The Taylor Wimpey Pension Scheme

Annual Report and Financial Statements Year Ended 31 December 2024

Scheme Registration number 12007479

Contents

Section 1 – Trustee and its Advisers

The Trustee

Trustee

Taylor Wimpey Pension Trustees Limited

Chair of the Trustee Board

The Law Debenture Pension Trust Corporation plc (represented by V Trayhurn) (to 19 February 2025)

Falcon Trustees LLP (represented by V Trayhurn) (from 20 February 2025)

Employer Appointed Directors

R A Peacock*

M A Lonnon (to 1 April 2025)**

L McDermott (from 1 April 2025)

*A deferred member of the Scheme.
**A pensioner member of the Scheme.

Member Nominated Directors

S Gorman (re-appointed December 2024)*

D J A Mac Daid**

R Barraclough**

Independent Trustee Directors

The Law Debenture Pension Trust Corporation plc (represented by V Trayhurn and N Winterfrost (to 19 February 2025) and L Ma (from 20 February 2025))

Falcon Trustees LLP (represented by V Trayhurn) (from 20 February 2025)

Capital Cranfield Pension Trustees Limited (represented by W Medlicott)

Advisers

The advisers to the Trustee are set out below:

Scheme Actuary	B Fisher FIA
	XPS Pensions Consulting Limited
Scheme Administrators	Hymans Robertson LLP
Independent Auditors	PricewaterhouseCoopers LLP
Bankers	Bank of Scotland
AVC Providers	Legal & General Investment Management Limited
	Prudential Assurance Company Limited
	Standard Life Assurance Company

Trustee and its Advisers (continued)

Advisers (continued)

Investment Managers	AQR Capital Management (Europe) LLP Beach Point Capital Management CQS Global Funds (Ireland) plc Hermes Investment Management (to September 2024) Highbridge Capital Management LLC Insight Investment Management Limited ICG Alternative Investment Limited (from September 2024) Kohlberg Kravis Roberts & Co. LP MAN Group M&G Investment Management Limited (to December 2023) Magnetar Financial LLC Schroder Investment Management Limited
Insurers	Just Group plc Legal & General Group plc Phoenix Life Limited Standard Life Assurance Company
Secretary to the Trustee	N Gunn
Investment Adviser	Redington Limited (**“Redington”**)
Covenant Adviser	Penfida Limited
Legal Adviser	CMS Cameron McKenna Nabarro Olswang LLP
Global Custodian	The Northern Trust Company
Principal Employer	Taylor Wimpey UK Limited
Contact Address	N Gunn (for general enquiries): Secretary to the Trustee Taylor Wimpey Pensions Unit 2 Tournament Court Edgehill Drive Warwick CV34 6LG Email: pensions@taylorwimpey.com Hymans Robertson LLP (for benefits queries) 20 Waterloo Street Glasgow G2 6DB Email: taylorwimpey@hymans.co.uk Helpline telephone number: 0141 566 7578
Website	www.taylorwimpeypensions.co.uk

Section 2 – Trustee Report

Introduction

The Trustee of The Taylor Wimpey Pension Scheme (the "Scheme") is pleased to present its Annual Report together with the audited financial statements for the year ended 31 December 2024.

Management of the Scheme

Scheme Constitution and Management

The Scheme was established by a Trust Deed and Rules dated 7 March 2013, solely for the benefit of its members and other beneficiaries, and principally to receive a transfer of assets and liabilities from the George Wimpey Staff Pension Scheme and the Taylor Woodrow Group Pension & Life Assurance Fund which took place on 1 October 2013. The Scheme is a defined benefit occupational pension scheme and is closed to new members and to future accrual.

The Scheme is currently administered in accordance with a Definitive Trust Deed and Rules for the Scheme dated 21 June 2017 (the **"Deed and Rules"**) as amended from time to time.

The Principal Employer is Taylor Wimpey UK Limited (**"TWUK"** or the **"Employer"**).

The advisers to the Trustee are shown on pages 1 and 2.

The Employer has the power to appoint or remove the Trustee of the Scheme. The Trustee of the Scheme is Taylor Wimpey Pension Trustees Limited, a limited company with a board of directors. A Director can choose to retire from office at any time. The Law Debenture Pension Trust Corporation plc is appointed as the Independent Trustee Director of the Scheme, as required by the Scheme's governing documentation. The entrenched powers of The Law Debenture Pension Trust Corporation plc are intended to protect members' benefits in circumstances where they may be put at risk.

The composition of the Trustee Board is in accordance with the Pensions Act 2004, which requires at least one-third of the total number of Trustee Directors to be member-nominated directors (**"MND"**). A selection panel (if required) is used for MND appointments usually consisting of the Chair, the Trustee Secretary and at least one of the other Trustee Directors.

Trustee Report (continued)

Management of the Scheme (continued)

Trustee Meetings

The Trustee of the Scheme met on four occasions (2023: four) during the year, the Investment Sub Committee (**"ISC"**) met eight times (2023: nine), and the Audit and Operations Sub Committee (**"ASC"**) met on four occasions (2023: four).

The composition of these committees is as follows:

Investment Sub Committee	Audit and Operations Sub Committee
Falcon Trustees LLP (represented by: V Trayhurn) – Independent Trustee Director and Chair (from 20 February 2025)	R A Peacock – Chair
The Law Debenture Pension Trust Corporation plc (represented by: V Trayhurn (to 19 February 2025) – Independent Trustee Director and L Ma (from 20 February 2025)) – Independent Trustee Director	The Law Debenture Pension Trust Corporation plc (represented by: N Winterfrost (to 19 February 2025) and L Ma (from 20 February 2025) – Independent Trustee Director
Capital Cranfield Pension Trustees Limited (represented by: W Medlicott) – Independent Trustee Director	S Gorman – Trustee Director
R Barraclough – Trustee Director	M A Lonnon (to 1 April 2025) – Trustee Director
D J A Mac Daid – Trustee Director	L McDermott (from 1 April 2025) – Trustee Director
C Carney – Taylor Wimpey Group Finance Director (non-voting)	
E Rodrigues – Taylor Wimpey Head of Reward & Pensions (non-voting)	

In addition, the Benefits Sub Committee (**"BSC"**) is responsible for reviewing and making decisions on discretionary benefit payments from the Scheme. The BSC currently comprises Falcon Trustees LLP (represented by: V Trayhurn - Independent Trustee Director) and N Gunn (Trustee Secretary).

The Covenant Sub Committee (**"CSC"**) is principally responsible for reviewing and monitoring financial information that is provided by the Employer in relation to its trading and business. The CSC currently comprises Capital Cranfield Pension Trustees Limited (represented by: W Medlicott – Independent Trustee Director) and R A Peacock (Trustee Director).

The Actuarial Valuation Sub Committee (**"VSC"**) did not meet during 2024 and will be re-established ahead of the triennial actuarial valuation of the Scheme as at 31 December 2025.

The Corporate Action Response Committee (**"CAR"**) is responsible for responding to any corporate transaction or other event relating to the Employer. The CAR meets as and when required and currently comprises Falcon Trustees LLP (Independent Trustee Director), The Law Debenture Pension Trust Corporation plc (Independent Trustee Director), Capital Cranfield Pension Trustees Limited (Independent Trustee Director) and R Barraclough (Trustee Director). The CAR Committee did not meet during 2024.

Trustee Report (continued)

Management of the Scheme (continued)

Trust Deed & Rules

The Deed & Rules comprises the Trust Deed, the Rules relating to former members of the George Wimpey Staff Pension Scheme, the Rules relating to former members of the George Wimpey Money Purchase Scheme, and the Rules relating to former members of the Taylor Woodrow Group Pension & Life Assurance Fund.

Financial Development of the Scheme

The financial statements have been prepared and audited in accordance with regulations made under Section 41(1) and (6) of the Pensions Act 1995.

The fund account shows that the net assets of the Scheme decreased from £1,720m at 31 December 2023 to £1,571m at 31 December 2024. The decrease in net assets is accounted for by:

	2024 £'m	2023 £'m
Employer contributions	2	2
Member related payments	(113)	(109)
Net withdrawals from dealings with members	**(111)**	**(107)**
Net return on investments	(38)	89
Net decrease in Scheme	**(149)**	**(18)**
Net assets at start of year	1,720	1,738
Net assets at end of year	**1,571**	**1,720**

Trustee Report (continued)

Management of the Scheme (continued)

Pension Increases

In accordance with the Scheme's Trust Deed and Rules, pensions are subject to an increase, these are detailed by section in the below tables:

Pension tranches	Date of increase	2024 increase to apply
George Wimpey Section		
Pension in excess of GMP accrued prior to 6 April 2006	1 January 2024	5.0%
Pension accrued on or after 6 April 2006	1 January 2024	2.5%
GMP accrued prior to 6 April 1988	1 January 2024	Nil
GMP accrued on or after 6 April 1988	1 January 2024	3.0%
Bryant Section		
Pension in excess of GMP excluding Additional Temporary Pension, for members who joined before 19 April 1999 (categories V, VI and VII)	1 April 2024	4.9%
GMP of members who joined before 19 April 1999 (categories V, VI and VII)	1 April 2024	3.0%
Additional Temporary Pension of Category VII members	1 April 2024	8.5%
Pension accrued on or after 6 April 1997 for members who joined on or after 19 April 1999 (categories I, II, III and IV)	1 April 2024	4.9%
Wainhomes Section		
Pension in excess of GMP accrued before 6 April 1997	1 April 2024	4.0%
Pension accrued on or after 6 April 1997	1 April 2024	5.0%
GMP accrued prior to 6 April 1988	1 April 2024	Nil
GMP accrued on or after 6 April 1988	1 April 2024	3.0%
Taylor Woodrow Section		
Pension (including GMP) accrued before 6 April 1997	1 May 2024	3.5%
Pension accrued on or after 6 April 1997	1 May 2024	5.0%
Wilson Connolly Section		
Pension accrued before 6 April 1997 including GMP	Anniversary of Retirement	3.0%
Pension accrued on or after 6 April 1997	Anniversary of Retirement	5.0%

Trustee Report (continued)

Management of the Scheme (continued)

Pension Increases (continued)

Pension tranches	Date of increase	2024 increase to apply
Prestoplan Section		
Pension in excess of GMP accrued before 6 April 1997	Anniversary of Retirement	Nil
Pension accrued on or after 6 April 1997	Anniversary of Retirement	5.0%
GMP accrued prior to 6 April 1988	Anniversary of Retirement	Nil
GMP accrued on or after 6 April 1988	Anniversary of Retirement	3.0%

There were no discretionary pension increases made in the year ended 31 December 2024 (2023: none).

In accordance with the Scheme's Trust Deed and Rules, some members are given the option of a Pensions Increase Exchange ("**PIE**") which they can select at the point they retire from the Scheme.

Transfers

Members can transfer the value of their benefits under the Scheme to another registered pension scheme, subject to current legislation.

The transfer value of a member's benefits includes no allowance for any discretionary benefits which might be awarded in the future.

Transfer values are guaranteed for a period of three months from the date of quotation and may increase or decrease thereafter depending on investment conditions generally. Transfers into the Scheme are not allowed.

Transfer values are calculated and verified as required under the provisions of section 97 of the Pension Schemes Act 1993.

Trustee Report (continued)

Report on Actuarial Liabilities

Actuarial Valuation as at 31 December 2022

As required by Financial Reporting Standard 102, "*The Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland*" (FRS 102), the financial statements do not include liabilities in respect of promised retirement benefits.

Under Section 222 of the Pensions Act 2004, every scheme is subject to the Statutory Funding Objective, which requires occupational pension schemes to have sufficient and appropriate assets to cover its Technical Provisions. The Technical Provisions represent the present value of the benefits to which members are entitled (based on their pensionable service and salary) at the valuation date. This is assessed using the assumptions agreed between the Trustee and the Employer and set out in the Statement of Funding Principles, which is available to Scheme members via the Scheme website (website address on page 2).

To assess whether the Scheme meets the Statutory Funding Objective, full actuarial valuations must be carried out at least every three years. The latest such valuation of the Scheme was carried out as at 31 December 2022. The next valuation is due with an effective date of 31 December 2025.

The Trustee reports that the full actuarial valuation of the Scheme as at 31 December 2022 revealed a surplus of £55m representing a funding level of 103%.

As part of the actuarial valuation, the Trustee and the Employer agreed no changes to the Scheme's long-term funding target (**"LTFT"**), which uses a discount rate of gilts + 0.50%. The Scheme's hedging of interest and inflation rates continue to be set with reference to the LTFT.

Recovery Plan and Escrow Account

The Scheme was in surplus as at 31 December 2022. As such, there was no need to agree a Recovery Plan with the Employer.

The Employer has agreed to pay contributions of £2 million per annum in respect of Scheme expenses. These are payable in monthly instalments for a period of 5 years commencing from 1 April 2024, and are to be paid to the Scheme on or before the last day of the calendar month to which they apply.

As there is no longer a Recovery Plan in place, no deficit contributions were payable by the Employer to the Scheme during the year ended 31 December 2024 (see Note 4).

The Scheme is closed to future accrual so no normal Member or Employer contributions were due in the year.

As part of the actuarial valuation at 31 December 2019, the Trustee and the Employer agreed an Escrow account mechanism to provide additional security for the Scheme. Contributions were guaranteed for the first 6 months, commencing April 2021 (£10m), with contributions from 1 October 2021 paid depending on whether certain funding triggers were met, with contributions of up to £20m per annum payable into the Escrow account. The triggers were monitored on a quarterly basis from 1 October 2021 and ending on 31 March 2024. No changes were made to this arrangement as part of the 31 December 2022 actuarial valuation. Following the 31 December 2022 actuarial valuation, the Scheme was in surplus and therefore a Recovery Plan was not required. The Trustee and Employer agreed a revised Schedule of Contributions to take effect from 1 April 2024. The Employer continues to contribute £2m per annum to cover ongoing administrative expenses.

Due to the funding position of the Scheme, no contributions were required to be paid to the Escrow account during the year ended 31 December 2024 (2023: none).

Trustee Report (continued)

Report on Actuarial Liabilities (continued)

Recovery Plan and Escrow Account (continued)

Any monies in the Escrow account will be paid to the Scheme if the funding level falls below 95% for more than two consecutive quarters, if the Employer becomes insolvent or if there is a deficit in the Scheme on its long-term funding basis in June 2028. The Escrow account is secured by a fixed charge in favour of the Trustee. If contributions in the Escrow account are not required by the Scheme (i.e. if none of the above criteria are met), then they will be returned to the Employer in 2028. Details of the operation of the Escrow account are set out in the Escrow Account Deed entered into between the Trustee and the Employer and signed in March 2021. No payments were made from the Escrow account to the Scheme during the year ended 31 December 2024 (2023: none). As at 31 December 2024, the balance on the Escrow account was £10.8m (2023: £10m), representing contributions made by the Employer and accrued interest.

A new Recovery Plan (if required) and Schedule of Contributions will be agreed as part of the next full actuarial valuation of the Scheme, which is to have an effective date of no later than 31 December 2025.

Updated Funding Position as at 31 December 2024

Between full actuarial valuations the Trustee must obtain an annual update reporting on developments affecting the Scheme's Technical Provisions and assets; this is subject to revision when the actuarial assumptions and result of the full valuation are agreed. At the most recent annual update, the Scheme Actuary compared the assets held at 31 December 2024 with the value of the benefits earned by members. The following table shows the results of this calculation together with the comparative figures from the previous actuarial valuation:

	Annual Update as at 31 December 2024 £'m	Actuarial Valuation as at 31 December 2022 £'m
Technical Provisions (i.e. liabilities)	1,473	1,677
Assets	1,567	1,732
Surplus	94	55
Funding Level	106%	103%

The table above shows that the surplus of £55m as at 31 December 2022 has turned into an estimated surplus of £94m, as at 31 December 2024. The improvement of the funding position was largely attributable to liabilities having fallen between 31 December 2022 and 31 December 2024. The figures above exclude the value of the Escrow account which stood at £10.8m at 31 December 2024 (£10m at 31 December 2023). Assets include cash at bank of £8m (2023: £6m)

Financial Assumptions

As part of the actuarial valuation as at 31 December 2022, the Trustee prepared a Statement of Funding Principles, the contents of which were agreed with the Employer. In carrying out the most recent update at 31 December 2024, the Scheme Actuary set the financial assumptions using the same principles as in that Statement, but with an allowance for changes in financial markets in the interim.

Trustee Report (continued)

Report on Actuarial Liabilities (continued)

Financial Conditions

The following table sets out the changes in the principal market indicators used to set the financial assumptions between the last full valuation and the most recent annual update:

	Annual Update as at 31 December 2024	Actuarial Valuation as at 31 December 2022
Indicative spot rate from Moody's Analytics' nominal gilt yield curve	4.80%	3.87%
Indicative spot rate from Moody's Analytics' implied Retail Price Index inflation curve	3.60%	3.52%

The above are indicative rates based on the Scheme's duration at the valuation date of 11 years. When calculating the value of the liabilities the full yield curve is adopted.

Methodology and Assumptions

In funding the Scheme, the Trustee has assumed that it will continue in its current form in the long term with benefits being paid directly from the Scheme's assets. For the purposes of the valuation, the Trustee has adopted the Defined Accrued Benefit actuarial funding method.

