



The University of Warwick Pension Scheme

Annual report for the year ended 31 March 2026

Scheme Registration Number 10000605

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The Trustee's Report

Introduction

This report relates to the operation of The University of Warwick Pension Scheme ("the Scheme") during the year ended 31 March 2026.

Until 31 March 2010 the Scheme was a contracted-out salary related pension arrangement but from 1 April 2010 the Scheme contracted back in to the State Second Pension. The Defined Benefit (DB) Section closed to new entrants from 31 March 2010 although eligible non-Members who were in service on 31 March 2010 were allowed to join the Scheme up to 30 June 2010.

From 1 April 2010, the Scheme introduced a contracted in Defined Contribution (DC) Section for new employees to the University, which provided its Members with benefits based on their fund value.

From 1 March 2013, this original DC Section of the Scheme was renamed the Heritage Defined Contribution Section and the contribution levels amended to ensure that it complies as a Qualifying Scheme for automatic enrolment purposes under the Pensions Act 2008 legislation. A new DC Section, the Enterprise Defined Contribution Section, was established from 1 March 2013 in readiness for auto enrolment of Unitemps workers effective from 1 May 2017.

The University and the Trustee agreed to close the Defined Contribution ("DC") section and transfer it to the Standard Life Master Trust following a formal market review process supported by Barnett Waddingham. The selected Master Trust was chosen to receive both future contributions and the Scheme's accrued DC assets, effectively transferring the DC section to a new arrangement.

The DC section was closed to future contributions with effect from 30 April 2024, with contributions redirected to the Standard Life Master Trust from 1 May 2024. Following completion of the required legal and due diligence processes, agreements were finalised in June 2024 to facilitate the transfer of the DC section's assets to the Master Trust.

All assets relating to the DC Section were transferred to the Standard Life Master Trust in July 2024. Accordingly, the DC Section has been closed, and the Scheme now comprises a Defined Benefit (DB) Section only.

Members are able to make additional voluntary contributions (AVCs) to secure additional benefits. The Scheme also covers members (except those in the Enterprise Section) for death benefits.

Full details of the Scheme's benefits can be found in the member's explanatory booklet (see "Contact for further information" on page 8).

The Trustee's Report (Cont)

Management of the Scheme

The Scheme has a Corporate Trustee, UPS Pension Trustee Limited. The names of the directors who served during the year and those serving at the date of approval of this report are as follows:

Name	Nominated / appointed by	Date of appointment	Date of resignation
Professor Emeritus Stuart Beaumont Palmer	Employer	24/05/2010	
Professor Saul Domenico Jacka	Employer	07/05/2015	
Mr James McMeenan Roberts	Employer	23/10/2014	19/03/2026
Mr Quentin Compton-Bishop	Members	19/10/2016	
Mr Hugh James Hunt (Chair)	Employer	26/06/2017	
Mr Ian Paul McFarlane-Toms	Members	19/11/2021	
Mr Louis James David Addleton	Members	9/05/2024	
Mr Andrew Howard Smith	Employer	28/01/2025	
Mr James Christopher Hayton	Employer	11/09/2025	

Directors are appointed and removed from office in accordance with the Scheme Rules and the Trustee Company's Articles of Association. At least one third of the Trustee Directors appointed by the Principal Employer must be nominated by the Members.

The Trustee held a number of full meetings during the year under review. Each Trustee Director is entitled to receive at least ten days' notice of meetings, although in practice dates are normally fixed well in advance. The Scheme Rules provide that decisions of the Trustee may be made by a majority of the Trustee Directors present at any meeting and the Chair has a casting vote. The Trustee uses sub-committees as appropriate, for example the investment sub-committee to consider more detailed technical work. The sub-committees in each case report their recommendations to the Trustee.

The Trustee has delegated the day-to-day management and operation of the Scheme's affairs to professional organisations.

Changes to Scheme Rules

There have been no changes to the Scheme Rules during the year under review.

The Principal Employer

The name and address of the Principal Employer is as follows:

The University of Warwick, Coventry, CV4 7AL

The following Employers, all of which are associated in business with the Principal Employer, have also participated in the Scheme during the year under review:

Employer Name

The University of Warwick Science Park Limited

The Trustee's Report (Cont)

Scheme advisers

The Trustee retains a number of professional advisers in connection with the operation of the Scheme. The advisers currently appointed are as follows:

Scheme Actuary	Paul Fishleigh FIA
Advising Actuaries	Willis Towers Watson
Administrator	Barnett Waddingham LLP – trading as Howden
Auditor	KPMG LLP
Banker	Lloyds Bank plc
Custodian	State Street Bank and Trust Company
Investment Adviser	Willis Towers Watson
Investment Fund Managers	AXA Investment Managers (via AMX) M&G Investments Insight Investment BlackRock Advisors (UK) Limited Towers Watson Investment Management Ltd Prudential (AVCs)
Legal Adviser	Eversheds Sutherland
Secretary to the Trustee	Joseph Devlin (until 28 May 2026) David Mason (from 29 May 2026)
Pensions Administration Manager	Ben Moulding

Changes in and other matters relating to Scheme advisers

Following its acquisition by Howden, Barnett Waddingham LLP changed its trading name to Howden with effect from 8 September 2026. This change reflects Barnett Waddingham LLP's integration into the Howden Group. Principal activities remain unchanged, and there is no impact on the services provided to clients.

Except those noted above there have been no other changes to Scheme advisers and other matters during the Scheme year under review.

Financial development of the Scheme

During the year the value of the net assets decreased by £3,010,183 to £149,467,726 as at 31 March 2026. The decrease comprised net withdrawals from dealings with members of £7,842,179 together with a net increase from the return on investments of £4,831,996.

Scheme Audit

The financial statements on pages 22 to 37 have been prepared and audited in accordance with regulations made under sections 41(1) and (6) of the Pensions Act 1995.

The Trustee's Report (Cont)

Scheme membership

Defined Benefit Section	Number as at start of year	Changes in year	Number as at end of year
Active members	248		
left (preserved pensioners)		(13)	
retired		(11)	
died		(2)	
		(26)	222
Preserved pensioners	703		
new		13	
retired		(45)	
died		(1)	
		(33)	670
Pensioners and dependants	1,235		
new pensioners		56	
new dependants		9	
died		(29)	
		36	1,271
Grand total members	2,186		2,163

Included within the pensioners and dependants are 109 (2025: 110) pensions paid from annuities held in the name of the Trustee.

Pension increases

Pensions in payment were increased during the period (on 1 April 2025) as follows:

- That part of the pension appropriate to service before 6 April 1997 was increased by 3%.
- That part of the pension appropriate to service between 6 April 1997 and 5 April 1999 was increased by the percentage increase in the Retail Prices Index subject to a maximum of 5% and a minimum of 3%, therefore 3.6%.
- That part of the pension appropriate to service between 6 April 1999 and 5 April 2006 was increased by the percentage increase in the Retail Prices Index subject to a maximum of 5%, therefore 3.6%.
- That part of the pension appropriate to service between 6 April 2006 and 31 March 2010 was increased by the percentage increase in the Retail Prices Index subject to a maximum of 3%, therefore 3%.
- That part of the pension appropriate to service after 31 March 2010 was increased by the percentage increase in the Retail Prices Index subject to a maximum of 2.5%, therefore 2.5%.

These increases are in accordance with the Scheme Rules. No discretionary increases were awarded.

Tax status of Scheme

The Scheme is a registered pension scheme under Chapter 2 of Part 4 of the Finance Act 2004 and, to the Trustee's knowledge, there is no reason why the Scheme's registered status should be prejudiced or withdrawn.

The Trustee's Report (Cont)

Transfer values

All cash equivalents (transfer values) paid during the year were calculated and verified in the manner required by the Pension Schemes Act 1993 and subsequent amendments. No discretionary benefits are included in the calculation of transfer values.

A cash equivalent is the amount which a Scheme member is entitled to under social security legislation to have applied as a transfer payment to another permitted pension arrangement or a buy-out policy.

Data Protection Act 2018 and General Data Protection Regulations

Under the General Data Protection Regulation (GDPR) and the Data Protection Act 2018 regulations, pension scheme trustees are classed as data controllers, with legal responsibility for compliance falling to them. Scheme Actuaries are also classed as data controllers (jointly with the trustees) in accordance with guidance issued by the Actuarial Profession. Barnett Waddingham LLP – trading as Howden acts as a data processor as the administrator of the Scheme.

The Trustee has worked in the past with its advisers to receive relevant training, and is aware of the importance of continued compliance with data protection legislation.

The General Code of Practice

The Trustee is aware of and adheres to the General Code of Practice issued by the Pensions Regulator ("TPR"). The objectives of the Code are to protect members' benefits, reduce the risk of calls on the Pension Protection Fund ("PPF"), and promote good administration.

GMP equalisation

On 26 October 2018, the High Court handed down a judgment involving the Lloyds Banking Group's defined benefit pension schemes. The judgment concluded that these schemes should be amended to equalise pension benefits for men and women in relation to guaranteed minimum pension benefits. The issues determined by the judgment arise in relation to many other defined benefit pension schemes.

The Trustee of the Scheme is aware that the issue will affect the Scheme and has been working with its advisers in relation to historic rule changes and how best to apply the appropriate GMP equalisation. The Trustee has a Data and GMP sub-committee which looks at these matters in detail. This same committee will also oversee the work by our administrators to meet the new Dashboard requirements. Given the complexity of the topic, it is still reviewing the data and options available. As noted on page 11, the total impact on the Scheme's actuarial liabilities has been estimated at 0.25% of the total liabilities of the Scheme (excluding the expenses reserve).

On 20 November 2020, the High Court handed down a further judgment on the GMP equalisation case in relation to the Lloyds banking group pension schemes. This follows from the original judgment in October 2018 which confirmed that schemes need to equalise pensions for the effect of unequal GMPs between males and females. This latest judgment confirms that Defined Benefit schemes which provide GMPs need to revisit and where necessary top up historic Cash Equivalent Transfer Values that were calculated based on unequalised benefits. The issues determined by the judgment arise in relation to many other defined benefit pension schemes. The Scheme has experienced historical transfers out which will be subject to adjustment as a result of this second ruling. The Trustee will be considering this at a future meeting and decisions will be made as to the next steps. Any adjustments necessary will be recognised in the financial statements in future years. At the date of signing these financial statements, it is not possible to estimate the value of any such adjustments at this time.

