noting the Fund has only been invested in the BlackRock fund since November 2024).
- **Productivity** - In other areas, the Fund offers additional features that can also be considered to provide good value:
  - Fund governance and management - The Trustee is represented by two highly qualified and experienced professional Trustees. Qualified professional advisers are appointed to assist the Trustee in its duties. In addition, the Trustee is supported by a Pensions Manager, employed by Renishaw. The costs of the Trustee and professional advisers are met by the Company.
  - Administration - The Trustee uses Barnett Waddingham to administer the Fund, the costs of which are met by the Company. The Trustee reviews the SLAs on a regular basis and service levels have been good over the year.
  - Communications - DC members receive annual statements, summary funding statements, newsletters and retirement packs. The Trustee also sends ad hoc communications. The cost of communications is met by the Company. However, it is noted that there is no online access and no DC retirement planning tools available to members.

## Reporting of Costs and Charges

Using the charges and transaction cost data provided by BlackRock in accordance with regulation 23(1)(ca) of the Administration Regulations, as inserted by the 2018 Regulations, the Trustee has prepared an illustration detailing the impact of the costs and charges typically paid by a DC member of the Fund. The statutory guidance has been considered when providing these examples.

The below illustration has taken into account the following elements:

- Value of savings;
- Contributions (if applicable);
- Real terms investment return gross of costs and charges;
- Adjustment for the effect of costs and charges;
- Time.

The illustration includes all member costs, including the Total Expense Ratio and transaction costs and the impact of inflation. A typical DC member has a starting pension value of £27,515. The Fund is closed to new member contributions, so any increase is based on investment returns. All members are deferred members.

### Illustration 1: A typical member

Age	BlackRock DC Diversified Growth Fund: No Charges Incurred	BlackRock DC Diversified Growth Fund: Charges Incurred
58	£27,515	£27,515
59	£28,003	£27,688
60	£28,500	£27,861
61	£29,006	£28,036
62	£29,521	£28,212
63	£30,045	£28,389
64	£30,578	£28,567
65	£31,121	£28,746

Notes – DC transfers-in
Values shown are estimates and not guaranteed.
Projected pension savings are shown in today's terms.
An inflation rate of 2.5% has been assumed.
The typical median starting pot size is assumed to be £27,515.
The typical median age of the existing members has been used as the starting point for the illustration above (58 years).
A gross investment return of 4.0% has been assumed. When offset against inflation, this decreases the real return to 1.5%, before charges are deducted.
Members pay additional expenses which (using the asset split weighting) have been calculated to be 0.03% p.a. over the one year period to 30 September 2025 (due to the unavailability of longer term data).
No allowance has been made for future contributions.

## Illustration 2: A young member

Age	BlackRock DC Diversified Growth Fund: Pot Size with no Charges Incurred	BlackRock DC Diversified Growth Fund: Pot Size with Charges Incurred
51	£13,916	£13,916
52	£14,163	£14,003
54	£14,670	£14,179
59	£16,019	£14,630
64	£17,492	£15,094
65	£17,802	£15,189

Notes – DC transfers-in
Values shown are estimates and not guaranteed.
Projected pension pot values are shown in today's terms.
An inflation rate of 2.5% has been assumed
The starting pot size is assumed to be £13,916, this is the median for the youngest 10% of members.
The youngest age of the existing members has been used as the starting point for the illustration above (51 years).
A gross investment return of 4.0% has been assumed. When offset against inflation, this decreases the real return to 1.5%, before charges are deducted.
Members pay additional expenses which (using the asset split weighting) have been calculated to be 0.03% p.a. over the one year period to 30 September 2025 (due to the unavailability of longer term data).
No allowance has been made for future contributions.

When preparing these illustrations, the Trustee has taken into account and followed specific guidance from the Department for Work and Pensions.

