

## **SOPRA STERIA RETIREMENT BENEFITS SCHEME – THE SCHEME TRUSTEE AND MANAGEMENT OF THE PLAN**

### **SCHEME TRUSTEE**

The Sopra Steria Retirement Benefits Scheme (“the Scheme”) is managed by a corporate Trustee, the Sopra Steria (Retirement Benefits Scheme) Trustees Limited (“the Trustee”).

The Trustee is responsible for managing the Scheme’s assets in the interests of the Scheme members and other beneficiaries.

The Trustee holds quarterly Board meetings with its advisers to discuss the management of the Scheme. In addition, the Trustee has set up the following Committees and Working Groups to deal with specific matters:

- Audit and Risk Committee
- Communications Committee
- Investment Committee
- Valuation Committee
- Dispute Resolution Committee
- GMP Reconciliation / Data Cleanse Working Group

Members of the Scheme currently have the right to nominate up to one third of the Trustee Directors of the Trustee and Sopra Steria Limited appoints the other Trustee Directors.

The current Trustee Directors, are as follows:

#### ***Company-Nominated Directors of the Trustee:***

**Independent Trustee Services Limited (an independent professional Trustee Director, generally represented by Frank Oldham) Chair**

*Appointed as Trustee Director since April 2021.*

#### **Hilary Robertson**

*Sopra Steria UK Strategy Director. Appointed as a Trustee Director since September 2015.*

**The Law Debenture Pension Trust Corporation plc (an independent professional Trustee Director, generally represented by Keith Scott)**

*Appointed as Trustee Director since February 2005.*

#### **Siva Niranjana**

*Group Head of Environmental Sustainability and UK Head of Sustainability at Sopra Steria. Appointed as a Trustee Director since June 2021.*

#### **Davinder Ahluwalia**

*Currently Deputy CEO of Sopra Steria, having previously acted for many years as the Company’s CFO. Appointed as a Trustee Director in January 2023.*

***Member-Nominated Directors of the Trustee:***

**David Best**

*Retired Scheme member (SPP Section). Trustee Director since April 2012.*

**Jan Pye**

*Retired Scheme member (SPP Section). Trustee Director April 2009 - April 2012, reappointed June 2014.*

**Tim Laverick**

*Retired Scheme member (SPP Section). Trustee Director since March 2022.*

***Service Providers and Advisers***

The Trustee outsources a number of functions to various service providers and takes advice from various professional advisers. The main ones are the Administrator, the Scheme Actuary, the Investment Consultant, the Legal Advisers, the Auditor and the Covenant Advisers. Details are provided on the separate document on the Scheme website entitled "Trustee Advisers and other useful contacts".

**Sopra Steria (Retirement Benefits Scheme) Trustees Limited**

**September 2023**