



ARQIVA DEFINED BENEFIT PENSION PLAN

ANNUAL REPORT

YEAR ENDED 30 JUNE 2025

PLAN REGISTRATION NUMBER: 10275595

isio.

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ARQIVA DEFINED BENEFIT PENSION PLAN
TRUSTEE AND ITS ADVISERS
FOR THE YEAR ENDED 30 JUNE 2025

Corporate Trustee

Independent Trustee Services Limited (trading as Independent Governance Group) (appointed 1 April 2025)
(represented by Dan Gilmour and Akash Rooprai)

Arqiva Defined Benefit Pension Plan Trustees Limited. (resigned 1 April 2025)

Principal Employer

Arqiva Limited
Crawley Court
Winchester
Hampshire
SO21 2QA

Scheme Actuary

Matthew Hill
Isio Group Limited
PO Box 164
Blyth
NE24 9GS

Pension Consultants and Administrator

Isio Group Limited
PO Box 163
Blyth
NE24 9GS

Auditor

Crowe U.K. LLP
55 Ludgate Hill
London
EC4M 7JW

Investment Manager

Legal & General Investment Management
One Coleman Street
London
EC2R 5AA

Investment Adviser

Mercer Limited
1 Tower Place West
Tower Place
London
EC3R 5BU

Insurance Policy Provider

Pension Insurance Corporation
20-22 Ropemaker Street
London
EC2Y 9AR

ARQIVA DEFINED BENEFIT PENSION PLAN
TRUSTEE AND ITS ADVISERS
FOR THE YEAR ENDED 30 JUNE 2025

AVC Providers

Utmost Life and Pensions
PO Box 177
Walton Street
Aylesbury
Buckinghamshire
HP21 7YH

Clerical Medical
PO Box 28121
15 Dalkeith Road
Edinburgh
EH16 9AS

Legal & General Investment Management
One Coleman Street
London
EC2R 5AA

Banker

Lloyds Bank plc
Caxton Gate
3 Corporation Street
Birmingham
B2 4LP

Legal Adviser

Baker & McKenzie LLP
280 Bishopsgate
London
EC2M 4AG

Contact for Further Information

Isio Group Limited
PO Box 163
Blyth
NE24 9GS
Email: Ukfmarqiva@isio.com

ARQIVA DEFINED BENEFIT PENSION PLAN

TRUSTEE'S REPORT

FOR THE YEAR ENDED 30 JUNE 2025

INTRODUCTION

The Trustee is pleased to present its Report on the Arqiva Defined Benefit Pension Plan (the "Plan") for the year ended 30 June 2025.

The format of the Trustee's Report and financial statements follows guidelines laid down by the Occupational and Personal Pension Scheme (Disclosure of Information) Regulations 2013 and the Statement of Recommended Practice, Financial Reports of Pension Schemes (Revised June 2018).

Any member or beneficiary may request a copy of the Trustee's Report and financial statements. Applications are encouraged and should be addressed to the Plan administrator at Isio Group Limited at the address given on page 1 or at Ukfmarqiva@isio.com.

The Plan

The Plan was established with effect from 27 January 2005, to provide pension and other benefits to members upon their retirement or ill health and/or to their dependants on death before or after retirement. The benefits are outlined in the relevant Plan Booklet.

The Plan is governed in accordance with the terms of a Definitive Trust Deed. In accordance with the provisions of Schedule 36 of the Finance Act 2004, the Plan is a registered pension scheme under Chapter 2 of Part 4 of the Finance Act 2004.

The Plan complies with legislative preservation requirements and was contracted out of the State Second Pension ("S2P") until it closed to benefit accrual on 31 January 2016.

The Plan retains a number of professional Advisers in connection with the operation of the Plan, and a list of these Advisers is given on pages 1 to 2 of this Report.

Trustee

The Trustee of the Plan is listed on page 1 of this Report, together with the names of the representatives of the Corporate Trustee. The Trustee met formally 7 times during the year.