## **Trustee knowledge and understanding (TKU)**

In accordance with Section 247 of the Pensions Act 2004, the Trustee is required to maintain appropriate levels of knowledge and understanding to run the Fund effectively. The Trustee must:

- Be conversant with the Trust Deed and Rules, Statement of Investment Principles and any other document recording policy adopted by the Trustee relating to administration of the Fund generally.
- Have knowledge and understanding of the law relating to pensions and trusts and the principles relating to the investment of the assets of occupational pension schemes, to the extent appropriate for exercising their functions as a Trustee.

Ross Trustees Services Limited (trading as Independent Governance Group ('IGG')) is the sole professional Trustee of the Fund, following the merger of Ross Trustees Services Limited and ITS Trustees in 2023. IGG nominates two Trustee Directors for sole professional Trustee appointments, both of whom are fully accredited by the Association of Professional Pension Trustees ('APPT'). They must meet a required level of Continual Professional Development time annually, which ensures technical knowledge and understanding of key regulatory and industry developments is maintained.

Regular training is provided on aspects of the Trustee Knowledge and Understanding requirements. Other training relates to topical items or specific issues under consideration during the Fund Year. The Fund's professional advisers provide regular training on changes to regulatory requirements and any other relevant matters.

Given the professional background of the Trustee, the length of time it has spent as Trustee of the Fund, the training activities completed and taking into account the professional advice available, the Trustee is confident that it is able to run the Fund effectively.

## **Training**

In order to maintain this high level of knowledge, the Trustee has procedures and policies in place:

- The Fund has appointed a professional trustee, who undertakes additional training to ensure it is kept up to date with changes in legislation, current issues and the latest developments;
- The Trustee meets quarterly to discuss Fund issues;
- The Trustee is also prepared to meet on an ad-hoc basis in addition to scheduled meetings, when required;
- Minutes are taken for all meetings as a record of the items discussed;
- All training activities are recorded in a training log;
- Trustee training is undertaken by the professional trustee as part of their ongoing development, if required, training sessions are planned accordingly;
- Regular agenda items include investment monitoring, risks, administration, communications, legal updates and Trustee training;
- The Trustee maintains a risk register;
- The Trustee maintains a calendar of tasks and events;
- The Trustee maintains a decisions log.

The Trustee has actively managed the Fund through a series of regular meetings, taking place over the year on 4 December 2024, 20 March 2025, 17 June 2025 and 18 September 2025.

These meetings addressed strategic updates, regulatory compliance, and ongoing administrative matters, ensuring that the best interests of the beneficiaries were prioritised through effective governance and risk management practices. Detailed meeting books and minutes are created for each session to maintain a comprehensive record of discussions and decisions.

The Trustee obtains legal advice, actuarial advice and investment advice and focuses time as necessary on matters relating to the Fund, including progress on Pensions Dashboards connection and data readiness, GMP equalisation, the buy-in/buy-out process, SMPIs, inheritance tax changes, member communications (benefit statements and

annual newsletter), compliance with the General Code and ESOG requirements, and compliance with the ORA requirements.

## Trustee Induction

As the sole Trustee of this Fund, IGG have highly qualified and experienced individuals with internal secure processes in place for sharing information with those in key roles.

IGG seeks to ensure that all its pensions team professionals maintain up-to-date knowledge and skills. It has policy to ensure that staff obtain comprehensive and relevant training both on appointment and throughout their careers. New staff members must complete or have already completed the Pensions Regulator’s (TPR’s) Trustee toolkit and, where appointed as a trustee, meet TPR’s requirements for an independent trustee.

New staff members will discuss with their manager their specific training needs which may depend on their professional background or pensions experience prior to joining IGG. The individual will then focus their training activity on that which will provide the necessary knowledge and skills. This may be with external providers, internal colleagues and with organisations with whom IGG has an association.

Ongoing mandatory learning prescribed by IGG ensures that statutory, legal, and best practice requirements are adhered to at all times. All professional trustees are required to keep under review the adequacy of their knowledge, skills and understanding to ensure they can properly discharge their responsibilities on behalf of IGG.