The Trustee's Report (Cont)

Ruling on amendment of Contracted-Out Salary-Related Pension Schemes

The Virgin Media Ltd v NTL Pension Trustees II decision, handed down by the High Court on 16 June 2023, considered the implications of section 37 of the Pension Schemes Act 1993. In a judgment delivered on 25 July 2024, the Court of Appeal unanimously upheld the decision of the High Court, and the case has the potential to cause significant issues in the pensions industry.

The Government announced on 5 June 2025 that it will introduce legislation to give affected pension schemes the ability to retrospectively obtain written actuarial confirmation that historic benefit changes met the necessary standards.

On 1 September 2025, the Government published a series of draft amendments to the Pension Schemes Bill 2025. These amendments include new clauses implementing the Government's promised remedy following the Court of Appeal decision. The Pension Schemes Bill received Royal Assent on 29 April 2026, and the relevant amendments are now in force.

The Trustee has been investigating the possible implications with its advisers, but it is not possible at present to estimate the potential impact, if any, on the Scheme.

The Pensions Regulator: Record Keeping

TPR issues guidance on all aspects of pension scheme data record keeping to all those responsible for the data (the trustees) and those who administer pension schemes. The guidance covers both common data and also scheme-specific data (conditional). The guidance sets out good practice in helping trustees to assess risks associated with record keeping. Improved data means that trustees and employers will be able to make a more precise assessment of their financial liabilities. Schemes are expected to keep their data under regular review and set targets for the improvement in the standard of data recorded. More information can be found at:

<https://www.thepensionsregulator.gov.uk/en/trustees/contributions-data-and-transfers/record-keeping>

Contact for further information

If, as a defined benefit Scheme member, you wish to obtain further information about the Scheme, including copies of the Scheme documentation, your own pension position or who to contact in the event of a problem or complaint, please write to or telephone:

The University of Warwick Team, Howden, St James's House. St James's Square, Cheltenham, GL50 3PR.

Telephone: 0333 1111 222

Alternatively, you may contact the Scheme administrators online at:

<https://account.clarityhowden.com/shared/contact>

If you were a member of the former defined contribution section (either Heritage or Enterprise sections) and have a query you should contact the Human Resources (HR) Pensions Administration Team at:

Pensions Administration, HR Department, University House, University of Warwick, Coventry, CV4 8UW

Alternatively, you may contact the team by email at: pensions@warwick.ac.uk

The Trustee's Report (Cont)

Statement of Trustee's Responsibilities

Statement of Trustee's responsibilities for the financial statements

The audited financial statements, which are to be prepared in accordance with UK Generally Accepted Accounting Practice (UK GAAP), including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*, is the responsibility of the Trustee. Pension scheme regulations require the Trustee to make available to Scheme members, beneficiaries and certain other parties, audited financial statements for each Scheme year which:

- (i) 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 the assets and liabilities, other than liabilities to pay pensions and benefits after the end of the Scheme year; and
- (ii) contain the information specified in the Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996, including a statement whether the accounts have been prepared in accordance with the Statement of Recommended Practice *Financial Reports of Pension Schemes*.

The Trustee has supervised the preparation of the financial statements and has agreed suitable accounting policies, to be applied consistently, making estimates and judgements on a reasonable and prudent basis. It is also responsible for:

- assessing the Scheme's ability to continue as a going concern, disclosing, as applicable, matters related to going concern;
- using the going concern basis of accounting unless it either intends to wind up the Scheme, or has no realistic alternative but to do so; and
- making available each year, commonly in the form of a Trustee's annual report, information about the Scheme prescribed by pensions legislation, which they should ensure is fair and impartial.

The Trustee also has certain responsibilities in respect of contributions which are set out in the statement of Trustee's responsibilities accompanying the Trustee's summary of contributions.

The Trustee is responsible for such internal control as it determines necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error, and has a general responsibility for ensuring that adequate accounting records are kept and for taking such steps as are reasonably open to it to safeguard the assets of the Scheme and to prevent and detect fraud and other irregularities.

The Trustee is responsible for the maintenance and integrity of the Scheme and financial information included on the Scheme's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The Trustee's Report (Cont)

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 covers its technical provisions. The technical provisions represent the present value of the benefit members are entitled to based on pensionable service to the valuation date. This is assessed using the assumptions agreed between the Trustee and the University 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 March 2025. The table below shows the results of this valuation.

Valuation date	31 March 2025
Value of technical provisions (£m)	144.3
Value of assets available to meet technical provisions (£m)	152.9
Assets as a percentage of technical provisions	106%

The values above relate to the whole Scheme, including the assets and liabilities in relation to AVC benefits. The Trustee holds annuity policies that secure the pensions payable to certain specified beneficiaries. However, as permitted under current regulations and accounting practice, the Trustee has decided that these policies need not be valued in the Net Asset Statement on the grounds of materiality. The figures above include a prudent assessment of these annuity policies, but it is worth noting that the assets and liabilities covered by these policies match each other exactly.

Method

The actuarial method to be used in the calculation of the technical provisions is the Projected Unit Method.

Significant actuarial assumptions

The principal assumptions that were used for the actuarial valuation as at 31 March 2025 are set out on page 11. The assumptions as at 31 March 2025 were derived having regard to the agreed Statement of Funding Principles dated 19 March 2026 and market conditions at 31 March 2025.

All assumptions have been derived with reference to the full gilt yield curve and implied inflation curve, from the WTW Investment Model. Detailed in the table on page 11 are the single equivalent financial assumptions (rounded to the nearest 0.05%). These represent the equivalent single assumptions which, taken in isolation, would produce the same liability figure as that derived from using the full curves for each respective financial assumption.

The Trustee's Report (Cont)

Report on Actuarial Liabilities (Cont)

Assumed future rate of:	31 March 2025 % pa
Discount rates:	
- Short term discount rate	6.10
- Long term discount rate	5.60
- Initial time horizon	15 years
Salary increases:	3.00
Deferred increases on pension in excess of GMP ^{1,2} :	3.00
Pension increases in payment:	
- Pre 6.4.97 (inc. GMP) (fixed 3%)	3.00
- Post 5.4.97, pre 6.4.99 (RPI, min 3%, max 5%)	3.80
- Post 5.4.99, pre 6.4.06 (RPI, max 5%)	3.10
- Post 5.4.06, pre 1.4.10 (RPI, max 3%)	2.35
- Post 31.3.10 (RPI, max 2.5%)	2.05
Mortality in retirement	
- Base mortality tables	
Male Pensioners	SAPS (S3) normal tables with a multiplier of 114%
Female Pensioners	SAPS (S3) normal tables with a multiplier of 102%
- Future improvements in longevity	CMI 2024 core projections (including core values for the extended parameters) with a 1.25% pa long-term trend
GMP equalisation ³	0.25% of total defined benefit liability (excluding expenses allowance)

¹ GMP receives statutory fixed rate (or S148 for some transferred-in GMP) revaluation in deferment.

² Subject to the relevant statutory revaluation limits over the whole period of deferment for pre / post 5 April 2009 pension respectively.

³ An allowance equal to 0.25% of the total liabilities of the Scheme (excluding the expenses reserve) has been made as a reserve for the impact of any need to equalise benefits accrued between 17 May 1990 and 5 April 1997 to allow for the unequal impact of Guaranteed Minimum Pensions on men and women. It is expected that detailed calculations will be undertaken in due course and the benefits and liabilities of the Scheme will be adjusted accordingly.

Towers Watson Limited, a WTW Company

13 May 2026

The Trustee's Report (Cont)

The Investment Report

Introduction

The Trustee maintains a Statement of Investment Principles ("SIP"), as required by Section 35 of the Pensions Act 1995, and a copy of the latest statement (updated in November 2023) is available at:

https://warwick.ac.uk/services/peopleteam/internal/rewardandbenefits/corebenefits/pensions/ups/ups_db_sip_2023_redacted.pdf

This outlines the Scheme's investment governance structure and asset allocation strategy.

Departures from investment principles

There were no significant departures from the stated principles during the year under review. Small deviations from the benchmark allocation are to be expected as a result of fluctuations in asset prices.

Governance structure

The Trustee has ultimate responsibility for decision-making on investment matters. In order to ensure that investment decisions are taken only by persons or organisations with the skills, information and resources necessary to take them effectively, the Trustee delegates some of these responsibilities in accordance with the Scheme's Trust Deed and Rules.

In particular, the Trustee delegates a number of tasks to an Investment Sub Committee ("ISC") as well as a Delegated Chief Investment Officer ("DCIO"), the latter function being carried out by Towers Watson Limited.

The Trustee's primary investment role and responsibility is to set the overall strategic investment objectives for the Scheme, including a risk budget, return target, sustainable investment policy, broad strategic asset allocation policy, and broad risk-management framework for the Scheme (taking advice from the ISC and DCIO), and ensuring that these objectives remain appropriate over time.

The DCIO's roles and responsibilities are set out within a Fiduciary Management Agreement ("FMA"). The DCIO is responsible for managing the Scheme's investments within the constraints of specific Investment Guidelines, which are designed to be consistent with the long-term strategic goals and parameters agreed by the Trustee. Specific responsibilities include: determining asset allocation and liability hedging design; selecting and de-selecting underlying investment managers; implementing all asset transitions; and providing regular monitoring reports.

The ISC's roles and responsibilities include monitoring the activity and performance of the DCIO for the services provided as set out in the DCIO's FMA and reporting to the Trustee.

Further details regarding the division of responsibilities are set out in the Scheme's SIP.

Choosing Investments

The Trustee has delegated responsibility for the selection and deselection of investments, and the ongoing management of relationships with asset managers to the DCIO within Investment Guidelines set by the Trustee.

The Trustee expects the DCIO to appoint investment managers with an expectation of a long-term partnership, which encourages active ownership of the Scheme's assets. When assessing a manager's performance, the Trustee expects the DCIO to focus on longer-term outcomes, commensurate with the Trustee's position as a long-term investor.

For most of the Scheme's investments, the Trustee expects the DCIO to appoint managers with a medium to long time horizon, consistent with the Scheme.

The Trustee's Report (Cont)

The Investment Report (Cont)

In particular areas such as equity and credit, the Trustee expects the DCIO to work with managers who will use their engagement activity to drive improved performance over medium to long term periods within the wider context of long-term sustainable investment.

