

United Utilities Pension Scheme **USE Your Voice!**



**Become a Trustee
in 2026**

United Utilities Pensions Trustee Limited
Registered in England & Wales No. 6376626
Registered office: Haweswater House
Lingley Mere Business Park, Lingley Green Avenue
Great Sankey, Warrington, WA5 3LP

The Trustee of the United Utilities Pension Scheme (UUPS) is seeking nominations for two Member Nominated Trustee positions. To apply, please complete the nomination form on the following website

 www.cesvotes.com/uuMND2025

Why should I become a trustee?



Alongside your home, your pension is probably your largest investment. By becoming a Trustee you will be involved in the management of your pension scheme, helping to ensure the Scheme is run honestly and with integrity.

There are 10 Trustees, 5 chosen by United Utilities and 5 elected by the membership. At this election there are 2 member positions available, which can be filled by either active,

deferred or pensioner members. If you are elected to become a Trustee you will get the opportunity to learn more about your pension scheme, investments, benefits and communications, to name just a few areas. This is a fantastic development opportunity. You do not need to be a pensions or financial expert as training will be provided and professional advisers are always on hand to give advice on the more technical aspects of the role.

What does a trustee do?

Trustees are responsible for the management of the pension scheme, to ensure the assets of the Scheme are sufficient to pay members’ and their dependants’ benefits, as they fall due.

Members look to the Trustees to make sure the Scheme is run honestly and well. In particular, Trustees must:

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| Act within the requirements of the Scheme rules and the law | ☒ |
| Invest Scheme funds | ☒ |
| Ensure contributions are collected | ☒ |
| Act in the best interests of all members | ☒ |
| Take advice on technical matters | ☒ |
| Ensure full records are kept securely | ☒ |
| Act prudently, conscientiously and honestly, with utmost good faith | ☒ |

Time commitment

The Trustee Board meets quarterly, including an annual training day. Meetings are held at United Utilities in Warrington and are normally held 10am to 2pm, with lunch provided. In addition, each Trustee will be allocated to a small number of Trustee sub-committees. In the normal course of business, each Trustee is a member of 2 sub-committees.

Each sub-committee generally meets quarterly. These meetings are usually held virtually and last approximately 2 hours. Reasonable travel expenses can be reclaimed in relation to Trustee meetings and pension related training events.

Trustees are expected to devote time to reading meeting papers in advance of each meeting. Meeting papers are provided electronically and so access to email and internet is a requirement. Trustees are appointed for a 4 year term, after which they can choose to stand for re-election.



Training

New Trustees will receive introductory training. Trustees are also expected to undertake a certain amount of ongoing training, which includes the opportunity to attend external seminars/conferences and/or complete pensions related reading. The Pensions Regulator offers an online training resource called the Trustee Toolkit. New Trustees are expected to complete the Toolkit within 6 months of appointment.

- Who can apply?**
- Any active, deferred or pensioner member of the Scheme can apply to become a Trustee, subject to the following criteria:
- Eligible member of the Scheme
 - UK resident
 - Must not have been disqualified from acting as a Trustee, or Company director previously
 - Must not be an undischarged bankrupt
 - Must not have any unspent criminal convictions for offences involving dishonesty or deception

 **The deadline for returning your completed nomination form is 5pm Monday 17 November 2025**

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| Election timetable <ul style="list-style-type: none">○ Nomination forms must be received by 17 November 2025○ Educational session in December 2025 for those shortlisted○ Voting instructions will be sent in January 2026 and the election will close on 6 February 2026○ Trustee appointment commences at the 17 March 2026 Trustee meeting | How to apply <p>If you have any questions or would like to request a nomination form, please contact CES at peter.bines@civica.com or by telephoning 020 8889 9203</p> | Further information <p>If you would like further information on the role of Trustee, please visit the Pensions Regulator’s website at https://thepensionsregulator.gov.uk/en/trustees</p> <p>If you would like to access the Trustee Toolkit, this is available at https://trusteetoolkit.thepensionsregulator.gov.uk/</p> |
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