The following key assumptions were used for the Actuarial Valuation as at 31 December 2022:

<table>
<tr><th></th><th>Actuarial Valuation as at
31 December 2022</th></tr>
<tr><td>Discount Interest Rate</td><td></td></tr>
<tr><td>- Before Retirement</td><td>2.35% per annum above the yield on the Moody's Analytics' nominal gilt yield curve</td></tr>
<tr><td>- After Retirement</td><td>0.50% per annum above the yield on the Moody's Analytics' nominal gilt yield curve</td></tr>
<tr><td>Retail Price Inflation ("RPI")</td><td>Moody's Analytics' implied RPI inflation curve</td></tr>
<tr><td>Consumer Price Inflation ("CPI")</td><td></td></tr>
<tr><td>- Pre 2030</td><td>RPI inflation less 0.8%</td></tr>
<tr><td>- Post 2030</td><td>Equal to RPI</td></tr>
<tr><td>Pension Increases</td><td rowspan="7">Where such increases are set with reference to inflation, and subject to caps and floors, the assumptions have been set by adjusting the relevant RPI or CPI assumption to allow for the caps and floors by using a Black Scholes inflation model with a volatility of inflation of 1.7%.</td></tr>
<tr><td>- CPI max 3%</td></tr>
<tr><td>- RPI max 2.5%</td></tr>
<tr><td>- RPI max 3%</td></tr>
<tr><td>- RPI max 3.5%</td></tr>
<tr><td>- RPI max 5%</td></tr>
<tr><td>- RPI min 3% max 5%</td></tr>
<tr><td>Deferred Pension Revaluation</td><td rowspan="3">These are assumed to be equal to CPI subject to a cumulative cap of 5% per annum and 2.5% per annum where applicable</td></tr>
<tr><td>- CPI max 5%</td></tr>
<tr><td>- CPI max 2.5%</td></tr>
</table>

Trustee Report (continued)

Report on Actuarial Liabilities (continued)

Demographic Assumptions

The Scheme Actuary used the same demographic assumptions for the most recent update as were adopted for the actuarial valuation as at 31 December 2022, being those set out in the Scheme's Statement of Funding Principles. These are summarised in the following table:

Mortality before and after retirement	104% SAPS S3PxA CMI 2022, 1.5% per annum long term rate, 0.5% initial addition parameter, w2020 and w2021 parameters equal to 0%, w2022 parameter equal to 25% and default smoothing parameter of 7.
Retirement age	Retirement Age assumed to be at the earliest age that all benefits can be taken unreduced.
Cash commutation at retirement	17% of pension exchanged for cash.
Marital statistics	85% of members are married at retirement with wives 3 years younger than their husbands.
GMP equalisation	1% of total liabilities
Allowance for Pension Increase Exchange (PIE) option at retirement	27% of eligible members take PIE option

Guaranteed Minimum Pension ("GMP") Equalisation

In October 2018, the High Court determined that benefits provided to members who had contracted out of their pension scheme must be recalculated to reflect the equalisation of state pension ages between May 1990 and April 1997 for both men and women. In November 2020, the High Court issued two further rulings clarifying that pension schemes will need to revisit individual transfer payments made since 17 May 1990, as part of this GMP equalisation exercise. It also ruled that members who have previously transferred out will need their transfer values revisited and potentially topped up to the extent they were entitled to a higher transfer value in the first place had GMPs been equalised.

In 2022, the Trustee communicated to members that it intended to start the process of equalising GMPs during 2023 and that it would also undertake a GMP conversion exercise at the same time. The consultation ran from June 2022 to September 2022. Having considered feedback from members, the Trustee decided to proceed with the proposed approach to equalise and convert members' GMP benefits.

The Trustee has undertaken a phased approach to the bulk equalisation and conversion of GMPs for pensioner members of the Scheme. The first phase related to pensioners in the Taylor Woodrow section and was effective 1 March 2023. The second phase related to pensioners in the George Wimpey section and was effective 1 November 2023. Further bulk phases were completed effective 1 September 2024, 1 November 2024 and 1 March 2025. It is expected that the final phase will be completed with an effective date of 1 November 2025. The Trustee has also implemented conversion at retirement for the majority of deferred members so that their GMP benefits are converted at the point of reaching retirement.

As required by the rulings, any benefit adjustments due to GMP equalisation have and will be backdated and interest provided on the backdated amounts. Amounts in respect of backdated payments will be accounted for in the year that they are determined.

Trustee Report (continued)

Guaranteed Minimum Pension (“GMP”) Equalisation (continued)

Following completion of the above exercise, the Trustee will then move to consider GMP equalisation on transfers out. Amounts in respect of transfers out will be accounted for in the year that they are determined.

Virgin Media Case

In June 2023, the High Court handed down a decision in the *Virgin Media Ltd versus NTL Pension Trustees II Ltd* case, which considered the implications of section 37 of the Pension Schemes Act 1993. Section 37 required that the rules of a salary-related contracted-out pension scheme cannot be altered, in relation to post April 1997 service, unless the actuary confirmed that the scheme would continue to satisfy the statutory standards.

The High Court found that, where the required actuarial confirmation was not supplied, the effect of section 37 was to render the relevant amendment to any contracted-out right automatically void. It also held that references in the legislation included both past and future service rights and that the requirement for actuarial confirmation applied to all amendments to the rules of a contracted-out scheme.

This decision was appealed to the Court of Appeal and, in July 2024, the Court of Appeal upheld the decision of the High Court. The Trustee is monitoring the position and will consider the possible implications, if any, for the Scheme of the above with its advisers and what steps, if any, it wishes to take. It is not practicable, at present, to estimate the financial effect on the Scheme, if any, of the uncertainties in relation to the amount or timing of any outflow of resources, or the possibility of reimbursement of resources.

Trustee Report (continued)

Membership

Details of the membership of the Scheme as at 31 December 2024 are given below:

Deferred Members	
As at 31 December 2023	**5,857**
Retirements to Pensioner	(332)
Transfers out	(19)
Deaths	(26)
Full commutation of benefits	(18)
New deferred member set-up	1
Deferred Members as at 31 December 2024	**5,463**

Pensioner Members (including spouses and dependants)	
As at 31 December 2023	**8,501**
Deaths	(376)
Full commutation of benefits	(17)
New dependants	132
Retirements from deferred	332
Child pension ceasing	(1)
Other movements	1
Pensioner Members as at 31 December 2024	**8,572**

Any adjustments made to the opening membership figures are due to changes notified to the Administrator after the Scheme year end and are caused by the timing of member choices over benefits.

Included in the Pensioner Members above are:

- 1,860 (2023: 1,875) widows or dependants receiving pension following death of a member.
- 326 (2023: 351) annuity pensioners covered by the insurance policies set out in Note 16 to the financial statements.

Trustee Report (continued)

Investment Report

This report has been prepared by the Trustee, assisted by its investment adviser, using information that has been supplied primarily by its global custodian and investment managers. The Trustee, having taken appropriate investment advice, sets the overall strategy, and appoints investment managers to implement such a strategy. The investment managers are then given full discretion in making investment decisions, subject to broad guidelines laid down by the Trustee and are paid fees for their services. The fees are generally calculated as a percentage of the market value of the part of the fund that they manage. The assets of the Scheme are invested in accordance with the Statement of Investment Principles ("**SIP**") adopted by the Trustee.

Investment Review

As at 31 December 2024, the majority of the Scheme's assets were actively managed. The active managers during the year were AQR Capital Management (Europe) LLP (**"AQR"**), Beach Point Capital Management (**"Beach Point"**), CQS Global Funds (Ireland) plc (**"CQS"**), Hermes Investment Management (**"Hermes"**) (to September 2024), Highbridge Capital Management LLC (**"Highbridge"**), ICG Alternative Investment Limited (**"ICG"**), Insight Investment Management Limited (**"Insight"**), Kohlberg Kravis Roberts & Co LP (**"KKR"**), M&G Investment Management Limited ("**M&G**") (to December 2023), MAN Group (**"Man"**), Magnetar Financial LLC (**"Magnetar"**), and Schroders Investment Management Limited (**"Schroders"**). Insight also manages a liability driven investment (**"LDI"**) mandate, enhanced cash mandate and currency hedging mandate for the Scheme. The current list of investment managers is shown on page 2, although the Trustee notes that investments with Beach Point, Highbridge, KKR, and Magnetar are in the process of being sold down and Hermes and M&G were disinvested during the year.

For the year under review, equity markets continued to post strong returns, driven predominately by the performance of the "Magnificent 7", a group of large US technology companies benefitting in part from the impact of generative AI. To bank some of the gains made over 2023 and early 2024, in March 2024, the Scheme halved its exposure to the Schroders Volatility Controlled Equity Fund. Inflation continued to be a persistent theme in markets throughout 2024.

In Q2 2024, the European Central Bank became the first developed-market central bank to cut interest rates, with the Bank of England and Federal Reserve not following suit until August and September respectively.

Q3 2024 began with heightened, but short lived, volatility as markets reacted to fears of a recession in the US and interest rate hikes in Japan. Over the quarter, the Scheme made a full redemption from the Federated Hermes Unconstrained Credit Fund, reinvesting these proceeds into the ICG Total Credit Fund. Whilst credit spreads remained tight relative to history, loans and structured credit assets were opportunities for relative value and the allocation to the ICG Total Credit Fund was topped up further, funded by trimming the AQR Diversified Risk Premia Fund and reducing the Scheme's exposure to the Schroders Volatility Controlled Equity Fund.

Following the UK Government's Budget announcement in October 2024, UK government bond yield rose upwards, reducing the Scheme's available collateral within the LDI portfolio. To bring collateral back to target levels, in late November 2024 the Scheme undertook some modest rebalancing activity by redeeming from the AQR Diversified Risk Premia Fund, and the Insight High Grade ABS Fund and reinvesting the proceeds in the Scheme's LDI mandate.

In these market conditions, the Trustee agreed the Scheme's predominantly liquid investment strategy and collateral rebalancing framework remains appropriate. The Trustee was encouraged to see the Scheme's funding level increase steadily over the year, driven by strong performance of the Scheme's diversified portfolio of return-seeking assets plus gilt yield changes which led to liabilities falling.

Trustee Report (continued)

Investment Report (continued)

Investment Review (continued)

Whilst the overall value of the Scheme’s net investment assets reduced from £1,713m at 31 December 2023 to £1,562m at 31 December 2024, the value of the Scheme’s liabilities (as measured on the Technical Provisions funding basis) has also fallen. This has resulted in the Scheme’s estimated funding level improving throughout the year. As such, there are no concerns regarding the Scheme’s ability to meet the payment of benefits to members, or its ability to continue as a going concern. The Trustee continues to monitor the situation and is well placed to take any further action as required.

Following recommendations from the Scheme’s investment adviser, the mandates with Highbridge, KKR, Beach Point and Magnetar are currently in the process of being sold down. Over the Scheme year, the Trustee has appointed ICG as a new investment manager for the Scheme, with the initial investment made in September 2024.

The ISC has continued to review the managers' performance throughout the year and has met with CQS, Schroders and Man. The ISC also met with its newly appointed manager, ICG, at the selection meeting in which they were appointed. Further details of these manager engagements are set out in the Scheme's Implementation Statement and Task Force on Climate-Related Financial Disclosures (“**TCFD**") Report.

Trustee Report (continued)

Investment Report (continued)

Asset Allocation as at 31 December 2024 Asset Class	Market Value £'m	Weighting (%)	Expected Return (over gilts) [2] (%)
Liquid Market Strategies	**253**	**16.2**	-
Schroders (Volatility Controlled Equities)[1]	29	1.9	9.4
AQR Diversified Risk Premia[2]	160	10.2	4.5
Man Progressive Diversified Risk Premia[2]	64	4.1	4.3
Liquid & Semi-Liquid Credit	**617**	**39.5**	-
Schroders (Corporate Debt)	185	11.8	0.9
Beach Point (Opportunistic Credit)	11	0.8	2.8
CQS (Multi-Class Credit)	125	8.0	3.3
Insight (High Grade Asset Backed Securities)	171	10.9	1.4
Insight (Liquidity)	10	0.6	-
ICG Total Credit	115	7.4	3.7
Illiquid Credit	**112**	**7.3**	**-**
Highbridge (USD Private Debt)	15	1.0	3.6
KKR (Private Credit Opportunities)	64	4.2	3.7
Magnetar Constellation	33	2.1	3.7
LDI	**362**	**23.1**	**-**
Insight LDI[3]	362	23.1	-
Cash and Cash Equivalents	**29**	**1.9**	**-**
Other Assets	**189**	**12.0**	**-**
Insurance policies	128	8.2	-
Pension Funding Partnership	37	2.4	-
AVC Funds	3	0.1	-
Other investment balances (net)	21	1.3	-
Total Investment Assets	**1,562**	**100.0**	**-**

(1) Volatility Controlled Equity (VCE) allocation has a range of 2 to 5-8x leveraged exposure (target 4x). The leverage as at 31 December 2024 was c.3.7x i.e. the Scheme's exposure to equity markets through VCE is c.3.7x greater than the cash position.

(2) Expected Returns based on Redington assumptions. Credit expected returns are based on prevailing credit spreads net of default assumptions.

(3) The asset allocation above includes the use of derivatives and repurchase agreements.

Trustee Report (continued)

Investment Report (continued)

1 Year Performance - Mandate	Mandate Size (£'m)	Portfolio Return (%)	Benchmark Return (%)	Variance Return (%)
Liability Matching and Cash				
Insight Segregated LDI	362	(5.4)	(5.5)	0.1
Insight High Grade ABS	171	6.9	5.3	1.6
Insight Liquidity	10	5.2	5.2	-
Schroders Aggregate Bonds	185	(3.2)	(3.3)	0.1
Liquid Managers				
AQR Diversified Risk Premia	160	21.5	9.3	12.2
Schroders Volatility Controlled Equity	29	13.5	12.4	1.1
Man Progressive Diversified Risk Premia	64	7.9	9.3	(1.4)
Illiquid and Semi-Liquid Managers				
Beach Point SCF X	11	N/A	N/A	N/A
CQS Credit Multi Asset	125	11.3	10.8	0.5
Highbridge Private Loan Opportunities	15	N/A	N/A	N/A
KKR Private Credit Opportunities	64	N/A	N/A	N/A
Magnetar Constellation	33	18.5	8.6	9.9
ICG Total Credit	115	2.2	2.5	(0.3)
Other Assets				
Insurance policies	128	N/A	N/A	N/A
Pension Funding Partnership	37	N/A	N/A	N/A
Cash and Cash Equivalents	29	N/A	N/A	N/A
AVC Funds	3	N/A	N/A	N/A
Other investment balances (net)	21	N/A	N/A	N/A
Total Investment Assets	**1,562**	(1.6)	(4.9)	3.3

Please note:

- Performance figures not available for Beach Point due to the mandate being in wind-down following the Scheme submitting a full redemption request in October 2022.

- Total Scheme performance and its respective benchmark are taken from the Scheme's Custodian performance report (which excludes the Annuities and PFP performance). Individual fund manager performance is taken from the Scheme's investment adviser's performance reporting, and are sourced from the individual investment managers, net of fees.

- Performance reporting for Highbridge Private Loans Opportunities and KKR Private Credit Opportunities is shown on page 19.

- Magnetar 1 year performance returns have been calculated based on the USD value of the fund's NAV, on a NAV-to-NAV basis.

- Performance returns for ICG Total Credit Fund are shown since inception (September 2024) due to the Fund being held for a period less than a year.

Trustee Report (continued)

Investment Report (continued)

3 Year Performance (annualised) - Mandate	Mandate Size (£'m)	Portfolio Return (%)	Benchmark Return (%)	Variance Return (%)
Liability Matching and Cash				
Insight Segregated LDI	362	(10.3)	(10.6)	0.3
Insight High Grade ABS	171	3.4	3.8	(0.4)
Insight Liquidity	10	3.7	3.8	(0.1)
Schroders Aggregate Bonds	185	(10.8)	(11.7)	0.9
Liquid Managers				
AQR Diversified Risk Premia	160	18.9	6.8	12.1
Schroders Volatility Controlled Equity	29	3.7	3.8	(0.1)
Man Progressive Diversified Risk Premia	64	N/A	N/A	N/A
Illiquid and Semi-Liquid Managers				
Beach Point SCF X	11	N/A	N/A	N/A
CQS Credit Multi Asset	125	4.5	5.6	(1.1)
Highbridge Private Loan Opportunities	15	N/A	N/A	N/A
KKR Private Credit Opportunities	64	N/A	N/A	N/A
Magnetar Constellation	33	7.9	5.0	2.9
ICG Total Credit	115	N/A	N/A	N/A
Other Assets				
Insurance policies	128	N/A	N/A	N/A
Pension Funding Partnership	37	N/A	N/A	N/A
Cash and Cash Equivalents	29	N/A	N/A	N/A
AVC Funds	3	N/A	N/A	N/A
Other investment balances (net)	21	N/A	N/A	N/A
Total Investment Assets	**1,562**	**9.4**	**9.8**	**(0.4)**

Please note:

- Performance figures not available for Beach Point due to the mandate being in wind-down following the Scheme submitting a full redemption request in October 2022.

- Total Scheme performance and its respective benchmark are taken from the Scheme's Custodian performance report (which excludes the Annuities and PFP performance). Individual fund manager performance is taken from the Scheme's investment adviser's performance reporting, and are sourced from the individual investment managers, net of fees.

- Performance reporting for Highbridge Private Loans Opportunities and KKR Private Credit Opportunities is shown on page 19.

- 3-year performance reporting is not available for Man Progressive Diversified Risk Premia and the ICG Total Credit Fund due to these Funds being held for a period of less than three years.

Trustee Report (continued)

Investment Report (continued)

Since Inception Internal Rate of Return ("IRR")	Inception Date	Mandate Size £'m	Portfolio Return (%)	Benchmark Return (%)	Variance Return (%)
Illiquid Managers					
Magnetar Constellation	June 2020	33	13.0	5.9	7.1
Highbridge Private Loan Opportunities	December 2015	15	7.1	7.5	(0.4)
KKR Private Credit Opportunities	December 2017	64	2.1	12.0	(9.9)

Please note:

- For the Highbridge Private Loan Opportunities and the KKR Private Credit Opportunities, performance is reported since inception using an internal rate of return (IRR) since inception, as 1-year and 3-year performance is not available. - KKR and Highbridge mandate returns are reported assuming a perfect hedge.

Pension Funding Partnership ("PFP")

The Trustee (on behalf of the Scheme) is a limited partner in the Pension Funding Partnership constituted as the Taylor Wimpey Scottish Limited Partnership ("**SLP**"). The SLP owns a secured £100m loan note issued by Taylor Wimpey SH Capital Limited ("**TWSH**"). TWSH's assets comprise mainly show homes and other approved assets of the Employer. The general partner of the SLP is Taylor Wimpey (General Partner) Limited, a wholly owned subsidiary of the Employer. Taylor Wimpey (Initial LP) Limited is the other limited partner in the SLP.