The Trustee and DCIO are not involved in the investment managers' day-to-day method of operation and do not directly seek to influence the attainment of their performance targets. However, the DCIO may provide investment recommendations to the investment managers of certain pooled funds appointed where it considers it appropriate. The DCIO will maintain processes to ensure that performance and risk are assessed on a regular basis against measurable objectives for each investment manager, consistent with the achievement of the Scheme's long-term objectives.

The Trustee expects the DCIO to assess the alignment of the Scheme's underlying managers' approach to sustainable investment (including engagement) with its own before making an investment on the Scheme's behalf. In addition, the Trustee expects the DCIO to review the managers' approach to sustainable investment (including engagement) on a regular basis and engage with the manager to encourage further alignment as appropriate. This monitoring process includes specific consideration of the sustainable investment/ESG characteristics of the portfolio and the managers' engagement activities. If, following engagement, the DCIO considers that the degree of alignment remains unsatisfactory, the Trustee expects the DCIO to deselect the manager.

The Trustee expects the DCIO to consider the fee structures of asset managers and the alignment of interests created by these fee structures as part of its investment decision making process, both at the appointment of an asset manager and on an ongoing basis. Asset managers are generally paid an ad valorem fee, in line with normal market practice, for a given scope of services which includes consideration of long-term factors and engagement. The Trustee expects the DCIO to review and report on the costs incurred in managing the Scheme's assets regularly, which includes the costs associated with portfolio turnover. In assessing the appropriateness of the portfolio turnover costs at an individual manager level, the Trustee expects the DCIO to have regard to the actual portfolio turnover and how this compares with the expected turnover range for that mandate.

Further information on the Trustee's policies can be found in the Scheme's SIP. The extent to which the Trustee believes it has adhered to these policies over the scheme year is disclosed in the Scheme's Implementation Statement.

Trustee policies on environmental, social and governance (ESG) factors

Whilst the Trustee's policy is to delegate several stewardship activities to the DCIO and its investment managers, the Trustee recognises that it retains the responsibility for these activities. The Trustee incorporates an assessment of how well the DCIO and investment managers exercise these responsibilities as part of its overall assessment of their performance.

The DCIO has a dedicated sustainable investment resource and a network of subject matter experts. The consideration of ESG issues is embedded in the investment manager selection and portfolio management process, with oversight undertaken on a periodic basis. The Trustee expects the DCIO to assess the alignment of each investment manager's approach to sustainable investment (including engagement) with its own before making an investment on the Scheme's behalf.

The Trustee's policy is to delegate responsibility for the exercising of rights (including voting rights) attaching to the Scheme's investments to its investment managers. The DCIO assesses the voting policies of the investment managers that it appoints on the Trustee's behalf, for consistency with the Trustee's policies and objectives, as appropriate. The DCIO has also appointed a stewardship provider to undertake public policy engagement and company-level engagement on its behalf. The stewardship provider also assists the Trustee's equity managers with voting recommendations.

Further information on the Trustee's policies can be found in the Scheme's SIP. The extent to which the Trustee believes it has adhered to these policies over the scheme year is disclosed in the Scheme's Implementation Statement.

The Trustee's Report (Cont)

The Investment Report (Cont)

Performance figures

	1 Year (%)	3 Years pa (%)	5 Years pa (%)
Scheme	3.0	-1.5	-6.0
Benchmark	2.8	-2.1	-6.5

Note: As at 31 March 2026 the Scheme's performance was sourced from State Street report, the Scheme's service provider, and liability proxy benchmark calculated by WTW was used. Figures have been annualized for periods over one year.

Market commentary

Summary

The Bank of England (BoE) implemented a series of base rate adjustments throughout the 12 months to March 2026. The BoE enacted a 0.25% cut in May 2025, lowering the base rate to 4.25%. The rate was then held steady in June, aiming to balance economic support with inflationary pressures.

In August 2025, the base rate was reduced again to 4.00%, reflecting ongoing caution in the face of rising service-sector prices and fiscal uncertainty. This was followed by another 0.25% cut in December, bringing the rate to 3.75%, where it remained through the end of the year.

During the first quarter of 2026, the BoE held rates steady. While no policy changes were made, the accompanying statement adopted a more hawkish tone, signalling a move away from an easing bias toward a stance of readiness to act if required.

UK inflation rate, as measured by the CPI, was 3.3% in the 12 months to March 2026. US inflation increased to 3.3%, marking a 0.6% increase over the quarter. In the Eurozone, inflation rose to 2.6% for the 12 months to March 2026.

Over the first quarter of 2026, the Federal Reserve maintained the federal funds rate through the first quarter of 2026, remaining at the range of 3.5%-3.75%. Federal Reserve Chair Jerome Powell said the economy enters 2026 on a firm footing and that current rates remain appropriate while policymakers continue to assess incoming data.

Over the 12 months to 31 March 2026, sterling has appreciated against the US dollar and the yen by 2.2% and 8.7%, respectively, but depreciated against the euro by 4.2%.

Equity markets

Over the 12 months to 31 March 2026, equity markets returned positive performance across all regions. The FTSE All World Index returned 18.0% whilst the FTSE Emerging Index returned 17.8% (both in sterling terms). FTSE All-Share Index returned 21.5% whilst Asia Pacific (ex-Japan) was the best performing region with 47.4% (both in sterling terms).

Bond markets

UK government bond yields (which move inversely to bond price) increased over 12 months to 31 March 2026. Long maturity UK gilts have returned 0.4% over the period (as measured by FTSE-A Gilts Over 15 Years Index) and UK gilts all stocks returned 2.5%.

Similarly, inflation-linked gilt yields decreased over the 12-month period. Long maturity UK index-linked gilts returned 3.2% (as measured by FTSE-A Index-Linked Gilts Over 15 Years Index) and UK index-linked gilts all stocks returned 4.1%.

Over the past year, local currency emerging market debt underperformed hard currency emerging market debt returning 9.4% and 10.2% respectively.

The Trustee's Report (Cont)

The Investment Report (Cont)

Implementation Statement

An Implementation Statement has been included on page 41. This statement forms part of the Trustee's Report.

Approval of Trustee's Report

The Trustee's report including the Implementation Statement on page 41 onwards is approved by the Trustee and signed for and on behalf of the Trustee:

Date: **29 September 2026**

Signed on behalf of the Trustee:



Director



Director

Statement of Trustee's Responsibilities in respect of Contributions

The Scheme's Trustee is responsible under pensions legislation for ensuring that there is prepared, maintained and from time to time revised a Schedule of Contributions showing the rates of contributions payable towards the Scheme by or on behalf of the Employer and the active members of the Scheme and the dates on or before which such contributions are to be paid. The Scheme's Trustee is also responsible for keeping records of contributions received in respect of any active member of the Scheme and for monitoring that contributions are made to the Scheme in accordance with the Schedule.

Summary of Contributions payable in the year

During the year, the contributions payable to the Scheme under the Schedules of Contributions were as follows:

Defined Benefit Section

	£
Members' normal contributions	362,891
Total contributions payable under the Schedules of Contributions and reported on by the Scheme auditor	362,891

During the year, the contributions not payable per the Schedules of Contributions were as follows:

Defined Benefit Section

Employer's additional iro fees/expenses	233,211
Members' Additional Voluntary Contributions	77,201
Total contributions reported in the financial statements	673,303

The Employer paid additional contributions to the Scheme to reimburse the defined benefit section for defined contribution administration expenses that had been met from Scheme assets.

Signed on behalf of the Trustee:

 Director	 Director
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Date: 29 September 2026

Independent Auditor's Statement about Contributions to the Trustee of The University of Warwick Pension Scheme

We have examined the summary of contributions payable under the Schedules of Contributions to the University of Warwick Pension Scheme in respect of the Scheme year ended 31 March 2026 which is set out on page 16.

In our opinion contributions for the Scheme year ended 31 March 2026 as reported in the Summary of Contributions and payable under the Schedules of Contributions have in all material respects been paid from 1 April 2025 to 18 March 2026 at least in accordance with the Schedule of Contributions certified by the Scheme actuary on 13 December 2024 and subsequently at least in accordance with the Schedule of Contributions certified by the Scheme actuary on 19 March 2026.

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.

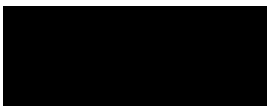
Respective responsibilities of the Trustee and the auditor

As explained more fully in the Statement of Trustee's Responsibilities set out on page 16, 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 and the active members of the Scheme. 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 Schedule of Contributions.

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

The purpose of our work and to whom we owe our responsibilities

This statement is made solely to the Scheme's Trustee in accordance with the Pensions Act 1995 and Regulations made thereunder. Our work has been undertaken so that we might state to the Scheme Trustee those matters we are required to state to it in an auditor's statement about contributions 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 work, for this statement, or for the opinions we have formed.



Iryndeep Kaur-Delay
for and on behalf of KPMG LLP, Statutory
Auditor
Chartered Accountants
15 Canada Square,
London,
E14 5GL

Date: 30 September 2026

Independent Auditor's Report to the Trustee of The University of Warwick Pension Scheme

Opinion

We have audited the financial statements of The University of Warwick Pension Scheme ("the Scheme") for the year ended 31 March 2026 which comprise the Fund Account and the Statement of Net Assets (available for benefits) and related notes, including the accounting policies in note 3.

In our opinion the financial statements:

- show a true and fair view of the financial transactions of the Scheme during the Scheme year ended 31 March 2026 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 Scheme year;
- have been properly prepared in accordance with UK accounting standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*; 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.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) ("ISAs (UK)") and applicable law. Our responsibilities are described below. We have fulfilled our ethical responsibilities under, and are independent of the Scheme in accordance with, UK ethical requirements including the FRC Ethical Standard. We believe that the audit evidence we have obtained is a sufficient and appropriate basis for our opinion.

Going concern

The Trustee has prepared the financial statements on the going concern basis as they do not intend to wind up the Scheme, and as they have concluded that the Scheme's financial position means that this is realistic. They have also concluded that there are no material uncertainties that could have cast significant doubt over its ability to continue as a going concern for at least a year from the date of approval of the financial statements ("the going concern period").

In our evaluation of the Trustee's conclusions, we considered the inherent risks to the Scheme and analysed how those risks might affect the Scheme's financial resources or ability to continue operations over the going concern period.

Our conclusions based on this work:

- we consider that the Trustee's use of the going concern basis of accounting in the preparation of the financial statements is appropriate;
- we have not identified, and concur with the Trustee's assessment that there is not, a material uncertainty related to events or conditions that, individually or collectively, may cast significant doubt on the Scheme's ability to continue as a going concern for the going concern period.

