

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:

- Administration and Operations Committee
- Audit and Risk Committee
- Communications Committee
- Investment Committee
- Valuation 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:

Member-Nominated Directors of the Trustee:

David Best

Retired Scheme member (SPP Section). Trustee Director since April 2012. Reappointed 2021.

Jan Pye

Retired Scheme member (SPP Section). Trustee Director April 2009 - April 2012, reappointed June 2014 and reappointed again in 2021.

Tim Laverick

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

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.

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

Appointed as Trustee Director since February 2005.

BESTrustees (an independent professional Trustee Director, generally represented by Mike Smaje)

Appointed as Trustee Director since June 2025.

Davinder Ahluwalia

Retired Scheme member and ex-Chief Financial Officer within Sopra Steria Limited. Appointed as a Trustee Director since January 2023.

Mark Hildreth

Chief Controller within Sopra Steria Limited in the UK. Appointed as a Trustee Director since November 2024.

Juliet Norris

UK Director of Information Governance and Counter Fraud within Sopra Steria Limited in the UK. Appointed as a Trustee Director since November 2024.

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

June 2025