The Scheme receives a regular annual income under the Partnership agreement of c. £5m per annum payable during April each year (with five distributions remaining at 31 December 2024) until 2029. In March 2024, the Trustee and Employer agreed to extend the duration of the PFP from 2028 through to 2035, as well as replacing the contingent payment of up to £100 million potentially payable in 2029 with seven annual contingent payments starting in 2029 equal to the lower of £12.5m and the Scheme's Technical Provisions deficit at the prior 31 December. If all of the contingent payments are made to the Scheme, the total contingent payment will be £87.5m. To the extent that some, or all, of the contingent payments are not paid to the Scheme, the balance will be paid by the PFP to the Employer and the outstanding capital balance of the loan note will reduce. The final funding test under the PFP will take place with an effective date of 31 December 2035.

The Trustee has rights if certain events of default or similar occur. The key right of the Trustee in those events is to gain control of the SLP and appoint its own general partner to manage recovery of the loan and/or assets of TWSH with a view to recovering the lower of £100m or the value of the Scheme deficit at the time on a section 75 basis.

The Trustee commissions Mercer Limited to perform a valuation for financial statements purposes of its interest in the SLP. The valuation, which uses fair value principles, is based on the present value of expected annual receipts under the agreement. It uses a stochastic model to project forward the Scheme assets and liabilities through to 2035 in order to place a present value on the contingent payments payable from 2029 to 2035.

The value of the PFP at 31 December 2024 (excluding the present value of the accrued income) was £37m (2023: £48m), as independently valued by Mercer Limited. This represents c.2.4% of the net assets of the Scheme at 31 December 2024 (31 December 2023: c. 2.8%). The decrease in the value of the PFP from 31 December 2023 to 31 December 2024 is principally due to the Scheme being in surplus. An additional £4.2m is attributable to interest accrued in 2024 but not yet paid to the Scheme (paid to the Scheme in April 2025).

Trustee Report (continued)

Investment Report (continued)

Custodial Arrangements

The role of a custodian is to ensure the safe keeping of the assets and facilitate all transactions entered into by the appointed investment managers. The Trustee has appointed Northern Trust as its custodian in relation to the segregated investments held with Insight and Schroders.

The Trustee is not responsible for the appointment of the custodian of the assets contained within the various pooled fund investments. However, the ISC, on behalf of the Trustee, is satisfied that the managers responsible for the appointment and monitoring of their relevant custodians fulfil this obligation competently, and that they have suitable procedures in place for conducting periodic reviews.

Exercise of Voting Rights

The ISC's policy on the exercise of rights attaching to investments, including voting rights, is that these rights should be exercised by the Investment Managers on behalf of the Trustee having regard to the best financial interests of the beneficiaries.

Statement of Investment Principles

The Trustee has produced a Statement of Investment Principles in accordance with the requirements of the Pensions Act 1995 and subsequent legislation. A copy is available on the Scheme's website (https://taylorwimpeypensions.co.uk/media/gjpokly2/2023-09-27-twps-statement-of-investment-principles-website.pdf) and also upon request by writing to the Secretary to the Trustee at the address (on page 2) of this report. The ISC, on behalf of the Trustee, believes that the assets held over the year, together with the managers' approach to stock selection, have provided a suitably diversified portfolio of investments. The ISC, on behalf of the Trustee, is also satisfied that the assets held by the Scheme over the year were sufficiently secure and marketable.

The Scheme's Statement of Investment Principles was reviewed and updated in September 2024, with only minor amendments made. These amendments included updating the time horizons scale over which the Scheme considers climate-related risks and opportunities.

Corporate Governance and the UK Stewardship Code

In conjunction with its professional advisers, the Trustee continued to pay due attention to the principles contained in the voluntary code, the UK Stewardship Code, published by the Financial Reporting Council in July 2010 and updated in September 2012. The Code is intended to promote shareholder activism and the Trustee encourages the Scheme's Investment Managers to act in accordance with the Code.

The Trustee and the ISC aim to ensure they have the right skill set and decision-making structures, and also clear investment objectives for the Scheme and an appropriate and well-documented strategy in place for achieving these objectives. Explicit goals are set for investment managers used by the Trustee, and these are contained in explicit mandates with appropriate benchmarks and performance targets where appropriate.

For effective investment decision-making, the Trustee and ISC take expert investment advice and regularly review their training needs and skills.

Trustee Report (continued)

Investment Report (continued)

TCFD Reporting

The TCFD has developed a framework to help public companies and other organisations disclose climate-related risks and opportunities. Similar requirements have been incorporated into the regulatory framework for pension schemes entitled “Climate Change and Reporting Regulations 2021” (applying to schemes with net assets over £1bn from 1 October 2022). This required the Trustee to put in place relevant climate governance and reporting processes and to produce a TCFD report. The Trustee's TCFD report has been published on the Scheme’s website: https://www.taylorwimpeypensions.co.uk/.

Implementation Statement and Environmental, Social and Governance (“ESG”) Investing

The Trustee last updated its Responsible Investing Policy in September 2023 to include, in greater detail, its updated policy on stewardship and engagement which is set out in detail in the Trustee’s Statement of Investment Principles, a copy of which is available on the Scheme Website.

The ESG policy, including the Trustee’s approach to stewardship and engagement, is reviewed as part of the Scheme’s regular SIP review. On an ongoing basis, the Trustee investment adviser monitors each asset manager’s approach to ESG, including their approach to stewardship and engagement and regularly reports on this to the Trustee.

The Trustee's Implementation Statement, which sets out further voting and engagement information undertaken by the Scheme's investment managers for the year ended 31 December 2024, is set out from page 59 and forms part of the Trustee Report.

Employer Related Investments

The Scheme is invested in accordance with the Occupational Pension Schemes (Investment of Scheme’s Resources) Regulations 1992, and there is no direct self-investment in the Scheme (that is, investment in the shares, loans or property of the Employer).

The value of Taylor Wimpey shares held within the Scheme’s pooled investment vehicles at 31 December 2024 is 0.02% of the Scheme’s net assets (31 December 2023: 0.06%).

Trustee Report (continued)

Statement of Trustee's Responsibilities

The Trustee's responsibilities in respect of the financial statements

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

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

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

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

The Trustee has a general responsibility for ensuring that 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, including the maintenance of an appropriate system of internal control.

The Trustee is also responsible for the maintenance and integrity of the Scheme's website (www.taylorwimpeypensions.co.uk). Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The Trustee's responsibilities in respect of contributions

The Trustee is responsible under pensions legislation for preparing, and from time to time reviewing and if necessary revising, a Schedule of Contributions showing the rates of contributions payable to the Scheme by or on behalf of employers and the active members of the Scheme and the dates on or before which such contributions are to be paid.

The Trustee is also responsible for keeping records in respect of contributions received in respect of any active member of the Scheme and for adopting risk-based processes to monitor whether contributions that fall due to be paid are paid into the Scheme in accordance with the Schedule of Contributions.

Where breaches of the schedule occur, the Trustee is required by the Pensions Acts 1995 and 2004 to consider making reports to the Pensions Regulator and to members.

Trustee Report (continued)

Further Information

Internal Dispute Resolution ("IDR") Procedures

It is a requirement of the Pensions Act 1995 that the Trustees of all occupational pension schemes must have IDR procedures in place for dealing with any disputes between the Trustees and the Scheme beneficiaries. A dispute resolution procedure has been agreed by the Trustees, details of which can be obtained by writing to the Secretary to the Trustee at the address on page 2 of this report.

Further Information

Further information about the Scheme is available on the Scheme's website or on request, to members, their spouses, and other beneficiaries. In particular, the Scheme's Deed and Rules can be inspected on request and a copy of the latest Actuarial report and the Trustee's Statement of Investment Principles is available on the Scheme website.

Members can request details of the amount of their current transfer value. Such requests are available free of charge once a year. Indicative transfer values are available online via the Scheme website for a majority of the members and are updated on a monthly basis.

If members have any queries concerning the Scheme or their own pension position, or wish to obtain further information, they should contact Hymans Robertson LLP who will respond to any queries about entitlement to benefits – address on page 2.

If members have any complaints in relation to the Scheme, they should contact N Gunn, Secretary to the Trustee – address on page 2.

The Pensions Regulator ("TPR")

TPR has the objectives of protecting the benefits of members, promoting good administration and reducing the risk of claims on the Pension Protection Fund. TPR has the power to investigate schemes, to take action to prevent wrongdoing in or maladministration of pension schemes and to act against employers failing to abide by their pension obligations. TPR may be contacted at the following address:

The Pensions Regulator
Telecom House
125-135 Preston Road
Brighton
BN1 6AF
www.thepensionsregulator.gov.uk

Trustee Report (continued)

Further Information (continued)

The Money and Pensions Service ("MaPS")

This service is available at any time to assist members and beneficiaries with pensions questions and issues they have been unable to resolve with the Trustee of the Scheme. MaPS has launched MoneyHelper, which brings together the Money Advice Service, The Pensions Advisory Service and Pension Wise to create a single place to get help with money and pension choices. MoneyHelper is impartial, backed by the government and free to use.

Money and Pensions Service
Borough Hall
Cauldwell Street
Bedford
MK42 9AB
Tel: 0345 015 4033
www.moneyhelper.org.uk

The Pensions Ombudsman

Members have the right to refer a complaint to The Pensions Ombudsman free of charge. The Pensions Ombudsman deals with complaints and disputes which concern the administration and/or management of occupational and personal pension schemes.

Contact with The Pensions Ombudsman about a complaint needs to be made within three years of when the events(s) the member is complaining about happened – or, if later, within three years of when they first knew about it (or ought to have known about it). There is discretion for those time limits to be extended.

The Pensions Ombudsman can be contacted at:

10 South Colonnade
Canary Wharf
London
E14 4PU
Tel: 0800 917 4487
Email: enquiries@pensions-ombudsman.org.uk
Website: www.pensions-ombudsman.org.uk
Members can also submit a complaint form online: https://www.pensions-ombudsman.org.uk/making-complaint

Pension Tracing Service

The Pension Tracing Service is provided by the Department for Work and Pensions and responsible for compiling and maintaining the register of occupational pension schemes has been passed to The Pensions Regulator.

Contact details for the services are as follows:

Pension Tracing Service
The Pension Service 9
Mail Handling Site A
Wolverhampton
WV98 1LU
Website: www.gov.uk/find-pension-contact-details

Trustee Report (continued)

Approval of the Trustee Report by the Trustee

The Trustee Report on pages 3 to 25 has been approved and signed for and on behalf of the Trustee of The Taylor Wimpey Pension Scheme by:

[redacted] Director

Director

25.06.2025 Date

Section 3 – Independent Auditors' Report to the Trustee of The Taylor Wimpey Pension Scheme

Report on the audit of the financial statements

Opinion

In our opinion, The Taylor Wimpey Pension Scheme's financial statements:

- show a true and fair view of the financial transactions of the Scheme during the year ended 31 December 2024, and of the amount and disposition at that date of its assets and liabilities, other than liabilities to pay pensions and benefits after the end of the year;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards comprising FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", and applicable law); 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.

We have audited the financial statements, included within the Annual Report and Financial Statements, which comprise: the Statement of Net Assets (available for benefits) as at 31 December 2024; the Fund Account for the year then ended; and the notes to the financial statements, which include a description of the significant accounting policies.

Basis for opinion

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

Independence

We remained independent of the Scheme in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, which includes the FRC's Ethical Standard, as applicable to other entities of public interest, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

To the best of our knowledge and belief, we declare that non-audit services prohibited by the FRC's Ethical Standard were not provided to, or in respect of, the Scheme.

We have provided no non-audit services to the Scheme in the period under audit.

Conclusions relating to going concern

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

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

However, because not all future events or conditions can be predicted, this conclusion is not a guarantee as to the Scheme's ability to continue as a going concern.

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

Independent Auditors’ Report to the Trustee of The Taylor Wimpey Pension Scheme (continued)

Reporting on other information

The other information comprises all of the information in the Annual Report and Financial Statements other than the financial statements, our auditors’ report thereon and our auditors’ statement about contributions. The Trustee is responsible for the other information. 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 thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify an apparent material inconsistency or material misstatement, we are required to perform procedures to conclude whether there is a material misstatement of the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report based on these responsibilities.

Responsibilities for the financial statements and the audit

Responsibilities of the Trustee for the financial statements

As explained more fully in the statement of Trustee’s responsibilities, the Trustee is responsible for ensuring that the financial statements are prepared in accordance with the applicable framework and for being satisfied that they show a true and fair view. The Trustee is also responsible for such internal control as it determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditors’ responsibilities for the audit of the financial statements

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

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

Independent Auditors' Report to the Trustee of The Taylor Wimpey Pension Scheme (continued)

Auditors' responsibilities for the audit of the financial statements (continued)

Based on our understanding of the Scheme and its environment, we identified that the principal risks of non-compliance with laws and regulations related to the administration of the Scheme in accordance with the Pensions Acts 1995 and 2004 and regulations made under them, and codes of practice issued by the Pensions Regulator; and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered the direct impact of these laws and regulations on the financial statements. We evaluated incentives and opportunities for fraudulent manipulation of the financial statements, including the risk of override of controls, by the Trustee and those responsible for, or involved in, the preparation of the underlying accounting records and financial statements, and determined that the principal risks were related to posting inappropriate journals to conceal misappropriation of assets. Audit procedures performed by the engagement team included:

- Testing journal entries where we identified particular fraud risk criteria.
- Obtaining independent confirmations of material investment valuations and cash balances at the year end.
- Reviewing meeting minutes, any correspondence with the Pensions Regulator, and significant contracts and agreements.
- Holding discussions with the Trustee to identify significant or unusual transactions and known or suspected instances of fraud or non-compliance with applicable laws and regulations.
- Assessing financial statement disclosures, and agreeing these to supporting evidence, for compliance with the Pensions Acts 1995 and 2004 and regulations made under them.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

A further description of our responsibilities for the audit of the financial statements is located on the FRC's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditors' report.

Use of this report

This report, including the opinion, has been prepared for and only for the Trustee as a body in accordance with section 41 of the Pensions Act 1995 and for no other purpose. We do not, in giving this opinion, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.

PricewaterhouseCoopers LLP

PricewaterhouseCoopers LLP
Chartered Accountants and Statutory Auditors
London
Date: 25/6/25

Section 4 – Financial Statements

Fund Account for year ended 31 December 2024

	Note	**2024** £'m	2023 £'m
CONTRIBUTIONS AND BENEFITS			
Employer contributions	4	**2**	2
Benefits paid or payable	5	**(108)**	(104)
Transfers out to other schemes	6	**(2)**	(2)
Administrative expenses	7	**(3)**	(3)
		(113)	(109)
Net withdrawals from dealings with members		**(111)**	(107)
RETURNS ON INVESTMENTS			
Investment income	8	**(1)**	24
Change in market value of investments	9	**(31)**	72
Investment management expenses	21	**(6)**	(7)
Net returns on investments		**(38)**	89
Net decrease in the Scheme		**(149)**	(18)
Opening net assets		**1,720**	1,738
Closing net assets		**1,571**	1,720

The notes on pages 32 to 55 form an integral part of these financial statements.

Financial Statements (continued)

Statement of Net Assets (available for benefits) as at 31 December 2024

	Note	2024 £'m	2023 £'m
Investment assets			
Bonds	9	**1,355**	1,485
Pension Funding Partnership	13	**37**	48
Pooled investment vehicles	11	**797**	830
Derivatives	12	**97**	93
Amounts receivable under Reverse Repurchase Agreements	15	**88**	155
Insurance policies	16	**128**	144
AVC investments	17	**3**	3
Cash and cash equivalents	14	**29**	59
Other investment balances	9	**33**	23
		2,567	2,840
Investment liabilities			
Bonds sold short	9	**(35)**	(158)
Derivatives	12	**(129)**	(125)
Amounts payable under Repurchase Agreements	15	**(829)**	(823)
Other investment balances	9	**(12)**	(21)
		(1,005)	(1,127)
Net investments assets		**1,562**	1,713
Current assets	22	**11**	9
Current liabilities	23	**(2)**	(2)
Total net assets available for benefits		**1,571**	1,720

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.

Financial Statements (continued)

Statement of Net Assets (available for benefits) as at 31 December 2024 (continued)

The actuarial position of the Scheme, which takes into account such obligations, is dealt with in the Report on Actuarial Liabilities on pages 8 to 11 of the Trustee Report, and these financial statements should be read in conjunction with this report.

The notes on pages 32 to 55 form an integral part of these financial statements.

These financial statements on pages 29 to 55 were approved by the Trustee and were signed on its behalf by:

[redacted]

.... Director

.... Director

25.06.2025 .... Date

Section 5 – Notes to the Financial Statements

Notes to the financial statements for the year ended 31 December 2024

1 IDENTIFICATION OF FINANCIAL STATEMENTS

The Taylor Wimpey Pension Scheme (the **"Scheme"**) is a defined benefit occupational pension scheme and was established as a trust under English law. The address for enquiries to the Scheme is Taylor Wimpey Pensions, Unit 2 Tournament Court, Edgehill Drive, Warwick, CV34 6LG.

2 GENERAL INFORMATION AND BASIS OF PREPARATION

The Scheme was established on 7 March 2013 to receive a transfer of assets and liabilities from the George Wimpey Staff Pension Scheme and the Taylor Woodrow Group Pension & Life Assurance Fund which took place on 1 October 2013. The Principal Employer is Taylor Wimpey UK Limited (**"TWUK"** or the **"Employer"**). The Scheme is currently governed by a Definitive Trust Deed and Rules dated 21 June 2017, as amended from time to time. The Scheme is closed to new members and to future accrual.

The Scheme is a registered pension scheme in accordance with The Finance Act 2004. This means that the contributions paid by both the Employer and the members qualify for full tax relief, and enables income earned from investments by the Trustee to receive preferential tax treatment.