However, as we cannot predict all future events or conditions and as subsequent events may result in outcomes that are inconsistent with judgements that were reasonable at the time they were made, the above conclusions are not a guarantee that the Scheme will continue in operation.

Independent Auditor's Report (Cont)

Fraud and breaches of laws and regulations – ability to detect

Identifying and responding to risks of material misstatement due to fraud

To identify risks of material misstatement due to fraud ("fraud risks") we assessed events or conditions that could indicate an incentive or pressure to commit fraud or provide an opportunity to commit fraud. Our risk assessment procedures included:

- Enquiring of the Trustee, as to the Scheme's high-level policies and procedures to prevent and detect fraud, as well as enquiring whether they have knowledge of any actual, suspected or alleged fraud.
- Reading Trustee's Board minutes.

We communicated identified fraud risks throughout the audit team and remained alert to any indications of fraud throughout the audit. As required by auditing standards, and taking into account our overall knowledge of the control environment, we perform procedures to address the risk of management override of controls, in particular the risk that Trustee (or its delegates including Scheme Management) may be in a position to make inappropriate accounting entries and the risk of bias in accounting estimates and judgements such as the valuation of unlisted investments. On this audit we do not believe there is a fraud risk related to revenue recognition because revenue in a pension scheme relates to contributions receivable as paid under an agreed schedule or pre-determined by the Trustee; there are no subjective issues or judgements required.

We did not identify any additional fraud risks.

We performed procedures including:

- Identifying journal entries and other adjustments to test based on risk criteria and comparing the identified entries to supporting documentation. These included those posted after the first draft of the financial statements have been prepared.
- Assessing whether the judgements made in accounting estimates are indicative of potential bias.

Identifying and responding to risks of material misstatement related to compliance with laws and regulations

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience and through discussion with the Trustee and Scheme Management (as required by auditing standards), and discussed with the Trustee and Scheme Management the policies and procedures regarding compliance with laws and regulations.

As the Scheme is regulated by The Pensions Regulator, our assessment of risks involved gaining an understanding of the control environment including the Scheme's procedures for complying with regulatory requirements and reading the minutes of Trustee's meetings.

We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit.

The potential effect of these laws and regulations on the financial statements varies considerably.

Firstly, the Scheme is subject to laws and regulations that directly affect the financial statements including financial reporting legislation (including related pensions legislation) and we assessed the extent of compliance with these laws and regulations as part of our procedures on the related financial statement items.

Independent Auditor's Report (Cont)

Secondly, the Scheme is subject to many other laws and regulations where the consequences of non-compliance could have a material effect on amounts or disclosures in the financial statements, for instance through the imposition of fines or litigation, or the loss of the Scheme's registration. We identified the following areas as those most likely to have such an effect: pensions legislation and data protection legislation, recognizing the financial and regulated nature of the Scheme's activities and its legal form. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustee and its delegates and inspection of regulatory and legal correspondence, if any. Therefore, if a breach of operational regulations is not disclosed to us or evident from relevant correspondence, an audit will not detect that breach.

We have reported separately on contributions payable under the schedules of contributions in our statement about contributions on page 17 of the financial statements.

Context of the ability of the audit to detect fraud or breaches of law or regulation.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it.

In addition, as with any audit, there remained a higher risk of non-detection of fraud, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. Our audit procedures are designed to detect material misstatement. We are not responsible for preventing non-compliance or fraud and cannot be expected to detect non-compliance with all laws and regulations.

Other information

The Trustee has responsibility for the other information, which comprises the Trustee's Report (including the Report on Actuarial Liabilities, and the Summary of contributions), and the Actuarial certification of the schedules of contributions. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or any form of assurance conclusion thereon in this report.

Our responsibility is to read the other information and, in doing so, consider whether, based on our financial statements audit work, the information therein is materially misstated or inconsistent with the financial statements or our audit knowledge. Based solely on this work we have not identified material misstatements in the other information.

Trustee's responsibilities

As explained more fully in their statement set out on page 9, the Scheme Trustee is responsible for: supervising the preparation of financial statements which show a true and fair view; such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error; 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 they either intend to wind up the Scheme, or have no realistic alternative but to do so.

Independent Auditor's Report (Cont)

Auditors' responsibilities

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 our opinion in an auditor's report. Reasonable assurance is a high level of assurance, but does not 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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

A fuller description of our responsibilities is provided on the FRC's website at:

www.frc.org.uk/auditorsresponsibilities.

The purpose of our audit work and to whom we owe our responsibilities

This report is made solely to the Scheme's Trustee, in accordance with the Pensions Act 1995 and Regulations made thereunder. 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.



Iryndeeep Kaur-Delay
for and on behalf of KPMG LLP, Statutory Auditor

Date: 30 September 2026

Chartered Accountants
15 Canada Square,
London,
E14 5GL

The Financial Statements

Fund Account

for the year ended 31 March 2026

	Note	31 March 2026		31 March 2025	
		Defined Benefit Section £	Defined Contribution Section £	Total £	Total £
Contributions and benefits					
Employer contributions		233,211	-	233,211	2,810,934
Employee contributions		440,092	-	440,092	495,000
Total contributions	5	673,303	-	673,303	3,305,934
Transfers in	6	-	-	-	20,521
Other income	7	175,020	-	175,020	1,111
		848,323	-	848,323	3,327,566
Benefits paid or payable	8	(7,802,473)	-	(7,802,473)	(7,887,411)
Payments to and on account of leavers	9	(51,522)	-	(51,522)	(37,345,547)
Administrative expenses	10	(765,959)	-	(765,959)	(698,560)
Other payments	11	(70,548)	-	(70,548)	(28,670)
		(8,690,502)	-	(8,690,502)	(45,960,188)
Net withdrawals from dealings with members		(7,842,179)	-	(7,842,179)	(42,632,622)
Returns on investments					
Investment income	12	7,088,363	-	7,088,363	6,617,679
Change in market value of investments	13	(1,747,909)	-	(1,747,909)	(13,964,009)
Investment management expenses	14	(508,458)	-	(508,458)	(538,289)
Net returns on investments		4,831,996	-	4,831,996	(7,884,619)
Net decrease in the fund during the year		(3,010,183)	-	(3,010,183)	(50,517,241)
Transfers between sections	24	-	-	-	-
Net assets of the Scheme					
At 1 April 2025		152,477,909	-	152,477,909	202,995,150
At 31 March 2026		149,467,726	-	149,467,726	152,477,909

The notes on pages 24 to 37 form part of these financial statements.

The Financial Statements (Cont)

Statement of Net Assets

available for benefits as at 31 March 2026

	Note	31 March 2026		31 March 2025	
		Defined Benefit Section £	Defined Contribution Section £	Total £	Total £
Investment assets:					
Pooled investment vehicles	17	146,143,522	-	146,143,522	149,480,685
Cash	13	91	-	91	11
AVC investments	18	885,311	-	885,311	839,506
Other investment balances	16	133,511	-	133,511	-
Total investments		147,162,435	-	147,162,435	150,320,202
Current assets	22	3,072,259	-	3,072,259	2,555,437
Current liabilities	23	(766,968)	-	(766,968)	(397,730)
Net assets of the Scheme at 31 March available for benefits		149,467,726	-	149,467,726	152,477,909

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 10 to 11 of the Annual Report and these financial statements should be read in conjunction with this report.

The notes on pages 24 to 37 form part of these financial statements.

These financial statements were approved by the Trustee on

Date: **29 September 2026**

Signed on behalf of the Trustee:



Director



Director

Notes to the Financial Statements

1. Basis of preparation

The individual 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, and the guidance set out in the Statement of Recommended Practice (Revised 2018).

The financial statements are prepared on a going concern basis, which the Trustee believes to be appropriate as they believe that the Scheme has adequate resources to meet obligations as they fall due for at least the next twelve months from the approval of these financial statements.

2. Identification of the financial statements

The Scheme is established as a trust under English law. The address for enquiries to the Scheme is included in the Trustee's Report.

3. Accounting policies

The principal accounting policies of the Scheme which are applied consistently are as follows:

Currency

- The Scheme's 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.

Contributions

- Employer deficit funding contributions were accounted for on the due dates on which they were payable under the Schedule of Contributions or on receipt if earlier with the agreement of the Employer and Trustee.
- Employee contributions, including AVCs, are accounted for by the Trustee when they are deducted from pay by the Employer.
- Employer normal contributions were accounted for in accordance with the Schedule of Contributions in force during the year.
- Employer additional contributions are accounted for in accordance with the agreement under which they are payable or, in the absence of an agreement, on a receipts basis.

Payments to members

- Pensions in payment are accounted for in the period to which they relate.
- Benefits are accounted for in the period in which the member notifies the Trustee of their decision on the type or amount of benefit to be taken, or if there is no member choice, on the date of retiring or leaving.
- 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.
- Group transfers are accounted for in accordance with the terms of the transfer agreement.

Expenses

- Expenses are accounted for on an accruals basis.
- Investment management expenses are also accounted for on an accruals basis.

Investment income

- Income from pooled investment vehicles is accounted for when declared by the fund manager.
- Income from cash and short term deposits is accounted for on an accruals basis.
- Receipts from annuity policies are accounted for as investment income on an accruals basis.
- Investment income arising from the underlying investments of the pooled investment vehicles is reinvested within the pooled investment vehicles and reflected in the unit price. Thus, it is reported within "Change in market value".

Investments are included at fair value as stated below:

- 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.
- 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.

Notes to the Financial Statements (Cont)

3. Accounting policies (Cont)

- Annuities purchased by the Trustee which fully provide the benefits for certain members are not included as assets of the Scheme as they are deemed not material. The cost of purchasing these annuities is reported under benefits payable within the Fund Account.
- 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 terminal bonus.