New colleagues joining the IGG Renishaw Pension Fund team will be given a client specific induction to ensure they have the necessary client specific knowledge. They will be introduced to the Fund advisers, Mercer, where any questions can be answered. They will also be provided with access to the Fund documents on IGG’s secure record system which will give them access to all important Fund documents, including among other things the Trust Deed and Rules, SIP, member booklet, recent meeting minutes, Risk Register, Business Plan, and meeting papers from past and upcoming meetings so new individuals may familiarise themselves with them.

## Examples Demonstrating TKU

The Trustee undertook a number of activities over the past year which demonstrate how they have a working knowledge of pension & trust law, funding & investment principles, the Trust Deed and Rules and the SIP. These activities include:

Requirement	How the Trustee has met it
<p>The Trustee must describe and demonstrate a working knowledge of the Trust Deed and Rules</p>	<p>The Trustee is conversant with, and has a working knowledge of, the Trust Deed and Rules.</p> <p>If there are ever any ambiguities over the interpretation of the Rules or other areas of legislation, then legal advice is sought from the Fund’s legal advisers, Stephenson Harwood, who are always on hand to respond to queries. Over the course of the year legal advisers attended all 4 of the Trustee quarterly meeting to advise in relation to various projects. The legal advisers have kept the Trustee informed of the forthcoming inheritance tax changes and the impact to Fund members as well as the Pensions Schemes Bill. This demonstrates that the Trustee is conscious about understanding both legislative changes and their impact on the Trust Rules and following them in practice.</p> <p>All guidance provided by legal advisers will have had regard to the relevant clauses in the Trust Deed and Rules and thereby help the Trustee remain conversant with the Rules and important powers and duties.</p>

<p>The Trustee must describe and demonstrate a working knowledge of the current Statement of Investment Principles (SIP)</p>	<p>The Trustee is conversant with, and has a working knowledge of, the current SIP.</p> <p>The Trustee undertakes regular training on investment matters and is confident that they have sufficient knowledge of investment matters to be able to challenge their adviser if and when appropriate. As the Trustee is a professional Trustee they have extensive experience in these matters.</p> <p>During the year the SIP was updated in December 2024 (formally approved by the Trustee in May 2025) to reflect the DC transfer in investment changes. The Trustee has appointed Investment Consultants, Mercer, to advise them in relation to investment matters, including updates to the SIP.</p>
<p>The Trustee must describe and demonstrate a working knowledge of all documents setting out the trustee's current policies</p>	<p>The Trustee is conversant with all the policies, including but not limited to the following:</p> <ul style="list-style-type: none"> <li>• Conflicts of interest policy</li> <li>• Policy on reporting to TPR</li> <li>• New trustee appointment</li> <li>• Risk policies</li> <li>• Training policy</li> <li>• CMA Objectives</li> <li>• Fund calendar with tasks and events</li> <li>• Business plan</li> <li>• Notifiable events checklist</li> <li>• Principles and precedents log</li> <li>• Trustee meeting policy</li> <li>• Communication statement</li> <li>• Adviser appointment policy</li> <li>• Decisions log</li> </ul> <p>The Risk Register is reviewed and updated regularly. Over the year it was reviewed and updated for the 20 March 2025 and 18 September 2025 meeting.</p> <p>The Trustee takes formal minutes of all their meetings, which demonstrates good governance.</p>