The individual financial statements of The Taylor Wimpey Pension Scheme 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 (FRS) 102 - The Financial Reporting Standard applicable in the UK and Republic of Ireland issued by the Financial Reporting Council ("**FRS 102**") and the guidance set out in the Statement of Recommended Practice "Financial Reports of Pension Schemes" (revised June 2018) ("**the SORP**").

3 ACCOUNTING POLICIES

The following principal accounting policies have been adopted in the presentation of the financial statements. These policies have been consistently applied to both years presented, unless otherwise stated.

3.1 Employer contributions

Employer expense contributions are accounted for on the due dates set out in the Schedule of Contributions, or on receipt, if earlier, with the agreement of the Employer and the Trustee – see Note 4 for details.

3.2 Benefits paid or payable

Where members can choose whether to take their benefits as a full pension or as a lump sum with reduced pension, retirement benefits are accounted for on an accruals basis on the later of the date of retirement and the date the option is exercised.

Pensions in payment, including pensions funded by annuity insurance contracts and amounts paid under income draw-down arrangements, are accounted for in the period to which they relate.

Other benefits are accounted for on an accruals basis on the date of retirement, death or leaving the Scheme as appropriate.

3.3 Transfers out to other schemes

Individual transfers out of the Scheme are accounted for when paid, which is normally when member liability is discharged.

Notes to the financial statements for the year ended 31 December 2024 (continued)

3 ACCOUNTING POLICIES (CONTINUED)

3.4 Administrative expenses

Expenditure is accounted for on an accruals basis, which means that an allowance has been made for certain expenses due but not paid before the year end date.

3.5 Investment income and investment management expenses

Investment Income on cash and short-term deposits is accounted for on an accruals basis.

Income from bonds is accounted for on an accruals basis on the date interest is payable and included interest bought and sold on investment purchases and sales.

Income arising from the underlying investments of the pooled investment vehicles, that is reinvested within the pooled investment vehicles, is reflected in the unit price. Such income is reported within the change in market value of investments. For all other income not reflected in the unit price this is accounted for as investment income on an accruals basis when declared.

The Scheme pays to and receives interest from counterparties to the Repurchase Agreements (**"Repos"**) and Reverse Repurchase Agreements (**"Reverse Repos"**) respectively and this is accounted for on an accruals basis in line with the terms of the respective contracts.

Income received in relation to the Pension Funding Partnership agreement is accounted for on an accruals basis.

Income from insurance policies is included in investment income and is accounted for on an accruals basis.

The change in market value of investments includes realised and unrealised gains and losses.

Investment management expenses are either accounted for on an accruals basis or included in the unit movement or price movement of the invested asset.

3.6 Valuation of investments

Investment assets and liabilities are included in the financial statements at fair value. Where separate bid and offer prices are available, the bid price is used for investments assets and the offer price for investment liabilities. Otherwise the closing single price, single dealing price or most recent transaction price is used.

Where quoted or other unit prices are not available, the Trustee adopts valuation techniques appropriate to the class of investment. Details of the valuation techniques and principal assumptions are given in the notes to the financial statements where used.

i. Investments traded through the Stock Exchange Trading Services ("**SETS**") are valued on the basis of the latest price or bid price at the year-end depending on the market on which they are quoted.

ii. Foreign investments, including the effect of forward foreign exchange contracts, are converted into sterling at the closing rate of exchange ruling at the year end.

iii. Investments which are held in units are stated at the closing bid or, if single priced, at the closing single price at the year end as advised by the Investment manager.

    Shares in pooled investment vehicles have been valued at the latest available net asset value ("**NAV**") determined in accordance with fair value principles, provided by the pooled investment manager.

iv. Bonds and short sold bonds are valued "clean" (without accrued interest). Accrued interest is included in investment income receivable.

Notes to the financial statements for the year ended 31 December 2024 (continued)

3 ACCOUNTING POLICIES (CONTINUED)

3.6 Valuation of Investments (continued)

v. Derivatives are investment assets and liabilities that derive their value from the price or rate of some underlying item. Derivatives with an initial purchase price are reported as purchases. Those that do not have an initial purchase but require a deposit, such as an initial margin to be placed with that broker, are recorded at nil cost on purchase.

For Over the Counter ("**OTC**") derivatives, where a market price is not readily available, the fair value is determined by the investment manager using accepted pricing models.

Forward foreign exchange contracts outstanding at the year-end are stated at fair value, which is determined as the gain or loss that would arise if each outstanding contract was matched at the period end with an equal and opposite contract at that date.

Futures contracts are based on fair value where cash is held for short-term liquidity, the Trustee has entered into index-based contracts of equivalent economic value to avoid being "out-of-the-market".

Changes in the fair value of the forward foreign exchange contracts are reported within the change in market value of investments in the Fund Account.

Swaps are valued at fair value, using a price model which calculates the current value of future expected net cash flows arising from the swap, for which the time value of money is taken into account. Interest is accrued monthly under terms relating to individual contracts. Receipts or payments under contracts, representing the difference between the swapped cash flows, are included in investment income.

vi. Repurchase agreements (where the Scheme has sold assets with the agreement to repurchase at a fixed date and price) are included at the fair value of the repurchase price (as a liability). The assets sold are reported in the appropriate asset class in the investments note at their fair value reflecting that the Scheme retains the risk and rewards of ownership of those assets.

vii. Reverse repurchase agreements (where the Scheme has bought assets with the agreement to sell at a fixed date and price) are included at the fair value of the repurchase price (as an asset). Cash delivered under reverse repurchase contracts is recognised as an investment receivable in the financial statements. Securities received in exchange are disclosed as collateral supporting this receivable but not included as Scheme assets.

viii. The Scheme's interest as a Limited Partner in the Pension Funding Partnership is valued at the discounted net present value of future contractual partnership distribution rights. The valuation and discount rate applied were determined by an independent valuation adviser taking into account the specific risks associated with the distribution stream and, in particular, the legal structure and marketability of the asset and the risk of non-payment.

ix. The bulk insurance policies held with Just Group plc, Legal & General Group plc, Phoenix Life Limited and Standard Life Assurance Company have been included in the financial statements at the value calculated by the Scheme Actuary at the year end. Insurance policies are valued by the Scheme Actuary at the amount of the related obligation, determined using the most recent Scheme Funding valuation assumptions updated for market conditions at the reporting date.

x. AVCs are included at either the value confirmed by the provider at the year end or the latest available market value advised by the provider and adjusted for any cash movements during the period to the year end.

Notes to the financial statements for the year ended 31 December 2024 (continued)

3 ACCOUNTING POLICIES (CONTINUED)

3.7 Currency

The Scheme's functional and presentational currency is pounds sterling ("**GBP**").

Balances denominated in foreign currencies are translated into Sterling at the rate ruling at the year-end date.

Asset and liability balances are translated at the bid and offer rates respectively. Transactions denominated in foreign currencies are translated at the rate ruling at the date of the transaction. Differences arising on investment balance translation are accounted for in the change in market value of investments during the year.

3.8 Critical Accounting Judgments and Estimation Uncertainty

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical judgements in applying the accounting policies

Whether the Scheme controls the Taylor Wimpey Scottish Limited Partnership ("**PFP**") requires judgement. Control is the power to govern the financial and operating policies of an entity so as to obtain benefits from its activities. The Trustee has taken advice that the investment in the limited partnership is structured in such a way that the Trustee does not control the PFP. As such, the partnership interest has been included in these financial statements as a financial asset and has not been consolidated as a subsidiary.

Key accounting estimates and assumptions

The Trustee makes estimate and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. For the Scheme, the Trustee believes the only estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next financial year are related to the valuation of the Scheme investments and, in particular, those classified in Level 3 of the fair-value hierarchy.

Explanation of the key assumptions underpinning the valuation of investments are included within Policy 3.6 above and within Notes 13 and 16.

Notes to the financial statements for the year ended 31 December 2024 (continued)

4 EMPLOYER CONTRIBUTIONS

	2024	2023
	£'m	£'m
Administrative expenses funding	2	2

As a part of the actuarial valuation at 31 December 2019, the Trustee and the Employer agreed to put in place an Escrow account mechanism to provide additional security for the Scheme. Contributions to the Escrow account of £10m were guaranteed for 6 months from 1 April 2021, with contributions from 1 October 2021 paid depending on whether certain funding triggers are met. These triggers were monitored on a quarterly basis with effect from 1 October 2021 and ending on 31 March 2024. The monies in the Escrow account will be paid to the Scheme if the funding level falls below 95% for more than two consecutive quarters, if the Employer becomes insolvent or if there is a deficit in the Scheme on its long-term funding basis in June 2028. The Escrow account is secured by a fixed charge in favour of the Trustee.

At 31 December 2024, there was £10.8m (2023: £10m) held in the Escrow account with no amounts (save for interest received) being paid into or out of the Escrow account during the current year or prior year.

Following the 31 December 2022 actuarial valuation, the Scheme was in surplus and therefore a Recovery Plan was not required. The Trustee and Employer agreed a revised Schedule of Contributions to take effect from 1 April 2024. The Employer continues to contribute £2m per annum to cover ongoing administrative expenses.

5 BENEFITS PAID OR PAYABLE

	2024	2023
	£'m	£'m
Pensions	97	95
Lump sum retirement benefits	11	9
	108	104

For the year ended 31 December 2024, taxation where member benefits exceeded the lifetime allowance was £nil (2023: less than £0.1m) and lump sums on death in retirement benefits paid was less than £0.3m (2023: less than £0.3m).

Notes to the financial statements for the year ended 31 December 2024 (continued)

6 TRANSFERS OUT TO OTHER SCHEMES

	2024	2023
	£'m	£'m
Individual transfers out	**2**	2

7 ADMINISTRATIVE EXPENSES

	2024	2023
	£'m	£'m
Administration costs	**2**	2
Actuarial fees and other costs	**1**	1
	3	3

The Employer pays administrative and investment expenses on behalf of the Scheme and then recharges them to the Scheme on a monthly basis.

8 INVESTMENT INCOME

	2024	2023
	£'m	£'m
Income from bonds	**28**	27
Receipts on contracts held under Swap arrangements	**13**	9
Payments on contracts held under Swap arrangements	**(29)**	(8)
Interest expense on repurchase agreements	**(40)**	(34)
Interest income on reverse repurchase agreements	**3**	4
Income from pooled investment vehicles	**3**	4
Income from interest on cash deposits	**2**	3
Income from the Pension Funding Partnership	**5**	5
Income from insurance policies	**14**	14
	(1)	24

Notes to the financial statements for the year ended 31 December 2024 (continued)

9 INVESTMENTS

MOVEMENTS IN INVESTMENTS

	Value as at 01/01/2024	*Purchases at cost and derivative payments*	*Sales proceeds and derivative receipts*	*Change in market value*	*Value as at 31/12/2024*
	£'m	**£'m**	**£'m**	**£'m**	**£'m**
Bonds (net)	**1,327**	750	(649)	(108)	**1,320**
Pension Funding Partnership	**48**	-	-	(11)	**37**
Pooled investment vehicles	**830**	530	(664)	101	**797**
Derivatives (net)	**(32)**	35	(38)	3	**(32)**
Insurance policies	**144**	-	-	(16)	**128**
AVC investments	**3**	-	-	-	**3**
	2,320	1,315	(1,351)	(31)	**2,253**
Repurchase agreements (net)	**(668)**				**(741)**
Cash and cash equivalents	**59**				**29**
Other investment balances (net)	**2**				**21**
Total net investments	**1,713**				**1,562**

Included within pooled investment vehicle purchases and sales are amounts related to cash funds being purchased and sold to facilitate portfolio liquidity.

As disclosed, the other investment balance at the year-end included:

	2024	2023
Investment assets	**£'m**	£'m
Accrued investment income	**17**	18
Pending transactions	**16**	5
	33	23

	2024	2023
Investment liabilities	**£'m**	£'m
Accrued investment interest expense (repurchase agreements)	**(12)**	(17)
Margin account balances	**-**	(4)
	(12)	(21)

Notes to the financial statements for the year ended 31 December 2024 (continued)

9 INVESTMENTS (CONTINUED)

At 31 December 2024, in the above pending transactions is a Bond disinvestment of £10m from the Insight portfolio, £4m disinvestment from Magnetar and £2m from Beach Point which all transacted in December 2024 but were not settled until after the year end .

At 31 December 2023, the pending transactions included a disinvestment from Magnetar of £5m.

10 TRANSACTION COSTS

Indirect transaction costs are incurred through bid-offer spread on investments within pooled investment vehicles. It has not been possible for the Trustee to quantify the indirect costs for the Scheme. Direct transaction costs are included in the cost of purchases and deducted from sales proceeds in the reconciliation on Note 9, for the year ended 31 December 2024 this was £nil (2023: £nil).

11 POOLED INVESTMENT VEHICLES

The holdings of Pooled Investment Vehicles ("**PIVs**") are analysed below:

	2024	2023
	£'m	£'m
Equities	**29**	76
Bonds	**171**	192
Credit	**251**	204
Liquidity	**10**	10
Private debt	**112**	120
Diversified funds	**224**	228
	797	830

In 2022, the Trustee notified Beach Point of its intention to disinvest from the Beach Point SCF X LP (a credit fund, valued at £11m at 31 December 2024 and £30m at 31 December 2023 and disclosed above within ''Credit'). As there were only two investors in this fund, and the other investor had also notified Beach Point of its intention to disinvest, the audited financial statements of the Beach Point fund as at 31 December 2024 and 31 December 2023 were prepared by Beach Point on an orderly liquidation basis. The Scheme received total distributions from the Beach Point fund of £19m during 2024 (2023: £42m).

Notes to the financial statements for the year ended 31 December 2024 (continued)

12 DERIVATIVES

	Assets £'m	Liabilities £'m	2024 Total £'m	Assets £'m	Liabilities £'m	2023 Total £'m
Forward foreign exchange	**-**	**(5)**	**(5)**	6	-	6
Swaps	**96**	**(124)**	**(28)**	81	(122)	(41)
Futures	**1**	**-**	**1**	6	(3)	3
	97	**(129)**	**(32)**	93	(125)	(32)

OBJECTIVES AND POLICIES

The Trustee has authorised the use of derivatives by the investment managers as part of the overall investment strategy for the Scheme. The main objectives for the use of derivatives and the policies followed during the year are summarised as follows:

- ***Forward foreign exchange contracts:*** in order to maintain appropriate diversification of investments within the portfolio and take advantage of overseas investment returns a proportion of the underlying investment portfolio is invested overseas. To balance the risk of investing in foreign currencies whilst having an obligation to settle benefits in Sterling, a currency hedging programme, using forward foreign exchange contracts, has been put in place to reduce currency exposure of these overseas investments to the targeted level.
- ***Swaps:*** The Trustee aims to match the liability-driven element of the investment portfolio with the Scheme's long-term liabilities, particularly in relation to their sensitivities to interest rate movements. Due to the lack of available long-dated bonds the Trustee holds total return, interest-rate and inflation swaps to extend the duration and match more closely with the Scheme's liability profile.
- ***Futures:*** Where cash is held for short-term liquidity, the Trustee has entered into index-based contracts of equivalent economic value to avoid being "out-of-the-market".

A summary of the Scheme's outstanding derivative contracts is set out below. The contracts in the following disclosures are rounded to £m, contracts at nil do not have their value disclosed due to rounding:

Forward foreign exchange (all Over the Counter ("OTC") contracts)

	No. of contracts	Expires within	Currency Bought 'm	Currency Sold 'm	Asset Value £'m	Liability Value £'m
Forward	1	1 month	GBP -	Euro -	-	-
Forward	10	1 month	GBP 175	USD (226)	-	(5)
Forward	7	1 month	USD 2	GBP (2)	-	-
Total 2024					**-**	**(5)**
Total 2023					6	-

Notes to the financial statements for the year ended 31 December 2024 (continued)

12 DERIVATIVES (continued)

Swaps (OTC)

	Notional Amounts £'m	Expires	Asset Value £'m	Liability Value £'m
Inflation rate swaps	97	1 to 5 years	-	(10)
Inflation rate swaps	42	5 to 10 years	1	(3)
Inflation rate swaps	23	15 to 20 years	-	(1)
Inflation rate swaps	44	Over 20 years	3	(1)
Interest rate swaps	49	Up to 1 year	-	(1)
Interest rate swaps	179	1 to 5 years	2	(6)
Interest rate swaps	47	5 to 10 years	5	(2)
Interest rate swaps	95	10 to 15 years	7	(24)
Interest rate swaps	17	15 to 20 years	-	(1)
Interest rate swaps	318	Over 20 years	78	(71)
Total return swaps	71	Up to 1 year	-	(4)
Total return swaps	40	1 to 5 years	-	-
Total 2024			**96**	**(124)**
Total 2023			81	(122)

At 31 December 2024, collateral of £9m was pledged (2023: £6m was held) in relation to outstanding Swap contracts. £nil of this balance was held or pledged as cash (2023: £4m was held) and £9m was pledged as bonds (2023: £2m was held).

Futures (Exchange traded contracts)

	Economic Exposure (£'m)	Expires within	Asset Value £'m	Liability Value £'m
UK fixed income futures	9	Less than 3 months	-	-
Overseas fixed income futures	(50)	Less than 3 months	1	-
Total 2024			**1**	**-**
Total 2023			6	(3)

Notes to the financial statements for the year ended 31 December 2024 (continued)

13 PENSION FUNDING PARTNERSHIP

	2024	2023
	£'m	£'m
Pension Funding Partnership	**37**	48

The value of the PFP at 31 December 2024 (excluding the present value of the accrued income) was £37m (2023: £48m), as independently valued by Mercer Limited. This represents c.2.4% of the net assets of the Scheme at 31 December 2024 (31 December 2023: c. 2.8%). The decrease in the value of the PFP from 31 December 2023 to 31 December 2024 is principally due to the Scheme being in surplus. An additional £4.2m is attributable to interest accrued in 2024 but not yet paid to the Scheme (paid to the Scheme in April 2025).