4. Comparative disclosures for the Fund Account and Statement of Net Assets

Fund account

	Note	31 March 2025		
		Defined Benefit Section £	Defined Contribution Section £	Total £
Contributions and benefits				
Employer contributions		2,468,096	342,838	2,810,934
Employee contributions		446,721	48,279	495,000
Total contributions	5	2,914,817	391,117	3,305,934
Transfers in	6	-	20,521	20,521
Other income	7	-	1,111	1,111
		2,914,817	412,749	3,327,566
Benefits paid or payable	8	(7,580,750)	(306,661)	(7,887,411)
Payments to and on account of leavers	9	(200,019)	(37,145,528)	(37,345,547)
Administrative expenses	10	(605,670)	(92,890)	(698,560)
Other payments	11	(28,670)	-	(28,670)
		(8,415,109)	(37,545,079)	(45,960,188)
Net withdrawals from dealings with members				
		(5,500,292)	(37,132,330)	(42,632,622)
Returns on investments				
Investment income	12	6,616,418	1,261	6,617,679
Change in market value of investments		(15,009,759)	1,045,750	(13,964,009)
Investment management expenses	14	(503,059)	(35,230)	(538,289)
Net returns on investments				
		(8,896,400)	1,011,781	(7,884,619)
Net decrease in the fund during the year				
		(14,396,692)	(36,120,549)	(50,517,241)
Transfers between sections				
	24	(145,974)	145,974	-
Net assets of the Scheme				
At 1 April 2024		167,020,575	35,974,575	202,995,150
At 31 March 2025		152,477,909	-	152,477,909

Notes to the Financial Statements (Cont)

5. Contributions (Cont)

Deficit contributions ceased in December 2024. Under the Schedule of Contributions certified on 19 March 2026, active members contribute 5.5% of pensionable earnings. No employer contributions are payable during the period covered by the Schedule, other than Pension Salary Sacrifice contributions, although a contingent employer contribution may be payable in July 2029, capped at £5.05 million and subject to the Scheme's funding position at 31 March 2028. Administration expenses and levies are met from Scheme assets.

During the year the employer paid additional contributions to the Scheme to reimburse the defined benefit section for defined contribution administration expenses that had been met from Scheme assets.

6. Transfers in

	Defined Benefit Section	2026 Defined Contribution Section	Total
	£	£	£
Individual transfers in from other schemes	-	-	-
		2025	
Individual transfers in from other schemes	-	20,521	20,521

7. Other income

	Defined Benefit Section	2026 Defined Contribution Section	Total
	£	£	£
Claims on term insurance policies	175,020	-	175,020
Compensation	-	-	-
	175,020	-	175,020
		2025	
Compensation	-	1,111	1,111

Notes to the Financial Statements (Cont)

8. Benefits paid or payable

	Defined Benefit Section	2026 Defined Contribution Section	Total
	£	£	£
Pensions	6,288,986	-	6,288,986
Commutations and lump sum retirement benefits	1,256,998	-	1,256,998
Lump sum death benefits	256,489	-	256,489
	7,802,473	-	7,802,473
2025			
Pensions	6,003,982	-	6,003,982
Commutations and lump sum retirement benefits	1,502,963	305,550	1,808,513
Lump sum death benefits	73,805	1,111	74,916
	7,580,750	306,661	7,887,411

9. Payments to and on account of leavers

	Defined Benefit Section	2026 Defined Contribution Section	Total
	£	£	£
Refunds to members leaving service	-	-	-
Payments for members joining state scheme	(11,579)	-	(11,579)
Group transfers to other schemes	-	-	-
Individual transfers to other schemes	63,101	-	63,101
	51,522	-	51,522
2025			
Refunds to members leaving service	(1,906)	36	(1,870)
Payments for members joining state scheme	(8)	-	(8)
Group transfers to other schemes	-	37,145,492	37,145,492
Individual transfers to other schemes	201,933	-	201,933
	200,019	37,145,528	37,345,547

The group transfers in the prior year relate to DC Section investments that were transferred to a Master Trust arrangement with Standard Life.

Notes to the Financial Statements (Cont)

10. Administrative expenses

	Defined Benefit Section	2026 Defined Contribution Section	Total
	£	£	£
Administration and processing	387,866	-	387,866
Actuarial fees	257,568	-	257,568
Audit fee	38,200	-	38,200
Legal and other professional fees	28,789	-	28,789
PPF Levy	42,227	-	42,227
Miscellaneous	11,309	-	11,309
	765,959	-	765,959
2025			
Administration and processing	360,229	38,377	398,606
Actuarial fees	147,540	14,910	162,450
Audit fee	37,440	1,440	38,880
Legal and other professional fees	31,918	13,833	45,751
PPF Levy	20,258	22,470	42,728
Miscellaneous	8,285	1,860	10,145
	605,670	92,890	698,560

The Scheme bears all costs of administration. The administration fees payable to the University's HR Department were £64,128 (2025: £83,419).

11. Other payments

	Defined Benefit Section	2026 Defined Contribution Section	Total
	£	£	£
Premiums on term insurance policies	70,548	-	70,548
2025			
Premiums on term insurance policies	28,670	-	28,670

The Trustee holds a policy with Unum Limited to cover the Scheme against lump sum payments in the event of a member's death.

Notes to the Financial Statements (Cont)

12. Investment income

	Defined Benefit Section	2026 Defined Contribution Section	Total
	£	£	£
Income from pooled investment vehicles	7,010,925	-	7,010,925
Annuity income	52,685	-	52,685
Currency loss	(3,005)	-	(3,005)
Interest on cash deposits	27,758	-	27,758
	7,088,363	-	7,088,363
2025			
Income from pooled investment vehicles	6,537,995	-	6,537,995
Annuity income	53,210	-	53,210
Currency loss	-	-	-
Interest on cash deposits	25,213	1,261	26,474
	6,616,418	1,261	6,617,679

13. Reconciliation of investments

	Value at 31 March 2025 £	Purchases at cost £	Sales proceeds £	Change in market value £	Value at 31 March 2026 £
Defined Benefit Section					
Pooled investment vehicles	149,480,685	21,815,756	(23,405,010)	(1,747,909)	146,143,522
AVC investments	839,506	77,201	(31,396)	-	885,311
	150,320,191	21,892,957	(23,436,406)	(1,747,909)	147,028,833
Cash	11				91
Other investment balances	-				133,511
	150,320,202				147,162,435

Indirect costs are incurred through the bid-offer spread on investments within pooled investment vehicles and charges made within those vehicles. The amount of indirect costs is not separately provided to the Scheme. Switches to the value of £nil (2025: £6.9m) are included within the purchases and sales value.

Notes to the Financial Statements (Cont)

14. Investment management expenses

	Defined Benefit Section	2026 Defined Contribution Section	Total
	£	£	£
Administration, management and custody	80,431	-	80,431
Advisory	428,027	-	428,027
	508,458	-	508,458
2025			
Administration, management and custody	82,963	35,230	118,193
Advisory	420,096	-	420,096
	503,059	35,230	538,289

15. 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.

16. Other investment balances

The other investment balances held by the Scheme at the year-end are as follows:

	2026	2025
	£	£
Defined Benefit Section		
Investment assets		
Accrued Income	133,511	-

17. Pooled investment vehicles

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

	2026	2025
	£	£
Defined Benefit Section		
Bonds	56,112,922	62,715,851
LDI	52,216,889	54,951,319
Cash	9,831,329	4,486,531
Multi-Asset	27,982,382	27,326,984
	146,143,522	149,480,685

The Multi-Asset funds hold a variety of investments including equities, bonds, derivatives and commodities.

Notes to the Financial Statements (Cont)

18. Defined Benefit Section AVC investments

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

	2026 £	2025 £
Prudential Assurance Company Ltd - with-profits insurance policy	885,311	839,506

19. Fair value determination

The fair value of financial instruments has been estimated 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 measurement date.
- Level 2: Inputs other than quoted prices included within Level 1 that are observable (i.e. developed using market data) 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.

The Scheme's investment assets have been fair valued using the above hierarchy levels as follows:

	As at 31 March 2026			
Defined Benefit Section	Level 1 £	Level 2 £	Level 3 £	Total £
Pooled investment vehicles	-	119,605,835	26,537,687	146,143,522
AVC investments	-	-	885,311	885,311
Cash	91	-	-	91
Other investment balances	133,511	-	-	133,511
	133,602	119,605,835	27,422,998	147,162,435

	As at 31 March 2025			
Defined Benefit Section	Level 1 £	Level 2 £	Level 3 £	Total £
Pooled investment vehicles	-	121,262,630	28,218,055	149,480,685
AVC investments	-	-	839,506	839,506
Cash	11	-	-	11
Other investment balances	-	-	-	-
	11	121,262,630	29,057,561	150,320,202

Notes to the Financial Statements (Cont)

20. Investment risk disclosures

Investment risks

FRS 102 requires the disclosure of information in relation to certain investment risks. 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 comprises currency risk, interest rate risk and other price risk.

- **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 Scheme has exposure to these risks because of the investments it makes to implement its investment strategy. The Trustee manages investment risks, including credit risk and market risk, within agreed risk limits which are set taking into account the Scheme's strategic investment objectives.

The Trustee's risk management policy is documented in the Statement of Investment Principles. These investment objectives and risk limits are implemented through the agreements in place with the Scheme's DCIO and monitored by the Trustee through its reviews of the investment portfolio.

Further information on the Trustee's approach to risk management and the Scheme's exposures to credit and market risks are set out below.

Defined Benefit Section

(i) Credit risk

The Scheme is subject to credit risk through its investments in pooled investment vehicles. It is directly exposed to credit risk in relation to the solvency of the custodians of those funds. It is directly exposed to the credit risk of the insurance company for any pooled vehicles structured as life policies.

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 Trustee is not responsible for the appointment of the custodian of the assets contained within the various pooled fund investments. The pooled investment vehicle's governing body is responsible for appointing its own custodian for the safe-keeping, monitoring and reconciliation of documentation relating to these securities.

The Scheme's holdings in pooled investment vehicles are 'unrated' from a credit perspective. Direct credit risk arising from pooled investment vehicles is mitigated by: the underlying assets of the pooled arrangements being ring-fenced from the assets of the custodian and the investment manager; the regulatory environments in which the pooled fund managers operate; and diversification of the Scheme's investments across a number of pooled funds. The DCIO carries out due diligence checks on investments into new pooled funds and on an ongoing basis monitors any changes to the operating environment of those pooled funds.

The managers of the pooled funds that invest in fixed income manage credit risk by having a diversified exposure to issuers, conducting thorough research on the probability of default of those issuers, and having only a limited exposure to securities rated below investment grade. The magnitude of credit risk within each fund will vary over time, as the manager changes the underlying investments in line with its views on markets, asset classes and specific securities.

Notes to the Financial Statements (Cont)

20. Investment risk disclosures (Cont)

A summary of the legal structure of the pooled investment vehicles held by the Scheme is shown below:

Legal structure	2026 £m	2025 £m
Open-ended investment company (OEIC)	9.8	4.5
Irish Collective Asset-management Vehicle (ICAV)	74.2	82.3
Qualifying Investor Alternative Investment Fund (QIAIF)	62.1	62.7
Total	146.1	149.5

(ii) Currency risk

As the Scheme's liabilities are denominated in Sterling, any non-Sterling currency exposure within the assets presents additional currency risk.