<p>The Trustee must describe and demonstrate that they have sufficient knowledge and understanding of the law relating to pensions and trusts</p>	<p>At the Trustee meetings, which were held every quarter over the year, advisers reported on forthcoming changes to regulations, their potential impact on the Fund and the actions required to ensure compliance. In doing so, the Trustee remained informed about changes to pension laws and their duties in relation to those laws.</p> <p>The Trustee consults with its legal adviser, Stephenson Harwood, as and when queries arise. Having the legal advisers to consult with helps the Trustee remain conversant with important powers and duties set out in pensions and trust law.</p> <p>Particular examples demonstrating that the Trustee is familiar with their duties relating to pension and trust laws are shown where their legal advisers have been keeping them informed of forthcoming inheritance tax changes and the impact to Fund members, as well as the 2025 Pensions Schemes Bill.</p>
<p>The Trustee must describe and demonstrate that they have sufficient knowledge and understanding of the relevant principles relating to the funding and investment of occupational scheme</p>	<p>All new Trustees are required to complete the Pensions Regulator’s Trustee Toolkit within six months of their appointment. This programme is deemed sufficient by the Pension Regulator to meet the Trustee knowledge and understanding requirements. However professional trustees are required to attain higher standards of knowledge and understanding. IGG’s standards are set out in the previous section.</p> <p>Over the Fund year the Trustee produced an Implementation SIP setting out how the principles in the SIP had been followed.</p> <p>The Trustee undertakes annual business planning as demonstrated by their calendar of tasks and events, covering any legislation changes so they remain up to date in pension &amp; trust law and funding &amp; investment principles.</p> <p>The Fund contains both DB benefits and DC transferred-in benefits. The Trustee appoints a Scheme Actuary to advise on funding related issues and an investment adviser to consult on investment related matters.</p> <p>Over 2024, the Trustee reviewed the investment strategy for the DC transfer-in assets and decided to transition these into the BlackRock DC Diversified Growth Fund, with the change implemented in November 2024 to enhance long-term growth potential.</p>
<p>The Trustee must describe and demonstrate that their combined knowledge and understanding, together with available advice, enables them to properly exercise their functions</p>	<p>The Trustee has received numerous training sessions over the year. This extensive training enables them to properly exercise their functions.</p> <p>The Trustee appoints qualified advisers including the Scheme Actuary, investment advisers, legal advisers and administrators. These advisers regularly attend meetings and keep the Trustee up to date with any relevant training.</p> <p>With the continuing appointment of IGG the professional trustee has wide ranging knowledge and expertise and is able to challenge the Fund’s advisers if and when appropriate to do so.</p> <p>On-going knowledge and training is important to the Trustee. As a professional Trustee, IGG meets a higher standard of knowledge and understanding than would be required from a lay trustee.</p>

## **Using Advisers**

The Trustee believes that the best run schemes utilise the combined skill and knowledge of both the Trustee and their professional advisers. The relevant skills and experience of those advisers are key criteria when evaluating adviser performance and selecting new advisers. Additionally, the following measures have applied during the period:

- The Trustee professional advisers attend formal meetings.
- The Trustee comprises two professional Trustees from IGG with wide ranging skills and pension experience
- The Trustee receives briefings from their advisers on all legislative and regulatory developments at each meeting.

## **Assessing effectiveness**

The Trustee understands that having knowledge and professional advice available is essential, but this also needs to be used effectively in order for the Fund to be run properly. The Trustee must have the necessary skills, in order to perform at a high level. An individual's skill equips them to identify opportunities, manage risks, challenge professional advice and understand the evolving needs of their members. The Fund has attained these skills by appointing a professional trustee with perspective, experience and beliefs which leads to higher quality decision making and monitoring. The Trustee believes that the knowledge and understanding of the Trustee (as described above) supplemented by the advice received from the Trustee's professional advisers (as described above), enable the Trustee to properly exercise its functions as Trustee of the Renishaw Pension Fund. The examples below demonstrate the actions which have been taken to ensure this is the case:

- At the beginning of each year the Trustee produces a Business Plan. Throughout the year as part of the Trustee meetings they monitor and discuss progress against the Business Plan through to ensure the board is performing effectively and is meeting the objectives set out.
- The Trustee maintains a conflicts of interest log which identifies any possible conflicts. This is on the agenda at each quarterly Trustee meeting to ensure that Trustee can declare any conflicts with items on the agenda.

## **Signature:**

Name: Katherine Ball

Position: Trustee of the Renishaw Pension Fund

Date: 29 April 2026