The Trustee (on behalf of the Scheme) is a limited partner in the Pension Funding Partnership constituted as the Taylor Wimpey Scottish Limited Partnership (**"SLP"**). The SLP owns a secured £100m loan note issued by Taylor Wimpey SH Capital Limited (**"TWSH"**). TWSH's assets comprise mainly show homes and other approved assets of the Employer. The general partner of the SLP is Taylor Wimpey (General Partner) Limited, a wholly owned subsidiary of the Employer. Taylor Wimpey (Initial LP) Limited is the other limited partner in the SLP.

The Scheme receives a regular annual income under the Partnership agreement of c. £5m per annum payable during April each year (with five distributions remaining at 31 December 2024) until 2029. In March 2024, the Trustee and Employer agreed to extend the duration of the PFP from 2028 through to 2035, as well as replacing the contingent payment of up to £100 million potentially payable in 2029 with seven annual contingent payments starting in 2029 equal to the lower of £12.5m and the Scheme's Technical Provisions deficit at the prior 31 December. If all of the contingent payments are made to the Scheme, the total contingent payment will be £87.5m. To the extent that some, or all, of the contingent payments are not paid to the Scheme, the balance will be paid by the PFP to the Employer and the outstanding capital balance of the loan note will reduce. The final funding test under the PFP will take place with an effective date of 31 December 2035.

The Trustee has rights if certain events of default or similar occur. The key right of the Trustee in those events is to gain control of the SLP and appoint its own general partner to manage recovery of the loan and/or assets of TWSH with a view to recovering the lower of £100m or the value of the Scheme deficit at the time on a section 75 basis.

The Trustee commissions Mercer Limited to perform a valuation for financial statements purposes of its interest in the SLP. The valuation, which uses fair value principles, is based on the present value of expected annual receipts under the agreement, using a full yield curve approach. It uses a stochastic, risk neutral, model to project forward the Scheme assets and liabilities through to 2035 in order to place a present value on the contingent payments payable from 2029 to 2035.

Notes to the financial statements for the year ended 31 December 2024 (continued)

13 PENSION FUNDING PARTNERSHIP (CONTINUED)

The key assumptions used in the fair value of the Scheme's interest in the SLP at 31 December 2024 are:

Initial Scheme Surplus	c. £107m – updated estimate (calculated by the Scheme Actuary) of the Technical Provisions surplus. Note that when the PFP Interest (value as at 31/12/2023) is removed, the surplus becomes c £55m.
Key Technical Provisions	2.35% p.a. discount rate (pre-retirement) and 0.5% p.a. discount rate (post-retirement)
Deficit Repair Payments	As at June 2028, any funds held in escrow, capped at an amount required to increase the long-term funding level on this basis to 100%, will be paid into the Scheme from the escrow account.
Credit Spread	Margin of 2.18% p.a. above gilts.
Mercer's RBT+ parameters	Annual time steps; Libor market model used for nominal interest rates; Generalised linear mixed models used for real rates; Volatilities and correlations based on Mercer's standard assumptions.
Investment Strategy	Asset allocation as at 31 December 2024 used for modelling.

The Trustee has obtained legal advice which confirms that this investment does not constitute an Employer related investment.

Notes to the financial statements for the year ended 31 December 2024 (continued)

14 CASH AND CASH EQUIVALENTS

	2024	2023
	£'m	£'m
Sterling cash deposits	**28**	54
Foreign currency cash deposits	**1**	5
	29	59

15 REPURCHASE AGREEMENTS

In order to manage the Scheme's economic exposure to interest rates and inflation rates, a liability hedging programme using Repos and Reverse Repos has been put it in place. Repos are instruments comprising the sale of assets with an agreement to repurchase them at a specified later date and at a fixed price. Reverse repos are instruments comprising the purchase of assets with an agreement to resell them at a specified later date and at a fixed price. These help with the efficient hedging of interest and inflation hedging by using leverage. Repos and Reverse Repos form part of a LDI portfolio managed by Insight. The Scheme receives or pays cash consideration from counterparties in return for the transfer of bonds, which it commits to repurchase for the consideration received plus accrued interest.

	2024	2023
	£'m	£'m
Cash consideration payable under Repurchase Agreements	**(829)**	(823)
Cash consideration receivable under Reverse Repurchase Agreements	**88**	155
Total cash consideration under Repurchase Agreements	**(741)**	(668)
Accrued interest payable to counterparties	**(13)**	(18)
Accrued interest receivable from counterparties	**1**	1
Net accrued interest payable on Repurchase Agreements	**(12)**	(17)
Net amounts payable to counterparties on expiration of contracts	**(753)**	(685)

As at 31 December 2024, bonds with a market value of £709m (2023: £723m) were held as part of repurchase agreements included in this balance were short sold bonds of £35m (2023: £158m).

In total there are 44 (2023: 26) repurchase agreement contracts with a liability market value of £829m (2023: £823m) at the year end. In addition, there are 6 (2023: 4) reverse repurchase agreement contracts with an asset market value of £88m (2023: £155m) at the year end. This gives rise to a net repo liability of £741m (2023: £668m) at the year end. All repos and reverse repos are due to be settled before October 2025.

Any gains and losses from repo contracts are collateralised in order to mitigate counterparty risk. As at 31 December 2024, net collateral of £40m (2023: £36m was held) had been pledged by the Scheme in relation to the repos and reverse repo contracts. Of this balance collateral pledged was £40m (2023: £1m was pledged) and collateral held was £nil (2023: £37m was held).

Notes to the financial statements for the year ended 31 December 2024 (continued)

16 INSURANCE POLICIES

	2024	2023
	£'m	£'m
Insurance policies	**128**	144

The Trustee holds insurance policies with Just Group plc, Legal & General Group plc, Phoenix Life Limited and Standard Life Assurance Company that secure the pensions payable to specified beneficiaries totalling 326 pensioners (2023: 351). These policies have been valued by the Scheme Actuary.

The valuation is based on financial and demographic assumptions set using the same principles as in the Statement of Funding Principles agreed as part of the 31 December 2022 actuarial valuation, updated to market conditions as at the year-end. The assumptions were for a post retirement discount rate of 5.30%* (2023: 4.40%*), RPI of 3.60%* (2023: 3.55%*), rate of pension increases based on the Scheme rules as applicable and mortality assumptions used in the 31 December 2022 actuarial valuation. The mortality assumptions are 104% SAPS S3PxA CMI 2022, 1.5% per annum long term rate, 0.5% initial addition parameter, w2020 and w2021 parameters equal to 0%, w2022 parameter equal to 25% and default smoothing parameter of 7.

*Rates shown are the single equivalent rates. The actual assumptions adopted are based on the full Moody's Analytics' nominal gilt yield curve and implied RPI inflation curve.

The following are the sensitivities of key assumptions on the valuation of the insurance policies at 31 December 2024:

Change in assumptions	Impact on Valuation of Insurance Policies £'000
Discount rate + 0.5%	(4,463)
Discount rate - 0.5%	4,756
RPI Inflation + 0.5%	2,484
RPI Inflation - 0.5%	(2,663)
Life expectancy + 1 year	8,564
Life expectancy - 1 year	(8,417)

Notes to the financial statements for the year ended 31 December 2024 (continued)

17 AVC INVESTMENTS

The Trustee holds assets which are separately invested from the main investments of the Scheme to secure additional benefits on a money purchase basis for those members who have elected to pay additional voluntary contributions.

Members participating in this arrangement each receive an annual statement confirming the amounts held to their account and movements during the year.

The total amount of AVC investments at the year end as follows:

	2024	2023
	£'m	£'m
Unit linked	**3**	3

18 CONCENTRATION OF INVESTMENTS

The following investments, excluding UK Government securities, account for more than 5% of the Scheme's net assets at the year end:

	2024 Market Value £'m	**%**	2023 Market Value £'m	%
Insight High Grade Asset Backed Securities	**171**	**10.9**	**192**	**11.2**
AQR Diversified Risk Premia Fund B	**160**	**10.2**	**169**	**9.8**
Insurance policies	**128**	**8.1**	**144**	**8.4**
CQS Credit Multi Asset Fund	**125**	**8.0**	**113**	**6.6**
ICG Total Credit Fund	**115**	**7.3**	**-**	**-**

Notes to the financial statements for the year ended 31 December 2024 (continued)

19 FAIR VALUE

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

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

The fair value of finance instruments has been estimated using the following fair value hierarchy:

As at 31 December 2024	**Level 1**	**Level 2**	**Level 3**	**Total**
	£'m	**£'m**	**£'m**	**£'m**
Bonds (net)	**-**	**1,320**	**-**	**1,320**
Pension Funding Partnership	**-**	**-**	**37**	**37**
Pooled investment vehicles	**-**	**675**	**122**	**797**
Derivatives (net)	**-**	**(32)**	**-**	**(32)**
Insurance policies	**-**	**-**	**128**	**128**
AVC investments	**-**	**3**	**-**	**3**
Cash and cash equivalents	**29**	**-**	**-**	**29**
Other investment balances (net)	**21**	**-**	**-**	**21**
Repurchase agreements (net)	**-**	**(741)**	**-**	**(741)**
	50	**1,225**	**287**	**1,562**

As at 31 December 2023	Level 1	Level 2	Level 3	Total
	£'m	£'m	£'m	£'m
Bonds (net)	-	1,327	-	1,327
Pension Funding Partnership	-	-	48	48
Pooled investment vehicles	-	681	149	830
Derivatives (net)	-	(32)	-	(32)
Insurance policies	-	-	144	144
AVC investments	-	3	-	3
Cash and cash equivalents	59	-	-	59
Other investment balances (net)	2	-	-	2
Repurchase agreements (net)	-	(668)	-	(668)
	61	1,311	341	1,713

In respect of the investments quoted at level 3, the key assumptions for the Pension Funding Partnership can be found in Note 13.

The key assumptions underlying the insurance policies held can be found in Note 16.

Other level 3 investments comprising pooled investment vehicles, have been valued and assessed as advised by the investment manager.

Notes to the financial statements for the year ended 31 December 2024 (continued)

20 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.

Investment Strategy

The Trustee and Investment Sub Committee have adopted a Pensions Risk Management Framework, which is used to monitor and report on the Scheme's key investment objectives on a regular basis. These objectives include the required returns to meet the Scheme's investment objective, the expected returns of the Scheme's assets, two risk metrics (**"Funding Ratio at Risk"** and **"Value at Risk"**), interest rate and inflation hedge ratios and liquidity and collateral metrics. The Scheme selects its investments in order to most appropriately fulfil the Scheme's objectives.

Further information on the Scheme's investment strategy is set out in its Statement of Investment Principles.

The Trustee determines its investment strategy after taking advice from a professional investment adviser. The Scheme has exposure to these risks because of the investments it makes in following the investment strategy set out above. The Trustee manages investment risk, including credit risk and market risk, within an agreed risk budget which is set taking into account the Scheme's strategic investment objectives. The investment objectives and risk budget are implemented through the investment management agreements in place with the Scheme's investment managers and monitored by the Trustee through regular reviews of the investment portfolio.

Notes to the financial statements for the year ended 31 December 2024 (continued)

20 INVESTMENT RISKS (continued)

Investment Risk

The following table summarises the extent to which the various classes of investments are affected by financial risks other than AVCs, dividends and withholding taxes which are not considered material to the Scheme's investments. To note, there were no other investment balances that had not settled at year end.

Investment Assets	Credit risk	Currency risk	Interest rate risk	Other price risk	2024 Value £'m	2023 Value £'m
LDI segregated assets*	✓	✓	✓	✓	547	627
Multi-Class credit fund	✓	✓	✓	✓	136	142
Asset backed securities fund (bonds)	✓	✓	✓		171	192
Private debt funds	✓	✓	✓		112	120
Credit fund	✓	✓	✓	✓	115	62
Diversified risk funds	✓	✓	✓	✓	224	228
Volatility controlled equities	✓	✓	✓	✓	29	76
Liquidity fund	✓	✓	✓		10	10
Cash and cash equivalents	✓	✓	✓		29	59
Insurance policies	✓		✓		128	144
Pension Funding Partnership	✓		✓	✓	37	48
AVCs					3	3
Other investment balances (net)					21	2
Total					**1,562**	**1,713**

*the LDI assets total in the above table comprises the following net balances:

	2024 £'m	2023 £'m
Bonds	1,320	1,327
Repurchase Agreements	(741)	(668)
Derivatives	(32)	(32)
Total	**547**	**627**

Notes to the financial statements for the year ended 31 December 2024 (continued)

20 INVESTMENT RISKS (continued)

(i) Credit risk

The Scheme is subject to credit risk because the Scheme has holdings in LDI segregated assets, fund of hedge funds, multi-class credit fund, aggregated bond fund, asset backed securities fund, private debt fund, commercial real estate debt fund, diversified risk premia fund, volatility-controlled equities, liquidity fund, cash and cash equivalents, insurance policies and Pension Funding Partnership.

Credit risk on the Schroders corporate bond and Insight LDI holdings is direct as the underlying bonds are held in a segregated account, with 100% of these holdings invested in investment grade credit. Credit risk on the annuities is direct. Credit risk on the other relevant mandates is indirect through holdings in credit unrated pooled vehicles. Credit risk on the underlying holdings is managed by the relevant asset managers through both in-house credit assessments and review of external credit rating reports.

The Trustee considers financial instruments or counterparties to be of investment grade if they are rated at BBB- or higher by Standard & Poor's or Fitch, or rated at Baa3 or higher by Moody's.

Credit risk arising from pooled investment vehicles is mitigated by the underlying assets of the pooled arrangements being ring-fenced from the pooled manager, the regulatory environments in which the pooled managers operate and diversification of investments amongst a number of pooled arrangements. The Trustee carries out due diligence checks on the appointment of new pooled investment managers and, on an ongoing basis, monitor any changes to the operating environment of the pooled manager.

Counterparty credit risk also arises from entering into derivative contracts as part of the LDI hedging programme (as well as part of the Volatility Controlled Equities strategy). This is mitigated by daily collateralisation, by diversifying exposure across a number of counterparties and by the managers' ongoing assessment of the credit worthiness of each counterparty.

The Pension Funding Partnership ("**PFP**") holds an intercompany secured loan note issued by TWSH and is therefore exposed to counterparty credit risk relating to this entity. Repayments on the secured loan note are backed by rental income paid by the Employer on TWSH's property assets and therefore the PFP has indirect credit risk to the Employer. Certain covenants associated with this note protect the Scheme against alternative claims on TWSH's assets in an event of default. Credit risk is primarily mitigated through the Trustee ability to gain control of TWSH in such an event of default and monetise its assets.

The Scheme invests in insurance policies and is therefore directly exposed to credit risk in relation to the solvency of the insurance providers. Direct credit risk arising from insurance policies is mitigated by the regulatory environments in which the provider operates. The Trustee reviews the financial strength of the insurance provider on a regular basis.

A summary of pooled investment vehicles by type of arrangement is as follows:

	2024 £'m	2023 £'m
Open Ended Investment Company	559	682
Limited Liability Partnership	123	148
Alternative Investment Fund	115	-
	797	**830**

Notes to the financial statements for the year ended 31 December 2024 (continued)

20 INVESTMENT RISKS (continued)

(ii) Currency risk

The Scheme is subject to indirect currency risk because some of the Scheme's pooled investment vehicles invest in overseas markets. This exposure specifically arises from exposure to LDI segregated assets, fund of hedge funds, multi-class credit fund, aggregated bond fund, asset backed securities fund, private debt fund, commercial real estate debt fund, diversified risk premia fund, volatility-controlled equities, liquidity fund and cash and cash equivalents. Where currency risk is deemed to be clearly risk additive, the asset managers hedge currency risk at the pooled investment vehicle level. The Scheme also has in place a currency hedging mandate with Insight for assets that do not have an active view on currency and do not hedge currency risk within their own fund structure.

The Scheme is subject to direct currency risk from its foreign currency cash and corporate bonds, however given the size of these assets relative to the Scheme's total asset size, the currency risk from these assets is small.

(iii) Interest rate risk

The Scheme is subject to interest rate risk because some of the Scheme's investments are held in bonds, cash, interest rate swaps and derivatives which are sensitive to interest rates plus repurchase agreements. These investments are used to hedge interest rate risk arising from the Scheme's liabilities. The Trustee has set a long-term target of maintaining an interest rate hedge ratio equal to the funding ratio. Under this strategy, if interest rates fall, the value of assets will rise to help match the increase in the present value of the liabilities arising from a fall in the discount rate. Similarly, if interest rates rise, the LDI investments will fall in value, as will the present value of the liabilities because of an increase in the discount rate. The hedge ratio of the Scheme was approximately 102.1% as at 31 December 2024 on the Gilts +0.50% discount basis (2023: 95.2% on the Gilts +0.50% basis).

Additionally, the Scheme is exposed to interest rate risk through the PFP:

- The payments due from the PFP are discounted at a rate comprising gilt rates and a margin. All else being equal, any rise in interest rates will put a lower present value on the payments due from the SLP asset.
- The seven contingent payments due from the PFP starting in 2029 are the lower of £12.5 million or the Scheme's Technical Provisions deficit at the prior 31 December. The projected Scheme deficit is a function of interest rates i.e. a reduction in interest rates should result in a higher projected Scheme deficit (as current hedge ratios are below 100%), which increases the effective probability of receiving the contingent payments under the valuation modelling approach.

The Scheme is also subjected to interest rate risk from its annuity insurance contracts, however this asset is used to directly hedge a proportion of the Scheme's liabilities.

(iv) Other price risk

Other price risk arises principally in relation to its holdings in LDI segregated assets, multi-class credit fund, diversified risk premia fund, volatility controlled equities and the PFP.

These risks are mitigated via:

- The LDI portfolio is exposed to inflation pricing risk; however, this is a risk that the Trustee actively takes on and accepts in order to hedge the inflation exposure inherent in the Scheme's liabilities.