Whilst the majority of the currency exposure of the Scheme's assets is to Sterling, the Scheme is subject to currency risk because some of the Scheme's investments are held in overseas markets. The Trustee considers the overseas currency exposure in the context of the overall investment strategy, and believes that the currency exposure that exists diversifies the strategy and is appropriate. Furthermore, the DCIO manages the amount of currency risk by investing in pooled funds that hedge some or all of their currency exposure, or implement separate currency hedging arrangements.

The exposure to foreign currencies within the pooled funds will vary over time as the manager changes the underlying investments but is not expected to be a material driver of returns over the longer term. Decisions about the exposure to foreign currencies within the pooled funds held are at the discretion of the appointed fund managers.

(iii) Interest rate and inflation risk

Interest rate risk and inflation risk is a material risk for the Scheme given that movements in interest rates and inflation are a material influence on the value of the liabilities assessed in present day terms. Some of the Scheme's assets are subject to interest rate risk (both nominal and real interest rates). However, the overall interest rate exposure of the Scheme's assets hedges part of the corresponding risks associated with the Scheme's liabilities. The net effect will be to reduce the volatility of the funding level, and therefore the Trustee believes that it is appropriate to have exposure to interest rate risk in this manner.

(iv) Other price risk

The Scheme's assets are exposed to risks of market prices other than currencies and interest rates, such as the pooled funds that hold equities being subject to movements in equity prices.

The Trustee monitors this risk on a regular basis, looking at the performance of the Scheme as a whole as well as each individual portfolio. The Trustee believes that the Scheme's assets are adequately diversified between different asset classes and within each asset class to manage this risk.

Notes to the Financial Statements (Cont)

20. Investment risk disclosures (Cont)

Share class	Risk disclosures			
	Credit risk	Currency risk	Int rate risk	Other price risk
AMX Feeder – AXA – Long Term Credit, Class B GBP, Distributing	Yes	No	Yes	No
LDI GBP Liquidity Holding Fund, Class 2 GBP Distributing	Yes	No	Yes	No
Insight Liquidity Fund, Class 2 GBP Distributing	Yes	No	Yes	No
WTW Fiduciary Leveraged Long Fixed Fund, Class 1 GBP	Yes	No	Yes	No
WTW Fiduciary Leveraged Long Real Fund, Class 1 GBP	Yes	No	Yes	No
WTW Fiduciary Leveraged Short Real Fund, Class 1 GBP	Yes	No	Yes	No
M&G Investment Grade ABS Fd, Cls EI GBP Acc	Yes	No	Yes	Yes
Towers Watson Secure Income Fund, Z Series GBP Distributing	Yes	No	Yes	Yes
Towers Watson Core Diversified Fund, Z Shares GBP	Yes	Yes	No	Yes
Towers Watson Diversifying Strategies Fund Z Shares USD	Yes	Yes	No	Yes
Towers Watson Diversifying Strategies Fund, Z Shares GBP Hedged	Yes	No	No	Yes
Total (£)	146.1	26.9	118.2	62.1

21. Concentration of investments

The following investments each account for more than 5% of the Scheme's net assets at the year-end:

	2026		2025	
	£	%	£	%
Towers Watson Secure Income Fund	26,537,687	17.6	28,218,055	18.5
AMX Feeder AXA Long Sterling Dist B shares GBP Fund	22,010,126	14.7	27,322,975	17.9
Towers Watson Core Diversifying Fund	26,232,660	17.6	24,680,022	16.2
Insight LDI Liquidity holding Class 2 Shares Fund	18,017,089	12.1	22,477,340	14.8
Insight LDI Solutions Plus Short Real Fund	20,377,533	13.6	19,126,767	12.6
Insight LDI Solutions Plus Long Fixed Fund	11,219,310	7.5	12,168,018	8.0
Insight Liquidity Fund PLC ILF Fund	9,831,329	6.6	-	-
M&G Investment Grade ABS Fund	7,565,109	5.1	-	-

Notes to the Financial Statements (Cont)

22. Current assets

	Defined Benefit Section	2026 Defined Contribution Section	Total
	£	£	£
Contributions due from employer in respect of:			
Employees	29,399		29,399
Other debtors	175,767	-	175,767
Prepayments	-	-	-
Cash balances	2,867,093	-	2,867,093
	3,072,259	-	3,072,259

2025

Contributions due from employer in respect of:			
Employees	-		-
Other debtors	8,581	-	8,581
Prepayments	6,813	-	6,813
Cash balances	2,540,043	-	2,540,043
	2,555,437	-	2,555,437

Contributions due to the Scheme at the year end have been paid subsequent to the year end in accordance with the Schedules of Contributions.

23. Current liabilities

	Defined Benefit Section	2026 Defined Contribution Section	Total
	£	£	£
Unpaid benefits	(457,965)	-	(457,965)
Accrued expenses	(309,003)	-	(309,003)
	(766,968)	-	(766,968)

2025

Unpaid benefits	(121,524)	-	(121,524)
Accrued expenses	(276,206)	-	(276,206)
	(397,730)	-	(397,730)

Notes to the Financial Statements (Cont)

24. Transfers between sections

	Defined Benefit Section	2026 Defined Contribution Section	Total
	£	£	£
Transfer of assets from DB to DC	-	-	-
		2025	
Transfer of assets from DB to DC	(145,974)	145,974	-

The transfer of assets relates to DC benefits partially funded by the DB section in the year.

25. Related party transactions

Transactions with related parties of the Scheme have been disclosed in the Annual Report as follows:

- Contributions receivable from the Employer are disclosed in note 5.
- The Scheme is administered by the Employer's HR department and the fees payable are included in note 10 under Administration expenses. At the year end, an amount of £4,838 (2025: £nil) was payable to the Employer's HR department in respect of administration services provided to the Scheme.

26. Employer-related investments

There were no direct employer-related investments at the year-end.

Contributions are normally received by the Trustee in the subsequent month to that in which they are due. Under the accruals basis of accounting, these contributions are therefore shown as outstanding. However, as the contributions were received in line with the Schedules of Contributions after the year end, they do not become employer-related investments.

27. Contingent Liabilities

GMP equalisation

As explained on page 7 in the Trustee's Report, on 26 October 2018, the High Court handed down a judgment involving the Lloyds Banking Group's defined benefit pension schemes. The judgment concluded that these schemes should be amended to equalise pension benefits for men and women in relation to guaranteed minimum pension benefits. The issues determined by the judgment arise in relation to many other defined benefit pension schemes.

The Trustee of the Scheme is aware that the issue will affect the Scheme and will be considering this at future meetings and decisions will be made as to the next steps. Under the ruling schemes are required to backdate benefit adjustments in relation to GMP equalisation and provide interest on the backdated amounts.

On 20 November 2020, the High Court handed down a second judgment involving the Lloyds Banking Group's defined benefit pension schemes. This latest judgment confirms that defined benefit schemes which provide GMPs need to revisit and where necessary top up historic Cash Equivalent Transfer Values that were calculated based on unequalised benefits. Again, the issues determined by the judgment arise in relation to many other defined benefit pension schemes. The Trustee will consider next steps as the scheme has experienced significant historical transfers out which will be subject to adjustment as a result of this second ruling. Any adjustments necessary will be recognised in the financial statements in future years. The Trustee expects to assess this impact in due course but their initial expectation is that they do not expect these to be material to the financial statements.

Effective date of valuation 31 March 2025

Schedule of Contributions

Schedule of Contributions

Name of Scheme	The University of Warwick Pension Scheme
Period covered by this schedule	5 years from the date of certification of this schedule by the Scheme Actuary

In accordance with Section 227 of the Pensions Act 2004 UPS Pension Trustee Limited ("the Trustee") has prepared the following Schedule of Contributions for The University of Warwick Pension Scheme ("the Scheme"), after obtaining the advice of Paul Fishleigh, the Scheme Actuary. The Trustee has discussed and agreed this Schedule of Contributions with the University of Warwick, on behalf of all participating employers (collectively referred to as "the University").

Member Contributions – DB Section

Other than voluntary contributions, contributions of 5.5% per annum, expressed as a percentage of Pensionable Earnings, are payable towards the Scheme by, or on behalf of, active members.

University Contributions – DB Section

The Trustee and the University have agreed that the following contributions in respect of June 2029 are payable towards the Scheme by the University, if this schedule remains in force as at 30 June 2029 (and in such an event would be payable by 19 July 2029). With the exception of the Salary Sacrifice contributions outlined below, no other University contributions are payable over the period covered by this schedule¹.

The lesser of:

- £5m; or
- The amount (if required) to increase the funding level of the Scheme up to 100% at 31 March 2028, based on the Technical Provisions basis set out in the Statement of Funding Principles dated 19 March 2026, market conditions as at 31 March 2028 and census data as at 31 March 2028.

Paying contributions

All contributions set out within this schedule are payable monthly and are to be made on or before the 19th of the month immediately following the month to which they relate.

For members participating in Pensions Salary Sacrifice, the relevant members' contributions will be paid by way of salary sacrifice in accordance with the terms of Pensions Salary Sacrifice.

Administration expenses

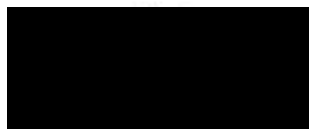
Administration expenses and levies are met from the Scheme's assets.

¹ This schedule replaces the University contributions detailed under the previous Schedule of Contributions dated 13 December 2024.

Schedule of Contributions (Cont)

This Schedule of Contributions has been agreed by the Trustee of The University of Warwick Pension Scheme:

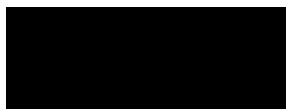
Signed on behalf of the Trustee of The University of Warwick Pension Scheme



Name: S.D. JACKA

Position: Trustee

Date: 19 March 2026



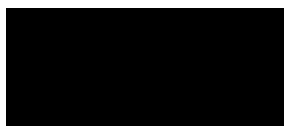
Name: Hugh James Hunt

Position: Trustee Chairman

Date: 19 March 2026

This Schedule of Contributions has been agreed by the University:

Signed on behalf of the University



Name: Steve Wilkes

Position: Deputy Finance Director - University of Warwick

Date: 19 March 2026

Implementation Statement (forming part of the Trustee's Report)

The University of Warwick Pension Scheme - DB Section Implementation Statement – 31 March 2026

Why have we produced this Statement?