Notes to the financial statements for the year ended 31 December 2024 (continued)

20 INVESTMENT RISKS (continued)

(v) Other price risk (continued)

- The majority of the current equity exposure is obtained via a volatility-controlled approach. The strategy has a 10% volatility target and the amount of equity exposure is adjusted to achieve this target. In less volatile markets, the equity holding is increased and in more volatile markets, the equity exposure is reduced.
- This strategy is implemented with a put option in place which provides downside protection against a sudden fall in equity markets.
- The Trustee has taken steps to diversify the return-seeking allocation through multiple different risk seeking assets to reduce the overall reliance on equity markets to generate returns.
- The PFP is indirectly subject to residential real estate and office pricing risk since in an event of default, this would drive the expected recovery amount. However, under various covenants of the arrangement there are minimum requirements on the value of the property portfolio to ensure that there is sufficient collateral in the arrangement.

Other Matters

Geopolitical and economic issues (such as movements in the rates of inflation, interest rates and foreign currencies) can have a significant effect on domestic and global economies, which also impacts financial markets. The Trustee, in conjunction with its advisers, monitors the situation closely and determines any actions that are considered to be necessary. This includes monitoring the Scheme's investment portfolio and the covenant of the Employer. The extent of the impact on the valuation of the Scheme's investment portfolio, including financial performance, will depend on future developments in financial markets and the overall economy, all of which are uncertain and cannot be predicted. This could result in a material increase or decrease in the market value of the Scheme's investment assets and investment liabilities.

21 INVESTMENT MANAGEMENT EXPENSES

	2024	2023
	£'m	£'m
Administration, management & custody	**5**	6
Investment consultancy fees	**1**	1
	6	7

22 CURRENT ASSETS

	2024	2023
	£'m	£'m
Cash balances	**8**	6
Pensions paid in advance	**3**	3
	11	9

Notes to the financial statements for the year ended 31 December 2024 (continued)

23 CURRENT LIABILITIES

	2024	2023
	£'m	£'m
Accrued expenses	1	1
HM Revenue & Customs	1	1
	2	2

24 EMPLOYER RELATED INVESTMENTS

The Scheme is invested in accordance with the Occupational Pension Schemes (Investment of Scheme's Resources) Regulations 1992, and there is no direct self-investment in the Scheme (that is, investment in the shares, loans or property of the Employer).

The value of Taylor Wimpey shares held within the Scheme's pooled investment vehicles at 31 December 2024 is 0.02% of the Scheme's net assets (31 December 2023: 0.06%).

25 RELATED PARTY TRANSACTIONS

Key Management Personnel of the Scheme

Trustee Directors

During the year, Capital Cranfield Pension Trustees Limited and The Law Debenture Pension Trust Corporation plc received fees for their services. The total fees paid for the year to 31 December 2024 were £133,522 (2023: £144,407) and at the year-end £38,003 was due (2023: £39,090). These fees are paid by the Employer and recharged to the Scheme.

The Member Nominated Directors (D J A Mac Daid, R Barraclough and S Gorman) are paid fees in respect of their roles. These are either paid directly by the Scheme or paid by the Employer and then recharged to the Scheme. The total fees for the year to 31 December 2024 were £28,300 (2023: £18,748). At the year end, nil remained due to the Trustee Directors or to the Employer in respect of these fees (2023: nil).

D J A Mac Daid, R Barraclough and M A Lonnon are Trustee Directors who were also pensioner members of the Scheme during the year. They are entitled to benefits in accordance with the Trust Deed and Rules of the Scheme. S Gorman and R Peacock are Trustee Directors and also deferred members of the Scheme.

Pensions Team

Employment and associated costs/expenses of the Employer's in-house pensions team are recharged to the Scheme by the Employer. The total costs/expenses in respect of the in-house team for the year to 31 December 2024 were £243,767 (2023: £215,578). At the year end, £20,619 remained due to the Employer in respect of these fees (2023: £19,504).

Expenses Recharges

Excluding the fees and charges already disclosed in this note, the Employer also pays certain other administrative and investment management expenses on behalf of the Scheme and then recharges them to the Scheme on a monthly basis. During the year, £4,447,956 was recharged to the Scheme (2023: £4,834,108), the amount due to the Employer at the end of the year was £242,791 (2023: £480,501).

Other Related Parties

The Scheme entered into the Pension Funding Partnership during 2013. See Note 8 for details of the income generated by this related party.

Notes to the financial statements for the year ended 31 December 2024 (continued)

25 RELATED PARTY TRANSACTIONS (CONTINUED)

Other Related Parties (continued)

Other than as disclosed in this Note and elsewhere in the financial statements, there were no other related party transactions during the year.

26 CONTINGENT LIABILITIES

Guaranteed Minimum Pension ("GMP") Equalisation

In October 2018, the High Court determined that benefits provided to members who had contracted out of their pension scheme must be recalculated to reflect the equalisation of state pension ages between May 1990 and April 1997 for both men and women. In November 2020, the High Court issued two further rulings clarifying that pension schemes will need to revisit individual transfer payments made since 17 May 1990, as part of this GMP equalisation exercise. It also ruled that members who have previously transferred out will need their transfer values revisited and potentially topped up to the extent they were entitled to a higher transfer value in the first place had GMPs been equalised.

In 2022, the Trustee communicated to members that it intended to start the process of equalising GMPs during 2023 and that it would also undertake a GMP conversion exercise at the same time. The consultation ran from June 2022 to September 2022. Having considered feedback from members, the Trustee decided to proceed with the proposed approach to equalise and convert members' GMP benefits.

The Trustee has undertaken a phased approach to the bulk equalisation and conversion of GMPs for pensioner members of the Scheme. The first phase related to pensioners in the Taylor Woodrow section and was effective 1 March 2023. The second phase related to pensioners in the George Wimpey section and was effective 1 November 2023. Further bulk phases were completed effective 1 September 2024, 1 November 2024 and 1 March 2025. It is expected that the final phase will be completed with an effective date of 1 November 2025. The Trustee has also implemented conversion at retirement for the majority of deferred members so that their GMP benefits are converted at the point of reaching retirement.

As required by the rulings, any benefit adjustments due to GMP equalisation have and will be backdated and interest provided on the backdated amounts. Amounts in respect of backdated payments will be accounted for in the year that they are determined.

Following completion of the above exercise, the Trustee will then move to consider GMP equalisation on transfers out. Amounts in respect of transfers out will be accounted for in the year that they are determined.

Notes to the financial statements for the year ended 31 December 2024 (continued)

26 CONTINGENT LIABILITIES (CONTINUED)

Virgin Media Case

In June 2023, the High Court handed down a decision in the *Virgin Media Ltd versus NTL Pension Trustees II Ltd* case, which considered the implications of section 37 of the Pension Schemes Act 1993. Section 37 required that the rules of a salary-related contracted-out pension scheme cannot be altered, in relation to post April 1997 service, unless the actuary confirmed that the scheme would continue to satisfy the statutory standards.

The High Court found that, where the required actuarial confirmation was not supplied, the effect of section 37 was to render the relevant amendment to any contracted-out right automatically void. It also held that references in the legislation included both past and future service rights and that the requirement for actuarial confirmation applied to all amendments to the rules of a contracted-out scheme.

This decision was appealed to the Court of Appeal and, in July 2024, the Court of Appeal upheld the decision of the High Court. The Trustee is monitoring the position and will consider the possible implications, if any, for the Scheme of the above with its advisers and what steps, if any, it wishes to take. It is not practicable, at present, to estimate the financial effect on the Scheme, if any, of the uncertainties in relation to the amount or timing of any outflow of resources, or the possibility of reimbursement of resources.

The Scheme had no other contingent liabilities at 31 December 2024 (2023: nil).

27 COMMITMENTS

COMMITMENTS AS AT 31 DECEMBER 2024

The Scheme has committed USD 63m to the Highbridge Private Loans Opportunity Fund which has a remaining commitment of USD 7.2m (2023: USD 7.6m).

The Scheme has committed USD 145m to the KKR Private Credit Opportunities Partners II Fund, the remaining commitment is USD 15.8m (2023: USD 20.1m) and the investment period ended in December 2020. Post-investment period, the manager reserved 25% of available capital for follow-up/follow-on investments through to the end of the Fund term (December 2025), which they expect to call quarterly (i.e. c.1.25% quarterly). The manager typically nets any capital calls against distributions, resulting in minimal/no actual cash being required from the Scheme. KKR expect to distribute the majority of capital back in 2025 and 2027, with the final expected distribution currently expected to be made in 2028.

28 SUBSEQUENT EVENTS

Other than noted in the financial statements, the Trustee has not identified any other subsequent events that require disclosure.

Section 6 – Independent Auditors' Statement about Contributions to the Trustee of The Taylor Wimpey Pension Scheme

Statement about contributions

Opinion

In our opinion, the contributions payable under the Schedules of Contributions for the Scheme year ended 31 December 2024 as reported in The Taylor Wimpey Pension Scheme's Summary of Contributions have, in all material respects, been paid in accordance with the Schedules of Contributions certified by the Scheme Actuary on 26 March 2021 and 25 March 2024.

We have examined The Taylor Wimpey Pension Scheme's summary of contributions for the Scheme year ended 31 December 2024 which is set out on the following page.

Basis for opinion

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 in accordance with the relevant requirements. This includes an examination, on a test basis, of evidence relevant to the amounts of contributions payable to the scheme under the Schedules of Contributions, and the timing of those payments.

Responsibilities for the statement about contributions

Responsibilities of the Trustee in respect of contributions

As explained more fully in the statement of trustee's responsibilities, the Scheme's Trustee is responsible for preparing, and from time to time reviewing and if necessary revising, a Schedule of Contributions and for monitoring whether contributions are made to the Scheme by employers in accordance with relevant requirements.

Auditors' responsibilities in respect of the statement about contributions

It is our responsibility to provide a statement about contributions and to report our opinion to you.

Use of this report

This report, including the opinion, has been prepared for and only for the Trustee as a body in accordance with section 41 of the Pensions Act 1995 and for no other purpose. We do not, in giving this opinion, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.

PricewaterhouseCoopers LLP

PricewaterhouseCoopers LLP
Chartered Accountants and Statutory Auditors
London
Date: 25/6/25

Section 7 – Summary of Contributions

Trustee Summary of Contributions Payable under the Schedules of Contributions (the "Schedules") in respect of the Scheme year ended 31 December 2024

This summary of contributions has been prepared by, or on behalf of, and is the responsibility of the Trustee.

It sets out the contributions payable to the Scheme for the year ended 31 December 2024 under the Schedules certified by the Scheme Actuary on 26 March 2021 and 25 March 2024. The Scheme's Auditors' report on contributions payable under the Schedules in the Auditors' Statement about Contributions, which is shown on the previous page.

Contributions payable under the Schedules of Contributions in respect of the Scheme year and reported on by the Scheme's Auditors

	£'m
Employer Contributions	
Administrative expenses funding	2
Total contributions reported in the financial statements	**2**

Approved and signed on behalf of the Trustee:

[redacted] Director

Director

25.06.2025 Date

Section 8 – Actuarial Certificate

Actuary's certification of schedule of contributions

Taylor Wimpey Pension Scheme ("the Scheme")

Adequacy of rates of contributions

1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective could have been expected, on 31 December 2022, to continue to be met for the period for which the schedule is to be in force.

Adherence to statement of funding principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the statement of funding principles dated March 2024.

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

Signature:	**Date:** 25 March 2024
Name: Ben Fisher	**Qualification:** Fellow of the Institute and Faculty of Actuaries
Address: Phoenix House 1 Station Hill Reading RG1 1NB	**Employer:** XPS Pensions Group plc

Section 9 – Implementation Statement

Statement of Compliance with the Stewardship Policy of The Taylor Wimpey Pension Scheme ("the Scheme") for the year ended 31 December 2024

The following pages contain the Stewardship Policy Implementation Statement at December 2024.

Introduction

Under the regulatory requirements now in force[1], the Trustee of the Taylor Wimpey Pension Scheme (the "**Scheme**") is required to produce an annual Implementation Statement setting out how, amongst other things, the voting and engagement policies in the Scheme's Statement of Investment Principles (the "**SIP**") have been implemented. This is the fifth such statement produced and covers the period 1 January 2024 to 31 December 2024.

The Trustee's primary concern when setting the investment strategy is to act in the best interests of the Scheme's beneficiaries. The Trustee recognises that the Scheme is a long-term investor and therefore seeks to achieve sustainable returns at an appropriate level of risk over its lifetime.

To align with the Department for Work and Pensions ("**DWP**") guidance on stewardship reporting which came into effect on 1 October 2022, the Trustee has set out its beliefs, commitments, and expectations for investment managers in its 'Stewardship and Engagement Policy' which can be found in section 8.5 of the Scheme's SIP.

This Statement contains a summary of Scheme activity over the year, including an overview of how the Trustee's stewardship and engagement policy has been implemented during the reporting period.

Scheme activity over the year

During the reporting period the Trustee's Investment Sub-Committee ("**ISC**") met with three of the Scheme's managers – CQS, Schroders STW and Man – to discuss, amongst other things, performance, strategy, stewardship and ESG efforts.

The ISC selects which managers it meets with as part of a rolling schedule of reviews or when required due to performance/other issues. Over the course of the year, the ISC refined this schedule for the coming year to focus its engagements on opportunities with the greatest potential for impact – for example, prioritising mandates where effective stewardship is important to the asset class and the fund is likely to be a long-term allocation for the Scheme.

Over the year, the Scheme appointed ICG as the replacement manager for one of the Scheme's credit managers. Prior to selecting the new manager, the ISC met with two managers and received presentations covering performance, strategy and ESG considerations. The managers' stewardship capabilities formed a key part of the selection process.

The ISC also continued to share its consistent set of stewardship questions with managers (and prospective managers) to complete ahead of their attendance at meetings. These questions aim to assess each manager's general approach to engagement, as well as actions taken in relation to the Trustee's key stewardship themes of Climate Change and Diversity, Equity & Inclusion ("**DE&I**").

Over the year, the ISC developed a centralised database to track manager responses and effectively hold its managers to account. Within this database, the ISC tracks the key findings of each engagement, assigning the manager a red/amber/green rating, noting points to follow-up on, as well as a proposed date for the next engagement.

After making an initial investment into the ICG Total Credit Fund, this mandate was topped-up with additional funds, as part of the Scheme's transition towards a more credit-tilted portfolio. All of the

[1] Principally comprising The Occupational Pension Schemes (Scheme Administration) Regulations 1996, The Occupational Pension Schemes (Investment and Disclosure) (Amendment) Regulations 2019 and guidance published by the Pensions Regulator.

Implementation Statement (continued)

distributions received from the Scheme's illiquid mandates were transferred to the Scheme's liability-driven investment (**"LDI"**) portfolio.

The Trustee is pleased to note that all of the Scheme's investment managers have signed up to one or more ESG-related standards/codes, with all bar one manager (Magnetar) being signatories to the UN Principles for Responsible Investment[2] (UN PRI). Upon speaking to Magnetar, the Trustee is encouraged to hear that the manager is in the process of assessing signatory status, which is contingent on them being able to fulfil the obligations of the UN PRI framework whilst giving full effect to their mix of strategies and diversity of portfolios.

Over the reporting period, the Trustee also assessed its investment adviser (Redington) against the objectives it had set for the adviser, which included delivery against ESG-related topics. The Trustee concluded that the investment adviser had met its objectives and had provided a high level of advice and support during the year. This included helping the ISC adopt a new climate data quality metric as part of its reporting, updating the climate scenario analysis to that provided by NGFS (the Network for Greening the Financial System) and providing a 'horizon scanning' training session covering future trends in sustainable investment. The Trustee's assessment is that its investment adviser continues to provide strong expertise on ESG-related matters.

Engagement and voting behaviour

The Trustee, via the ISC, carries out its stewardship and engagement activities through oversight and challenge of its investment managers rather than itself operating directly as active steward of the underlying assets in which it invests.

To best channel its stewardship efforts, the Trustee believes that it should focus on a selection of key themes. Its key themes have been selected by assessing their relevance to the Scheme and its members, the financially material risks that they pose, and the maturity and development of thinking within the industry that allows for effective integration into its approach. The Trustee's key themes are:

- Climate Change; and
- Diversity, Equality, and Inclusion.

The exercise of voting rights for the equity holdings within pooled funds has been delegated to the Scheme's investment managers. The Trustee therefore does not direct how votes are exercised within these mandates and does not have its own proxy voting provider. Nonetheless, it fully recognises and appreciates the value of voting as a signal or ultimate sanction in influencing company behaviour. As an active owner, it is the Trustee's responsibility to hold its investment managers to account for their voting activities to ensure they are exercising voting rights in the Scheme's best interests. As such, the Trustee considers investment managers' voting policies and records, and requires its investment managers to report significant votes to it as relevant. To do so, the Trustee has developed the following criteria to define a significant vote:

- Votes relating to one of the Trustee's key stewardship themes;
- Votes relating to an issuer to which the Scheme has a large £ exposure;
- Votes which may be inconsistent between investment managers; and
- Votes identified due to potential controversy, driven by the size and public significance of a company, the nature of the resolution, and the weight of shareholder vote against management recommendation.

Engagement and voting behaviour are directly relevant in the sections of the portfolio where physical equities are held. However, stewardship and engagement are also considered to be of importance for the Scheme's other investment managers (e.g. in portfolios which hold credit).

[2] The UN Principles of Responsible Investment are a voluntary UN supported international network of investors working together to implement its six aspirational principles. See https://www.unpri.org/.

2

Implementation Statement (continued)

The remainder of this Statement provides a summary of activity during the reporting period, based on information supplied by the Scheme's managers. In requesting the information, the Trustee asked the Scheme's managers to disclose significant votes and engagement examples in line with the above criteria and chosen themes.

Engagement – Equity

The Scheme invests in the following funds that invest in physical equities:

Manager	Fund
AQR	AQR Diversified Risk Premia Fund
Man	Man Progressive Diversified Risk Premia Fund
Beach Point	Beach Point SCF X Fund*
Magnetar	Magnetar Constellation Fund

Set out below are a few examples provided by the above managers, where they have been able to engage to produce a positive impact. In particular, examples were requested related to the Trustee's key themes. Save for the Trustee's opinion, all of the information provided below has been sourced from the respective manager. Note that the Beach Point Fund is now in liquidation so no engagement examples have been included.

AQR

"AQR's engagement is undertaken at a firm level and is not yet explicitly incorporated into their investment strategies.

AQR pursues stewardship with the aim of promoting greater transparency and disclosure. AQR believe that being a responsible investor mandates both the consideration of ESG issues in the investment process (responsible asset selection) and a commitment to interacting with companies on ESG-related concerns (responsible ownership). Accordingly, responsible ownership is a key focus of their ESG efforts.

AQR works within the industry to advance the collective ESG effort and continuously look for opportunities to collaboratively engage with peers. They are an active participant in industry discussions across the spectrum of ESG-related issues. In 2024, AQR colleagues served on numerous industry ESG working groups, including MFA, ICI, and the Investment Association and multiple UN PRI committees."

Two examples of successful engagements that AQR undertook are as follows:

- **Engagement A:** "*We engaged with a company on the basis that they did not sufficiently report on their GHG emissions. Specifically, the company did not report emissions at the parent level, and only one of the four subsidiaries reports emissions data. We scheduled a meeting with the company to discuss the request and learn more about the company's challenges. The company pointed out that two of their subsidiaries were working on their reports and were expected to publish in 2024. We underlined our belief that transparency on salient issues for investors such as carbon emissions is crucial as it potentially leads to better alignment between companies and their investor base, as well as more accurate pricing of ESG risks and opportunities, particularly as more investors integrate these factors into their investment process. Since our engagement we have continued to monitor the company. We note that one of their subsidiaries has now measured and reported on scope 1 and 2 emissions. They hope to use this data to identify and target where GHG reduction projects can be most impactful. However, the company still does not provide sufficient disclosure in line with our expectations, including emissions disclosure consolidated at the parent level. We will revisit the company's disclosure when their latest annual report is released.*"

3

Implementation Statement (continued)

- **Engagement B:** "*We engaged with a separate company that did not report on its GHG emissions. The company pointed out that they reported on their most material ESG issues through their SASB aligned reporting. They explained how they are currently in the process of collecting emissions data but are not keen on reporting this information publicly given year on year variations and a lack of context in emissions metrics and potential for misinterpretation by stakeholders. We raised a number of concerns with this response. We have been monitoring the company's progress since our engagement and note that while they currently have not released updated annual reports since our engagement, their most recent proxy statement confirms the company's intention to reduce greenhouse gas emissions and states they reduced their emissions in 2023 by more than 26,000 metric tons of CO2e2 through the use of renewable energy.*"

The Trustee finds the engagement examples provided by AQR in relation to Climate Change encouraging but notes that AQR were unable to provide an engagement example relating to Diversity, Equity & Inclusion. When following up with the manager on this, AQR explained that they did not engage with any portfolio companies on this topic over the year. They explained that due to the systematic nature of the strategy, they have opted to focus their engagement program on encouraging companies to improve their transparency on specific issues they believe are salient to the investment process, such as emissions disclosure.

Whilst the Trustee appreciates that stewardship is harder to implement due to the nature of the asset class, it will continue to assess how AQR considers this topic at a firm level over the coming year.

Magnetar

"*Where Magnetar owns publicly traded securities, they will occasionally engage with management by providing strategic advice on financially material matters to drive better outcomes. In relation to certain new investments, Magnetar's New Business and Ethics Committee (*"**Committee**"*) screens investments that meet the Committee's criteria for review, including ESG-related risks. The Committee's screening is conducted internally, and any issues raised are relayed to the investment team for additional diligence and, if need be, interaction with the target company. Lastly, the Front Office can engage with companies post-close, either as part of a pre-close investment strategy, or based on post-close experience with the company.*"

Two examples of engagement undertaken by Magnetar are the following:

- **Engagement A:** "*The company is a technology company providing zero trust network security products and services in the U.S. and worldwide. Following a diligence process, Magnetar assessed that the company had distinct product advantages in zero trust, that the market would likely enjoy strong secular growth, and that the company had potential for meaningful valuation upside, as markets historically have rewarded such software businesses with generous valuations. The company, however, invested ahead of its underlying business growth, found itself short of liquidity and burdened by public company costs. It entered a voluntary bankruptcy process in 2024. Given our priority in the capital structure, the company emerged as a private company with Magnetar holding a majority equity position. We have been involved in supporting the company closely and cooperatively both through and following the bankruptcy process. Additional operational changes have also been made, and we have also aided the company in developing a general Research & Development roadmap.*"

4

Implementation Statement (continued)

- **Engagement B:** *"The Company is a private technology firm providing high performance cloud computing capacity, with leading technology, narrowly focused on serving the most demanding applications, such as in AI and machine learning. We have led or participated in numerous additional debt and preferred equity raises for this company. Magnetar believes it has supported this company constructively since our initial investment, helping source data centres that are renewable / sustainable, and sourcing potential AI customers whose products have a social benefit (e.g. drug discovery)."*

The Trustee is disappointed by the engagement examples provided by Magnetar, with neither relating the Trustee's chosen themes of Climate Change or Diversity, Equity & Inclusion. Whilst the Trustee will continue to encourage Magnetar to improve its stewardship practices, it recognises the fund is currently in run-off (with final proceeds due to be received in December 2027) meaning the Trustee has little influence over the manager.

<u>Man</u>

"Man Group's approach to stewardship is guided by a belief that as stewards of our clients' capital we owe it to them to responsibly manage their assets to unlock long term, sustained value, while taking account of financially material ESG considerations, in accordance with the mandate given to us. We understand the importance of sound stewardship in managing investors' capital, and our approach to RI ensures that our interests and values are closely aligned with those of our clients and shareholders."

Examples of successful engagements that Man Group undertook were the following:

- **Kobe Steel engagement:** *"As part of a wider engagement campaign with the Japanese steel industry, Man Group, together with other investors and fellow collaborators, Corporate Action Japan (CAJ) and ACCR, has been in discussions with Kobe Steel, one of the leading steelmakers in Japan alongside the likes of JFE and Nippon Steel. The engagement began in late 2023 and the focus has been on enhancements to the company's climate strategy, including governance matters such as remuneration incentives that reward executives for achieving climate targets. After an extensive period of dialogue ahead of the company's June AGM, the engagement group welcomed the company's announcement of revisions to its remuneration system for directors. The company committed to increase the ratio of performance-linked remuneration and to introduce ESG indices as a performance measure to these awards. The new performance metric subjects a portion of the executives' incentive award to company performance on various third-party ESG ratings. This engagement highlights that a constructive, multi-stakeholder engagement can drive corporate advances on ESG issues. Discussions have continued since the AGM and attention is being placed on EAF transition, the company's green steel credentials and decarbonisation plans for its power generation business."*

- **Mitsubishi Estate engagement:** *"Man Group has engaged with Mitsubishi Estate since 2022 on the topic of diversity, equity & inclusion and addressed gender diversity levels at board and below-board level. Low board diversity levels were discussed, as were company efforts to develop below board-level targets. Despite the positive direction of travel on diversity, equity and inclusion, Man Group voted against directors at the 2024 AGM given that 2023 diversity results were not published ahead of the shareholder meeting. The absence of board-level targets was acknowledged during engagements; the company noted that this is a structural issue in Japan and highlighted its focus on upskilling female employees, while continuing to explore how the pool of female candidates can*

5

Implementation Statement (continued)

be increased. Below-board level diversity targets were also viewed positively, as they indicate a culture that promotes female career progression across the organisation. Overall, Mitsubishi Estate is addressing gender diversity appropriately and in line with expectations set out in Japan's Corporate Governance Code. The engagement was considered successful."

The Trustee is supportive of the engagement examples provided by Man Group; both are clearly aimed at making change, rather than simply information gathering, and are aligned to the Trustee's key stewardship themes.

Engagement – other asset classes

The Trustee also invests in a number of other asset classes including fixed income strategies and other illiquid opportunities as follows.

Manager	Fund
Insight	Insight High Grade ABS Fund
Schroders	Schroders Equity Sentinel Fund
Schroders	Schroders Sterling Long Duration Corporate Bond Portfolio
CQS	CQS Credit Multi Asset Fund
ICG	ICG Total Credit Fund
HPS	HPS Private Loan Opportunities Fund
KKR	KKR Private Credit Opportunities Fund

All managers have shared information with the Trustee and the investment adviser on their engagement policies and work undertaken to generate improved long-term outcomes in the companies in which they invest. The Trustee acknowledges that the ability of fixed income and alternative asset class managers to engage and influence can be limited in comparison to direct equity holdings, depending on the nature/structure of the investment. However, the Trustee is of the view that all managers should have a regard to ESG matters and that this should form some part of their investment process. The Trustee therefore believes that all investors should exhibit engagement, regardless of their place in the capital structure of a company.

Set out below are a few examples provided by the Scheme's fixed income managers where they have been able to engage to produce a positive impact. Save for the Trustee's opinion, all the information provided below has been sourced from the respective managers.

Insight

"Insight consider ESG factors as part of their rigorous analysis, in the case of High Grade ABS this includes detailed due diligence on the originators both prior to making an investment as well as on an ongoing basis.

Insight believes that integrating relevant and appropriate ESG considerations in select investment processes, and their dialogue with issuers & other stakeholders, encourages better investment decisions and can ultimately help their clients achieve their desired outcomes, as well as support the economy, the environment & wider society."

Insight provided the following examples of engagements undertaken during 2024:

- **Credit Agricole SA engagement:** *"We asked the issuer how it was assessing its customers' transitions plans and asked if it would expand the plans beyond the oil and gas sector. The issuer explained the initial focus on oil and gas stems from the sector's position as the biggest exposure. The issuer stated that beyond oil and gas, it is engaging with customers to produce transition plans so the issuer can calculate the impact of new loans on the net zero target. If a new loan increases the intensity of the issuer's book, the credit committee will assess the*

6

Implementation Statement (continued)

loan and decide if the risk is deemed acceptable. The issuer leans towards remaining invested and continuing the conversation with clients rather than excluding. We also asked the issuer about its lack of sustainable financing target. The issuer stated it will publish a medium-term plan to meet its net zero target. We followed up by asking how it measures the success of its green and sustainable financing. The issuer stated it is intending to report a revenue contribution to sectors which are improving carbon intensity (e.g. residential portfolio)."

- **Columbus Capital engagement:** "*In our dialogue focusing on the issuer's green bond framework, we wanted to understand the eligibility criteria. This was important in our analysis as the Eligibility Criteria will assist us in understanding the impact of the framework in the Australia residential market. We also discussed the issuer's partnership with the National Disability Insurance Scheme (NDIS) to offer innovative home loan solutions to people eligible for the scheme. The issuer expressed their intention of including loans that qualify as green mortgages for their green bond issuance programme. Insight was supportive of this initiative and recommended that performance reporting on these loans against non-green ones would assist with the credit underwriting and market absorption of their green bonds programme.*"

The Trustee is satisfied that the examples above demonstrate Insight's commitment to engaging in relation to Climate Change, however notes that Insight were unable to provide an engagement example that relates to Diversity, Equity and Inclusion. When challenging the manager on this, Insight noted that due to the nature of the asset class, most engagements undertaken relate to the improvement of data provided by originators (typically related to climate) and the inclusion of ESG factors into the loan underwriting process. The Trustee will continue to monitor the engagements of Insight going forward and consider their progress on the topic of Diversity, Equity and Inclusion at a firm-level.

Schroders:

"As an active investment manager, Schroders believe that their main lever to instigate change is through effective stewardship of investee companies. They have embedded climate change risk into their existing processes and controls, alongside specific ESG and climate-related governance and decision-making bodies."

Two recent engagement examples provided by Schroders are as follows:

- **Victrex PLC engagement:** "*The engagement dealt with environmental and governance matters, focusing on Victrex's efforts to reduce emissions in various industries, including Automotive and Aerospace. The company provided an ESG communications pack, highlighting the use of PEEK polymer to potentially reduce emissions in these sectors. The Aerospace sector was identified as the area with the greatest opportunity for emission reduction, particularly through the enhanced use of PEEK composites in wing and fuselage structures. In the context of the Energy & Industrial sector, the 'Magma' programme was mentioned, noting the potential use of PEEK composite pipe to replace steel pipes in oil & gas infrastructure, although it was pointed out that tracking avoided emissions in this context is challenging. The company representatives indicated that they are continuing to assess the potential for further emissions reduction across various industries.*"
- **Heathrow Funding Ltd engagement:** "*Heathrow hired a research company to survey investors' opinion on their sustainability and reporting quality. In*

7

Implementation Statement (continued)

response, Schroders raised the issue of low board diversity among others, and expected the company to breakdown diversity reporting to different levels, including board, C-suites, managers, employees. Also highlighted was the net zero aviation ambition of Heathrow which was commendable, but we'd like to see more reporting on the progress against the targets reported in a quantitative manner to more closely monitor the pathways towards their Sustainability-Linked Bond KPIs. The feedback will be provided to Heathrow and advise them to improve ESG."

The Trustee believes substantive engagements to be those aimed at making change, as opposed to information gathering. Whilst the Trustee is encouraged that Schroders could share engagement examples relating to both Climate Change and Diversity, Equity and Inclusion it notes the first example lacks a clear objective and both examples lack an outcome. The Trustee will continue to press Schroders to engage with companies "for change" and monitor the managers progress in this regard.

<u>ICG:</u>

"As a broadly diversified, global alternative asset manager we firmly believe that the decarbonisation of our investment portfolios plays an important role in building the long-term resilience of our business strategy. It improves the capacity of our investment products to limit the adverse impacts of climate-related risks, and capitalises on the opportunities presented by the low-carbon transition. This is exhibited in both the investment decisions and management of portfolios to deliver returns for our clients, and in the launch of new products."

Two recent engagement examples provided by ICG are as follows:

- **Empark engagement:** "*Empark, a leading car park operator in Iberia, sought feedback from ICG to improve its ESG processes as part of its Sustainability strategy. ICG engaged with Empark's senior investor relations officer. The investment and ESG & Sustainability teams provided guidance on key ESG issues important to ICG and its investors. Empark incorporated these views in their 2023 ESG report through a materiality analysis and repeated the process for their 2024 ESG report.*"

- **Domidep engagement:** "*Domidep is a major private nursing home operator in France and Europe. In 2022, the sector faced significant negative press after an investigative journalist released a book that alleged abuse and a poor level of care across a number of the leading French nursing homes. Domidep was not mentioned in this report but the sentiment towards the whole sector became increasingly negative, and we began to more intensely scrutinise the care quality management and control measures to ensure we remained comfortable that they have the necessary procedures in place to manage such risks. We were struggling to receive greater detail on this as Domidep did not publish any kind of ESG reporting and their communication was poor, leading us to believe their internal controls and care quality monitoring must be less developed than peers. We therefore informed them that our investment was contingent on greater transparency and information around their internal controls and governance. As a result, we were given the opportunity to have a one-to-one call with the Head of Strategy at Domidep, who is also responsible for ESG. On this call, they shared a very detailed overview of their internal governance, complaint procedures, reporting lines, internal audits, external audits, care quality KPI monitoring and their ESG based compensation which changed our opinion on their level of ESG*

Implementation Statement (continued)

> *risk and gave us comfort that they are one of the most advanced European care homes in terms of ESG."*

Whilst the above engagement examples evidence the manager's consideration of ESG risks, the Trustee is disappointed ICG could not share engagement examples, aimed at making change, relating to its chosen themes. The Trustee will continue to encourage ICG to do so and monitor the managers progress in this regard.

CQS

"We believe that an active approach to stewardship and responsible investing are crucial factors in creating long-term value for our investors. In our view, responsible investing, stewardship and ESG matters are drivers influencing financing costs, risk assessment valuations and performance."

Two recent engagement examples were provided by CQS are as follows:

- **Engagement A:** *"In 2022, we developed the CQS Climate Targeted Engagement Programme which aims to engage with all portfolio companies within the Article 8 pooled funds that do not currently disclose carbon emissions and/or do not have decarbonisation targets in place. In December 2023, we developed our tools to be able to report explicitly on net zero alignment and engagement on net zero using our proprietary data. Our reporting on this is now split into the following categories: Already Net Zero, Net Zero Aligned, Decarbonising (engaging on net zero), Decarbonising, No targets (engaging on net zero), No targets. Throughout 2024, we engaged with portfolio companies in our pooled article 8 funds that were lacking in carbon emissions data, including recording existing GHG reduction targets in our systems. We also ensured that the company's carbon metrics were being recorded in our internal systems. We achieved our 70% WACI net zero alignment commitment and seek to maintain through continuous engagement with our portfolio companies."*
- **Engagement B:** *"We engaged with the company on disclosure around various ESG policies and initiatives, as the company appeared to lack robust public disclosure. Our objective was to learn more about the company's progress towards building out ESG disclosures and initiatives, including D&I disclosures. We engaged regarding their ESG policies, including diversity. The company responded that they are in a nascent stage in terms of programs and tracking and are working to construct an externally ready report. We discussed the company's plan on launching a dedicated ESG website detailing their policies on each pillar. On workforce diversity, they confirmed they would be making diversity statistics on management and the board available on their website. Management was receptive to our enquiries and confirmed concrete actions we planned for better D&I disclosures, and ESG remaining within their focus. Our analyst is planning to re-engage for an update."*

The Trustee is satisfied with the engagement examples provided by CQS, which are aligned to the Trustee's key stewardship themes and illustrate instances where the manager has engaged for change, rather than just for information purposes.

HPS

"If practical, as part of HPS's ESG stewardship, HPS may seek to engage with portfolio company management teams and/or private equity sponsors, which may include efforts to mitigate any identified ESG risks, and to help assess any potential long-term financial and reputational risks that can result from a failure to address ESG issues."