The Trustee of The Defined Benefit (DB) Section The University of Warwick Pension Scheme (the Scheme) has prepared this statement to comply with the requirements of the Occupational Pension Schemes (Investment and Disclosure) (Amendment) Regulations 2019.

This statement sets out how the Trustee has complied with the voting and engagement policies detailed in the Scheme's Statement of Investment Principles (SIP).

What is the Statement of Investment Principles (SIP)?

The SIP sets out key investment policies including the Trustee's investment objectives and investment strategy.

It also explains how and why the Trustee delegates certain responsibilities to third parties and the risks the Scheme faces and the mitigated responses.

The Trustee last reviewed the SIP in November 2023.

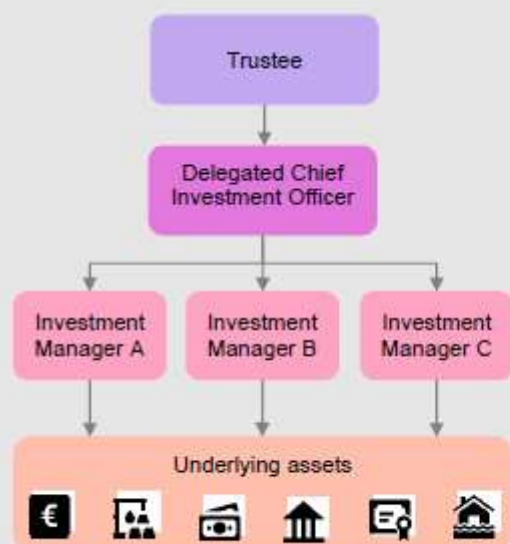
What is the purpose of this Statement?

1. To explain how the Trustee's engagement policy has been applied over the year.
2. To describe the voting rights attached the Scheme's assets have been exercised over the year.

What changes have we made to the SIP?

There were no changes made to the SIP over the year.

How are the Scheme's investments managed?



Trustee - The Trustee's key objective is to ensure sufficient assets to pay members' benefits as they fall due. The Trustee retains overall responsibility for the Scheme's investment strategy but delegates some responsibilities to ensure they are undertaken by somebody with the appropriate skills, knowledge and resources. The Trustee also delegates a number of responsibilities to the Investment Sub Committee ("ISC"), which includes assisting the Trustee in developing an appropriate investment strategy and monitoring the overall progress of the Scheme.

Delegated Chief Investment Officer (DCIO) - (WTW)

- The Trustee employs a DCIO to implement the Trustee's investment strategy. The DCIO allocates the Scheme's assets between asset class and investment managers.

Investment managers - The DCIO appoints underlying investment managers either using a pooled vehicle or a segregated mandate, where these assets are held directly in the Scheme's name. The DCIO will look for best in class specialist managers for each asset class.

Underlying assets - The investment managers pick the underlying investments for their specialist mandate eg shares in a company or government bonds.

Implementation Statement (Cont)

Why does the Trustee believe voting and engagement is important?

The Trustee's view is that Environmental, Social and Governance ("ESG") factors can have a potential impact on investment returns, particularly over the long-term and therefore contribute to the security of members' benefits. The Trustee further believes that voting and engagement are important tools to influence these issues.

The Trustee has appointed a DCIO who shares this view and considers and integrates ESG factors, voting and engagement in its processes.

The Trustee incorporates an assessment of the DCIO's performance in this area as part of its overall assessment of the DCIO's performance.

What is the Trustee's voting and engagement policy?

When considering its policy in relation to stewardship including engagement and voting, the Trustee expects investment managers to address broad ESG considerations, but has identified climate change and human and labour rights as key areas of focus for the Trustee.

The day-to-day integration of ESG considerations, voting and engagement are delegated to the investment managers. The Trustee expects investment managers to sign up to local Stewardship Codes and to act as responsible stewards of capital.

Where ESG factors are considered to be particularly influential to outcomes, the Trustee expect the DCIO to engage with investment managers to improve their processes.

What training have the Trustee received over the year?

The Trustee received several training sessions throughout the year relating to reviewing the investment strategy covering sources of risk, the updated funding code, hedging considerations and different portfolio approaches. The Trustee also conducted its annual review of Sustainable Investment in March 2026, which covered the DCIO's Sustainable Investment approach, developments in the evolving sustainable investment landscape and stewardship activity undertaken on the Scheme's behalf.

What are the Delegated Chief Investment Officer's policies?

Climate change and net zero goal

The DCIO has a goal to achieve net zero greenhouse gas emissions across 'In Scope Solutions' by 2050. They believe the trajectory is important, so are also aiming to approximately halve emissions per amount invested by 2030.

Public policy and corporate engagement

The DCIO employs an external stewardship service provider, whose services include public policy engagement, and corporate voting and engagement on behalf of its clients (including the Trustee).

Some highlights from 2025 include:

- 859 companies engaged across regions on 3,849 issues and objectives
- 73 companies in their core programme featured engagements with the CEO or chair
- Making voting recommendations on 131,979 resolutions at 13,516 meetings, including 63% of meetings with one or more resolutions against management
- 55 consultation responses or a proactive equivalent made
- 181 discussions were held with relevant regulators and stakeholders

Industry initiatives

The DCIO participated in a range of industry initiatives over the year to seek to exercise good stewardship practices. Please refer to their latest UK Stewardship Code for more information:

<https://www.wtwco.com/en-gb/solutions/services/sustainable-investment>

Implementation Statement (Cont)

How does the DCIO assess the investment managers?

Investment manager appointment - The DCIO considers the investment managers' policies and activities in relation to ESG factors and stewardship (which includes voting and engagement) at the appointment of a new manager. Over the course of 2025, the DCIO researched 80 sustainability-themed strategies and engaged with over 50 external asset managers across more than 90 products.

Investment manager monitoring - The DCIO produces detailed reports on the investment managers' ESG integration and stewardship capabilities on an annual basis.

Investment manager termination - The DCIO engages with investment managers to improve their practices and increases the bar by which they are assessed as best practice evolves. The DCIO may terminate an investment manager's appointment if they fail to demonstrate an acceptable level of practice in these areas. However, no investment managers were terminated on these grounds during the year.

Example of engagements carried out over the year

Emerging Market Debt manager Climate change data

Issue: The DCIO is requesting the manager to provide greater data transparency on net zero alignment. While a strong qualitative approach has been clearly demonstrated, additional quantitative evidence is required to support and substantiate this assessment.

Outcome: The engagement is currently still underway and will be monitored through the manager's future reporting of net zero alignment as part of DCIO's annual review of the manager. The DCIO has also offered to assist the manager in this area.

Sterling liquidity fund manager General ESG issue

Issue: The DCIO engaged with the asset manager regarding the lack of any engagement reporting for their money market (cash) funds. One of the funds did not produce engagement reports at the strategy or capability level. The objective was to raise the reporting standards of the manager to improve transparency and accountability for how it engages with issuers on behalf of clients.

Outcome: Throughout 2025, the DCIO held discussions with the manager communicating their concern on this issue, referencing peer firms that have had such reporting in place for some time. They emphasised that comprehensive engagement transparency is the market standard. In response to the feedback, the manager tentatively agreed to develop a sample engagement report for its cash funds, proposing to use the ICSWG (Investment Consultants Sustainability Working Group) template, which the DCIO helped to develop, as a guide.

As at the time of writing, this engagement is still in progress and the DCIO awaits a copy of the first report. This engagement is a potential candidate for further escalation (e.g., raising concerns with higher level management) if the report is not provided in a timely manner or fails to meet expectations.

What are the voting statistics we provide?

The Scheme is invested across a diverse range of asset classes which carry different ownership rights, for example bonds do not have voting rights attached. Therefore, voting information was only requested from the Scheme's equity investment managers.

Responses received are provided in the following pages. The Trustee used the following criteria to determine the most significant votes:

- The vote is in one of the stewardship priority areas identified by the Trustee (climate change, and human and labour rights).

Implementation Statement (Cont)

- The size of the company holding related to the vote
- It was a vote against company management
- The vote provides representation of the stewardship activity across different types of investment manager and mandates
- The total number of votes identified and reported by the Trustee is at a proportionate level

The Scheme is invested in both active (trying to outperform the market) and passive (aiming to perform in line with the market) equity funds. The Trustee has decided not to publicly disclose active investment manager names as the Trustee believes this could impact the investment manager's ability to generate the best investment outcome.

In conclusion...

The Trustee is satisfied that over the year, all SIP policies and principles were adhered and in particular, those relating to voting and engagement.

Implementation Statement (Cont)

How have our Investment Managers voted over the last 12 months?

Towers Watson Core Diversified Fund
Pooled multi-asset growth fund

How many votes has this manager cast?

Number of meetings at which the manager was eligible to vote:	3,594
Number of resolutions on which manager was eligible to vote:	46,134
Percentage of eligible votes cast:	99.0%
Of the votes cast, percentage of votes	
with management:	88.1%
against management:	10.6%
abstained from:	1.1%
% of meetings, where the manager voted and there was at least once against management:	45.3%
% of resolutions, where the manager voted and the vote was contrary to the recommendation of the proxy adviser? (if applicable)	2.2%

Note: The total votes may not sum up to 100% due to rounding.

What is this manager's voting policy?

As the manager manages Fund of Funds, the voting rights for the holdings are the responsibility of the underlying managers. The manager expects all their underlying managers who hold equities over a reasonable timeframe to vote for all shares they hold. The manager has appointed EOS at Federated Hermes (EOS) to provide voting recommendations to enhance engagement and achieve responsible ownership. EOS also carries out public policy engagement and advocacy on behalf of all their clients. In addition, EOS is expanding the remit of engagement activity they perform on the manager's behalf beyond public equity markets, which will enhance stewardship practices over time.

The underlying managers are required to provide a detailed explanation and rationale whenever their voting decisions diverge from the EOS recommendations. They also utilise Institutional Shareholder Services (ISS) for voting facilitation and research purposes. Additionally, their China equity manager employs the Glass Lewis service, utilising a bespoke policy.

Implementation Statement (Cont)

Which of these votes do we think were significant?