Implementation Statement (continued)

Two recent engagement examples were provided by HPS are as follows:

- **Engagement 1:** "*The Company is a global apparel and accessories company. HPS first connected with them through their Carbon Engagement Campaign to discuss the Company's greenhouse gas emissions measurement and transition planning. Building on their initial discussions, HPS has facilitated conversations among the equity owners about engaging a carbon accounting consultant and platform. After reaching an agreement and successfully completing the onboarding process, the Company is now on track to achieve its goal of measuring Scope 1 & 2 emissions by 2024, and Scope 3 emissions starting in 2025.*"
- **Engagement 2:** "*The Company is a food, retail, and agriculture company operating in the Adriatic and Southeast European region. In Q1 2024, HPS's ESG Team engaged with the Company's ESG and Marketing Director, Market Research team, and ESG Project Managers. During this engagement, HPS discussed the Company's methods for measuring carbon emissions and the onboarding of a third-party technology provider to help organize their carbon data and calculate emissions. The Company has since utilised such data to develop certain strategic guidelines, decarbonisation initiatives, and action plans for its various entities.*"

The Trustee is satisfied that the examples above demonstrate HPS' commitment to engage in relation to the Trustee's key theme of Climate Change. Whilst the Trustee would like to see the manager also engage on the topic of Diversity, Equity and Inclusion, it recognises the fund is currently in run-off (with final proceeds due to be received in December 2026) meaning the Trustee has little influence over the manager.

KKR

"*KKR Credit seeks to actively engage on material sustainability topics with borrowers across all KKR Credit strategies. Once an investment has been made, we aim to monitor sustainability-related issues on an on-going basis.*"

Two recent engagement examples were provided by HPS are as follows:

- **48Forty engagement:** "*This engagement took place with a wood shipping pallet recycler and pallet logistics manager. Using KKR's SDG Framework, KKR determined that the company demonstrates an alignment with multiple SDG goals through its measurable reduction in landfill waste and use of natural resources through its recycling, reuse and repair of wooden pallets. The company's SDG-alignment and ESG Scorecard score helped us determine that the company aims to operate under a sustainable business model.*"
- **Bowery Farming engagement:** "*The Company is the largest scaled vertical farming company in the US today by commercial footprint and has grown from 1 to 3 operational vertical farms with others in the pipeline. KKR's investment thesis was predicated on what they learned about the Company's ability to help the environment via a sustainable alternative to traditional farming, whether that be due to its initiatives in water conservation, farmland conservation, reduced use of pesticides and reliance on 100% renewable energy. KKR were able to utilise these tracked KPIs as a way to establish, based on KKR's SDG Framework, that Bowery is advancing multiple sustainable development goals.*"

Whilst KKR were able to share an engagement example related to climate change, the Trustee notes that they were unable to provide an example in relation to diversity, equity and inclusion. Additionally, the Trustee notes that both engagements do not showcase

Implementation Statement (continued)

an example of the manager engaging for change. Whilst the Trustee finds this disappointing, it recognises that the fund is currently in the process of winding down (with final proceeds due to be received in 2028) meaning the Trustee has little influence over the manager.

Based on the information received from the investment managers in other asset classes, the Trustee is satisfied that the majority of its managers are taking steps to engage, within the parameters of their specific asset class/investment process.

Voting on behalf of the Scheme

AQR

"Where clients have delegated proxy voting to AQR, the manager seeks to align our voting with long-term value creation, including on ESG issues. Our standard approach to voting in applicable commingled funds is to apply a Sustainable policy. We can customise proxy voting in separate accounts to meet client needs. AQR's Stewardship Committee is responsible for managing our approach to proxy voting, including the selection and use of third-party proxy advisers as well as the manner in which AQR votes its proxies and discharges its fiduciary obligation to clients.

AQR retains ISS Governance Services, an independent third-party Proxy Advisory firm, for a variety of services including, but not limited to, receiving proxy ballots, working with custodian banks, proxy voting research and recommendations, and executing votes."

A summary of AQR's voting statistics for the relevant period is included in Appendix 2. Similar to last year, AQR were unable to differentiate between significant or non-significant proxy votes during the period. Over the year, the Trustee encouraged the manager to reconsider its approach to assessing significant votes. Although AQR were unable to do so for the purposes of this statement, the Trustee continues to engage with the manager in this regard through its investment adviser.

Beach Point

"Beach Point outsources proxy voting, using ProxyEdge to execute proxy voting for the equities we may own. Although many proxy proposals can be voted in accordance with the Firm's established guidelines, the Firm recognises that certain proposals may require special consideration, which may dictate that the Firm make an exception to its general guidelines."

Beach Point's voting statistics for the reporting period are included in Appendix 2. The manager noted that during the period, no significant votes were cast. Beach Point have explained that since they are a fixed income manager, they have limited exposure to equities in the Fund and as such, tend to hold little of the issued amounts and voting shares, and thus have fewer opportunities to cast "significant" votes. They also noted that the nature of their votes have primarily focused on the annual selection of board of directors or audit service providers and thus, may not be deemed to be outside the ordinary course of business.

Whilst the Trustee does not necessarily agree with this approach to disclosing most significant votes, the Trustee appreciates it has limited influence on the manager given it is currently redeeming from the fund.

Man:

"As part of their commitment to stewardship, Man maintains a custom voting policy. This custom voting policy seeks to encourage good corporate governance practices and promote ESG standards, whilst taking into consideration both company specific circumstances and broader market differences. Man understands that not all companies can fit a single model of governance and that best practice, regulatory requirements and

Implementation Statement (continued)

corporate governance codes within different markets require a balanced and bespoke voting approach. They endeavour to conduct a fair level of research and consider the context and explanations provided by investee companies when making voting decisions. Nevertheless, their voting policy also comprises global best practice guidelines and areas of focus that we believe should be considered across all regions.

Man's aim is to vote at all meetings for our holdings where we have the legal right to do so. Man Group appointed Glass Lewis as its proxy service provider and use Glass Lewis's voting platform 'Viewpoint' to vote our shares electronically, receive research reports and customise voting recommendations."

The Trustee is satisfied with Man's explanation of their voting practices. A summary of Man's voting statistics for the reporting period are included in Appendix 2.

Man were able to differentiate between significant and non-significant proxy votes during the period, in line with the Trustee's definition of what defines a significant vote. Further details on Man's significant votes are included in Appendix 3.

Magnetar

"Magnetar's voting is carried out through their proxy voting advisor, ISS. In their view, proxy voting ensures each vote is considered and recorded using a policy that we are comfortable with. When receiving shareholder ballot information via email or mail, they believe there is a high risk the voting data that is pertinent to make the vote and record it may be lost or misplaced. Using ISS makes a significant difference to the certainty of data capture as ISS receive the data via file from the prime brokers and submit the vote via file to the tabulation agent.

Historically, proxy voting decisions have not been driven by ESG considerations. Magnetar's Proxy Voting Policy requires Magnetar to vote proxies prudently and solely in the economic interests of, and for the exclusive purpose of providing economic benefits to, clients. Social, political or other objectives unrelated to the value of clients' investments will not be considered. Magnetar has retained ISS as its proxy service provider and generally relies on its standard voting policy. However, if Magnetar chooses to vote differently from ISS's recommendation, the relevant Portfolio Manager will notify Magnetar's Proxy Voting Coordinator (as defined in Magnetar's Proxy Voting Policy), explaining the rationale for such votes. While the Trustee feels Magnetar's explanation of their voting practices has room for improvement, it notes that the importance of the voting behaviour is likely to be immaterial given the fund is in the process of being sold down."

Magnetar were only able to disclose a single significant vote that was cast during the period. A summary of this significant vote is included in Appendix 3.

Summary

The Trustee is comfortable that its investment managers are exercising their voting and engagement policies to a satisfactory level at this stage and that the Trustee's stewardship policy, as set out in the SIP, is being appropriately implemented on its behalf. The Trustee has also noted an improvement over the year in the engagement undertaken by its managers on its behalf, although it notes that there is still room for improvement. Specifically, the Trustee would like to see the engagement examples provided by the Scheme's managers focus more on driving change, rather than for information purposes. This will continue to be an area of focus going forward for the Trustee.

This is the fifth statement prepared by the Trustee in relation to the implementation of its engagement and voting policies. The Trustee expects that, as the regulations in this area continue to develop, the standard of disclosures from managers is likely to improve in this area. The Trustee recognises that as a large institutional investor it has a part to play in the good governance and stewardship of the assets in which it

Implementation Statement (continued)

invests. Going forward it will continue to monitor and assess its investment managers on a regular basis to ensure that its stewardship policy continues to be implemented.

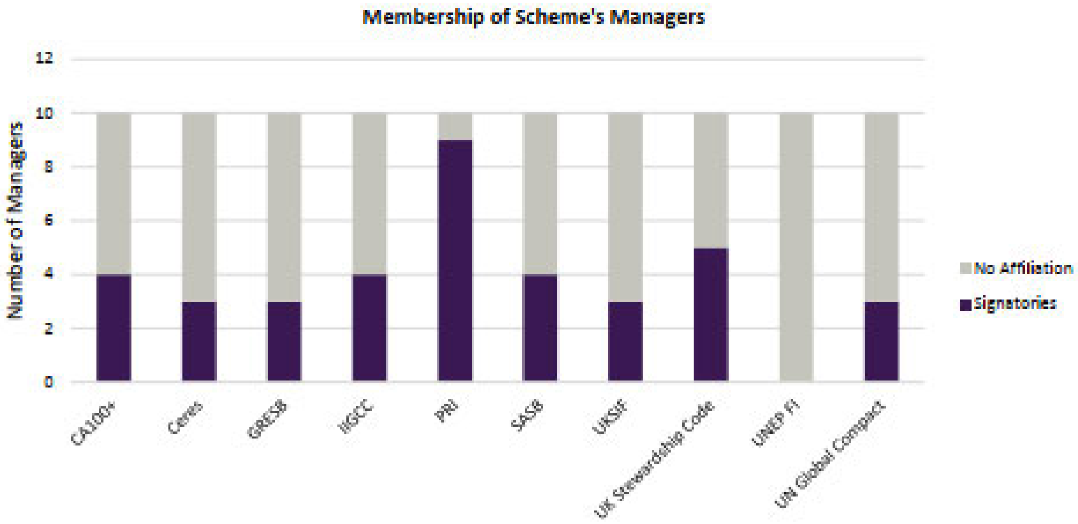
In 2025, the Trustee plans to continue engaging with its investment managers through the ISC's rolling schedule of manager meetings, and to share their consistent list of stewardship questions ahead of the respective meetings. Additionally, the Trustee will continue tracking manager responses in a centralised document, analysing the trends identified across different asset classes and escalate accordingly where the Trustee considers responses are not sufficient. The Trustee plans to engage with four of the Scheme's investment managers in 2025 and looks forward to reporting progress made in this space in the next statement.

In a similar way to engagement, the Trustee plans to consider how best to assess the voting activity of the Scheme's managers and how best to then engage with the managers where necessary.

Implementation Statement (continued)

APPENDIX 1

Investment Managers: ESG focused standards, codes and/or industry memberships



Glossary:

1. **CA100+** – Climate Action 100+ is a five-year initiative led by investors to engage systemically important greenhouse gas emitters and other companies to drive the clean energy transition and achieve the goals of the Paris Agreement.
2. **Ceres** – A sustainability non-profit organisation working with the most influential investors and companies to build leadership and drive solutions throughout the economy.
3. **GRESB** – Established by a group of large pension funds who wanted to have access to comparable and reliable data on the ESG performance of their investments, GRESB has become the leading ESG benchmark for real estate and infrastructure investments across the world.
4. **IIGCC** – The Institutional Investors Group on Climate Change is a leading global investor membership body and the largest one focusing specifically on climate change.
5. **(UN) PRI** – The Principles of Responsible Investment is a United Nations supported international network of investors working together to implement its six aspirational principles.
6. **SASB** – The Sustainability Accounting Standards Board is a non-profit organisation founded to develop sustainability accounting standards.
7. **UKSIF** – The UK Sustainable Investment and Finance Association is a membership organisation for those in the finance industry committed to growing sustainable and responsible finance in the UK.
8. **UK Stewardship Code** – The stewardship code is part of UK company law concerning principles that institutional investors are expected to follow. Its principal aim is to make institutional investors be active and engage in corporate governance in the interests of their beneficiaries.
9. **UNEP FI** – The United Nations Environment Programme Finance Initiative is a global partnership established between the United Nations Environment Program (UNEP) and the financial sector.
10. **UN Global Compact** – A non-binding United Nations pact to encourage businesses worldwide to adopt sustainable and socially responsible policies, and to report on their implementation.

14

Implementation Statement (continued)

APPENDIX 2

Voting Statistics

Below is the voting activity over the period for the Scheme's asset managers which held listed equities over the period.

AQR

Key Voting Statistics (Jan 2024– Dec 2024)	Number
Number of holdings at period end	1,885
Total Fund AUM at period end	£720m
Value of Trustee's Assets	£160m
Number of meetings eligible to vote during the period	780
Number of resolutions eligible to vote during the period	10,601
% of resolutions voted	88%
% of resolutions voted with management	91%
% of resolutions voted against management	9%
% of resolutions abstained	0%
% of meetings with at least one vote against management	39%
% of resolutions where manager voted contrary to recommendation of proxy adviser	0%
Any use of proxy voting services during the period	AQR takes a sustainable approach to proxy voting and has adopted the Proxy Advisory firm's applicable Sustainable Guidelines. Sustainable Guidelines are offered by Institutional Shareholder Services Inc.

Man

Key Voting Statistics (Jan 2024 – Dec 2024)	Number
Number of holdings at period end	2,021
Total Fund AUM at period end	£1,310m
Value of Trustee's Assets	£64m
Number of meetings eligible to vote during the period	680
Number of resolutions eligible to vote during the period	7892
% of resolutions voted	99%
% of resolutions voted with management	76%
% of resolutions voted against management	23%
% of resolutions abstained	0%
% of meetings with at least one vote against management	81%
% of resolutions where manager voted contrary to recommendation of proxy adviser?	19%
Any use of proxy voting services during the period?	Man Group appointed Glass Lewis as its proxy service provider. We use Glass Lewis's voting platform 'Viewpoint' to vote our shares electronically, receive research reports and custom voting recommendations.

Implementation Statement (continued)

	We have monitoring controls in place to ensure that the recommendations provided are in accordance with our custom voting policy and that our votes are timely and effectively instructed. Specifically, our voting framework employs screening to identify high-value positions and the Stewardship Team manually reviews the pre-populated votes for such positions. In addition to this manual check, we also have in place electronic alerts to inform us of votes against our policy, votes that need manual input and rejected votes that require further action.

Beach Point

Key Voting Statistics (Jan 2024 – Dec 2024)	Number
Number of holdings at period end	8
Total Fund AUM at period end	$34m
Value of Trustee's Assets	$14m
Number of meetings eligible to vote during the period	2
Number of resolutions eligible to vote during the period	9
% of resolutions voted	100%
% of resolutions voted with management	100%
% of resolutions voted against management	0%
% of resolutions abstained	0%
% of meetings with at least one vote against management	0%
% of resolutions where manager voted contrary to recommendation of proxy adviser?	0%
Any use of proxy voting services during the period?	Beach Point outsources proxy voting, using ProxyEdge to execute proxy voting for the equities they may own.

Magnetar

Key Voting Statistics (Jan 2024 – Dec 2024)	Number
Number of holdings at period end	518
Total Fund AUM at period end	£1,523m
Value of Trustee's Assets	£33m
Number of meetings eligible to vote during the period	24
Number of resolutions eligible to vote during the period	145
% of resolutions voted	99%
% of resolutions voted with management	90%
% of resolutions voted against management	8%
% of resolutions abstained	2%
% of meetings with at least one vote against management	21%
% of resolutions where manager voted contrary to recommendation of proxy adviser?	30%

Implementation Statement (continued)

Any use of proxy voting services during the period?	Voting is carried out via our proxy voting advisor, ISS. In our view, proxy voting ensures each vote is considered and recorded using a policy that we are comfortable with. When receiving shareholder ballot information via email or mail, we believe there is a high risk the voting data that is pertinent to make the vote and record it, may be lost or misplaced. Using ISS makes a significant difference to the certainty of data capture as ISS receive the data via file from the prime brokers and submit the vote via file to the tabulation agent.

17

Implementation Statement (continued)

APPENDIX 3

Significant votes

The Trustee delegates responsibility for the exercising of rights (including voting rights) attaching to investments to the Scheme's investment managers. The Trustee is not aware of any material departures from the managers' stated voting policies. Given the nature of these mandates and the fact that voting activities appear to be undertaken in line with the managers' voting policies, the Trustee is comfortable that the voting policies for the Scheme have been adequately followed over the period.

As previously mentioned, the votes shown in the below tables have therefore been chosen in relation to the Trustee's definition of a 'significant vote', which are votes that meet one or more of the following criteria:

- Votes relating to one of our key stewardship themes – Climate change and diversity, equity & inclusion;
- Votes relating to an issuer to which the Scheme has a large £ exposure;
- Votes identified due to potential controversy, driven by the size and public significance of a company, the nature of the resolution, and the weight of shareholder vote against management recommendation.

Man and Magnetar were able to disclose the significant votes cast during the period, with Beach Point noting that they did not cast any significant votes over the year. AQR were unable to disclose their significant votes cast during the period – the Trustee will continue to engage with the manager to encourage them to disclose these votes going forward. A summary of the 'significant votes' cast by the Scheme's managers is included in the table below.

Implementation Statement (continued)

Significant votes (1st January 2024 – 31st December 2024):

Voter	Company	Date	Resolution nature	Vote	Reason for significance	Management Recommendation	Outcome of the vote
Man	Danske Bank AS	21/03/2024	Shareholder Proposal Regarding Climate Policy	For	Related to Climate Change	Against	Rejected
Man	Chipotle Mexican Grill	06/06/2024	Shareholder Proposal Regarding Report on Harassment and Discrimination	For	Related to D, E & I	Against	Rejected
Man	Dell Technologies Inc	27/06/2024	Shareholder Proposal Regarding Diversity and Inclusion Report	For	Related to D, E & I	Against	Rejected
Man	General Motors Company	06/04/2024	Shareholder Proposal Regarding Additional Disclosure on Sustainability Risks Within the Supply Chain	For	Related to Climate Change	Against	Rejected
Man	PepsiCo Inc	05/01/2024	Shareholder Proposal Regarding Racial Equity Audit	For	Related to D, E & I	Against	Rejected
Magnetar	Invesque	20/06/2024	Resolution to elect directors and appointment of auditor	For	Large % holding	For	Passed