Company:	Microsoft Corporation
Resolution:	Report on risks of using artificial intelligence (AI) and machine learning tools for oil and gas development and production
Allocation in manager portfolio:	1.5%
Date of vote:	5 December 2025
How the manager voted:	"Against" the shareholder resolution, with management recommendation
Prior notice to management (if voting against management):	Not applicable
Manager rationale for vote:	The company is a global leader in developing advanced technology platforms that facilitate new oil and gas production projects, including artificial intelligence ("AI"), machine learning, internet of things, cloud computing, and high-performance computing (collectively, "advanced technology"). This shareholder resolution requests that the company report on the climate and financial risks to the company associated with providing advanced technology, to facilitate oil and gas development and production. The manager's vote against this proposal reflects Scope 3 emissions considerations. The underlying Scope 3 emissions data and methodologies remain rather simplistic and hard to appropriately attribute their effects to companies across value chains. That's why the manager focuses their analyses on Scope 1+2 emissions where the data quality is better (not perfect), methodologies are clearer, and these emissions remain under company control.
Trustee rationale for significance:	Vote topic is one of the Trustee's stated stewardship priorities (climate change) and size of the position.
Outcome of the vote:	Resolution failed
Implications of the outcome:	While the manager typically prefers more investor-useful disclosure, this proposal, they believe is not well timed as reliable underlying data is not available and Scope-3 attribution methodologies are not robust.

Company:	Apple Inc.
Resolution:	Report on risks related to operations in China
Allocation in manager portfolio:	1.0%
Date of vote:	24 February 2026
How the manager voted:	"Against" the shareholder resolution, with management recommendation
Prior notice to management (if voting against management):	Not applicable

Implementation Statement (Cont)

Manager rationale for vote:	This proposal does not merit support as the company's disclosures related to operations in high-risk countries are reasonable.
Trustee rationale for significance:	Size of position.
Outcome of the vote:	Resolution failed
Implications of the outcome:	Where appropriate the manager will contact the company to explain their voting rationale and conduct further engagement.

Company:	Alphabet Inc.
Resolution:	Shareholder proposal to publish a human rights impact assessment of artificial intelligence (AI) driven targeted advertising
Allocation in manager portfolio:	0.7%
Date of vote:	29 May 2025
How the manager voted:	"For" the shareholder resolution, against management recommendation
Prior notice to management (if voting against management):	No The manager voted in favor of the proposal requesting an independent report to assess potential human rights impact from AI targeted ads. Similar to last year, the Responsible Investment (RI) Committee voted against management and was aligned with the recommendations of EOS at Federated Hermes (EOS) and Institutional Shareholder Services (ISS). Given targeted advertising is central to the company's business, a third-party assessment could provide better transparency on related risks.
Manager rationale for vote:	The proposal addresses an emerging area of concern, AI-targeted ads, with significant implications from a regulatory, legal and reputational perspective to the company's business. While the company believes it has sufficient oversight and disclosure, the RI Committee believes an independent human rights assessment will better address legal and regulatory concerns. It is the manager's view, given the scale of the company's ad business and its leadership position in AI development, transparency on the associated impacts will better manage longer term risks
Trustee rationale for significance:	Vote topic is one of the Trustee's stated stewardship priorities (human rights). The manager also voted against management recommendation.
Outcome of the vote:	Resolution failed
Implications of the outcome:	The manager was disappointed with the vote outcome, but expects similar proposals in the future, which they will support.

Implementation Statement (Cont)

Company:	Meta Platforms
Resolution:	Disclose a climate transition plan resulting in new renewable energy capacity
Allocation in manager portfolio:	0.6%
Date of vote:	28 May 2025
How the manager voted:	"For" the shareholder resolution, against management recommendation
Prior notice to management (if voting against management):	No
Manager rationale for vote:	The manager considers environmental factors to be an important consideration in assessing the long-term predictability and sustainability of a company's revenue and earnings growth. This shareholder proposal promotes transparency around environmental issues.
Trustee rationale for significance:	Vote topic is one of the Trustee's stated stewardship priorities (climate change). The manager also voted against management recommendation.
Outcome of the vote:	Resolution failed
Implications of the outcome:	The manager will continue to consider proposals whether from management or shareholders which enhance transparency around environmental issues.

Company:	Meta Platforms
Resolution:	Report on child safety and harm reduction
Allocation in manager portfolio:	0.6%
Date of vote:	28 May 2025
How the manager voted:	"For" the shareholder resolution, against management recommendation
Prior notice to management (if voting against management):	No
Manager rationale for vote:	The manager voted in favor to support the shareholder proposal for additional disclosure related to how the company measures & tracks metrics impacting child safety and harm reduction on its platforms (similar to last year). The manager's vote was against management recommendation. In the manager's view, greater transparency would serve to help shareholders' understanding of these risks and enhance the brand perception of the platform. While the company has disclosures addressing these areas of concern, the manager again determined that greater disclosures would on the whole reduce related risks and should be supported. The proposal addresses an area of concern that remains an ongoing brand perception problem which, left unaddressed, raises the company's risk profile. For instance, perhaps resulting in broader regulatory response. Transparency could better

Implementation Statement (Cont)

	quantify and instill confidence that the social media platforms are diligently responding to controversies and improving performance.
Trustee rationale for significance:	Vote topic is one of the Trustee's stated stewardship priorities (human rights). The manager also voted against management recommendation.
Outcome of the vote:	Resolution failed
Implications of the outcome:	The manager expressed disappointment with the outcome of the vote. In their view, issues related to child safety and self-harm represent areas of significant concern, where enhanced transparency could help build greater confidence in the company's efforts to address these challenges. The proposed annual report would have introduced quantitative metrics to assess the company's performance in these areas. The manager will support similar proposals in the future.

Company:	Amazon
Resolution:	Shareholder proposal regarding disclosure of material Scope 3 emissions
Allocation in manager portfolio:	0.5%
Date of vote:	21 May 2025
How the manager voted:	"Against" the shareholder resolution, with management recommendation
Prior notice to management (if voting against management):	Not applicable
Manager rationale for vote:	The company has various initiatives in place and does not appear to have neglected issues related to its value chain emissions. The company notes that its supply chain standards set forth its expectation that suppliers track, document, and, upon request, report greenhouse gas emissions to the company. Additionally, the highest-emitting suppliers that contribute over 50% of Scope 3 emissions are expected to provide a plan for decarbonizing operations. It has also introduced a sustainability solutions hub to help sellers reduce emissions.
Trustee rationale for significance:	Vote topic is one of the Trustee's stated stewardship priorities (climate change).
Outcome of the vote:	Resolution failed
Implications of the outcome:	The manager will continue to monitor the company's approach to its climate disclosures and may change their recommendation on future proposals should it become clear that it is not making sufficient progress toward its commitments. The proposal did not pass, which is in line with the manager's decision to vote against.

Company:	Netflix Inc.
Resolution:	Shareholder proposal regarding climate transition plan

Implementation Statement (Cont)

Allocation in manager portfolio:	0.5%
Date of vote:	5 June 2025
How the manager voted:	"Against" the shareholder resolution, with management recommendation
Prior notice to management (if voting against management):	Not applicable
Manager rationale for vote:	The proposal requests the company to issue a climate transition plan "above and beyond existing disclosure," describing how it intends to align its operations and full value chain emissions with existing science-based targets. However, the company has already adopted emissions targets that are aligned with the Paris Agreement and reports on progress toward these goals annually, in line with Task Force on Climate-related Financial Disclosures standards. The company has also published a long-term plan to achieve these targets, on par with industry peers. Given the current level of climate reporting by the company, the manager finds this proposal to be unnecessary and overly prescriptive and recommended voting against.
Trustee rationale for significance:	Vote topic is one of the Trustee's stated stewardship priorities (climate change).
Outcome of the vote:	Resolution failed
Implications of the outcome:	The proposal did not pass, which is in line with the manager's decision to vote against.

Company:	NVIDIA Corp
Resolution:	Shareholder proposal regarding workforce data
Allocation in manager portfolio:	0.4%
Date of vote:	25 June 2025
How the manager voted:	"For" the shareholder resolution, against management recommendation
Prior notice to management (if voting against management):	No
Manager rationale for vote:	This proposal asks the company to enhance its existing public reporting to include a chart identifying employees according to gender and race in each of the nine Equal Employment Opportunity Commission (EEOC)-defined job categories. The company previously provided this information from 2018 to 2022 but no longer publishes this disclosure. As of April 2024, over 80% of the S&P 500 and nearly 50% of the Russell 1000 Index companies disclose EEO-1 data. While the company's disclosures around workforce demographics are fairly comprehensive, EEO-1 reporting provides shareholders with data that is comparable across industry peers. Moreover, this reporting is already required and therefore should not be a significant burden to make available to shareholders. While the company's stance is that the data does not accurately depict its practices given its organizational structure, it would be a helpful

Implementation Statement (Cont)

	supplement to existing reporting and increase shareholders' understanding of how the company is addressing human capital-related risk exposures.
Trustee rationale for significance:	Vote topic is one of the Trustee's stated stewardship priorities (human rights). The manager also voted against management recommendation.
Outcome of the vote:	Resolution failed
Implications of the outcome:	Although the proposal did not pass, given the relatively high level of shareholder support, the manager may follow up with the company for an additional engagement.

Company:	Alibaba Group Holding Limited
Resolution:	Approve auditors and authorize board to fix their remuneration
Allocation in manager portfolio:	0.2%
Date of vote:	25 September 2025
How the manager voted:	"Against" the management resolution
Prior notice to management (if voting against management):	It is not routine policy for the manager to communicate their decision to vote against management ahead of the vote, but as they meet regularly with companies owned in their fundamental portfolios it is typically the case that they would have expressed any material concerns to management during these meetings.
Manager rationale for vote:	A vote against this proposal is warranted due to the significant concerns raised by regulatory authorities regarding PwC Zhong Tian's conduct and its suitability to act as auditor of the company.
Trustee rationale for significance:	The vote is against management resolution.
Outcome of the vote:	Resolution passed
Implications of the outcome:	As active managers, outcomes stemming from voting decisions and engagement are incorporated into investment process, further enhancing long-term value for clients and beneficiaries. The manager believes the most effective shareholder engagement is undertaken by analysts who can contextualise the information that arises from the dialogues which are reflected in their voting decisions and then incorporated into the manager's investment process. The manager engages with companies on a regular basis and in the case where they have voted against management they would typically follow up.

Uni of Warwick 2026 TRA v6

Final Audit Report

2026-09-30

Created:	2026-09-29	
By:		
Status:		
Transaction ID:		

"Uni of Warwick 2026 TRA v6" History