With effect from 1 April 2025, Independent Trustee Services Limited (trading as Independent Governance Group ("IGG")) were appointed the Plan's Professional Corporate Sole Trustee ("PCST"), replacing the corporate Trustee (Arqiva Defined Benefit Pension Plan Trustees Limited) and its previous directors. The former Trustee directors: Tom O'Connor, Dick Buckle, Jack FitzSimons and Alan Taylor formed a Consultative Committee to assist IGG in certain matters.

Under the terms of the Trust Deed, the Principal Employer has the power to appoint new or additional Trustees and, if necessary, remove an existing Trustee.

Changes to the Plan

There were no changes to the Plan during the year.

Plan Financial Statements and Summary of Contributions

The financial statements of the Plan for the year ended 30 June 2025 are set out on pages 17 to 26, and the Auditor's Statement about Contributions and Trustee's Summary of Contributions are set out on pages 27 and 28. The financial statements have been prepared and audited in accordance with Sections 41(1) and (6) of the Pensions Act 1995.

ARQIVA DEFINED BENEFIT PENSION PLAN
TRUSTEE'S REPORT
FOR THE YEAR ENDED 30 JUNE 2025

MEMBERSHIP

Details of the membership of the Plan for the year are given below:

	Total 2025	<i>Total 2024</i>
PENSIONERS		
Pensioners at the start of the year	601	591
Adjustment to prior year figure	5	(1)
New pensioners	22	15
New dependants	7	7
Deaths	(9)	(10)
Trivial commutation	-	(1)
Cessation	(1)	-
Pensioners at the end of the year	625	601
MEMBERS WITH DEFERRED BENEFITS		
Members with deferred benefits at the start of the year	198	214
Adjustments to prior year figure	(3)	-
Transfers out	-	(1)
Retirements	(22)	(15)
Members with deferred benefits at the end of the year	173	198
TOTAL MEMBERSHIP AT THE END OF THE YEAR	798	799

Pensioners at 30 June 2025 include 53 dependants (2024: 47). The Adjustments to the brought forward figures relate to late notification of members (i.e., dependants) joining or leaving the Plan.

Financial Development of the Plan

The financial statements on pages 17 to 26 have been prepared and audited in accordance with the regulations made under Sections 41 (1) and (6) of the Pensions Act 1995. They show that the value of the fund has decreased from £208,591,195 at 30 June 2024 to £187,569,100 at 30 June 2025.

ARQIVA DEFINED BENEFIT PENSION PLAN

TRUSTEE'S REPORT

FOR THE YEAR ENDED 30 JUNE 2025

REPORT ON ACTUARIAL LIABILITIES

Under Section 222 of the Pensions Act 2004, every scheme is subject to the Statutory Funding Objective, which is to have sufficient and appropriate assets to cover its technical provisions. The technical provisions represent the present value of the benefits members are entitled to. 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 Plan members on request.

The latest Triennial Actuarial Valuation of the Plan, with an effective date of 30 June 2023, was undertaken during the year. An agreement was reached between the Trustee and Employer in November 2024, with the results summarised below:

	£m
The Statutory Funding Objective (SFO) in relation to the liabilities:	(198.2)
Valuation of assets:	210.7
Surplus relative to the SFO:	12.5
Funding level:	106%

If the Employer becomes unable or unwilling to contribute regularly to the Plan, the Plan may be "wound up" and the Employer would be required to pay additional money to buy all members' benefits from an insurance company. The comparison of the Plan's assets to the cost of buying the benefits from an insurance company is known as the "buy-out position". It should be noted that the methodology adopted to value the Plan's liabilities was in line with the Scheme Actuary's estimate of the 'buy-out' position, therefore the results shown above indicate that the Plan's assets would have likely been sufficient at the valuation date to buy all members' benefits from an insurance company.

A valuation is a snapshot of a scheme's funding position on any one particular day, and it will change when, for example, there are changes in investment values or gilt yields, or if members live longer than expected.

The Plan continues to follow the Statutory Funding Objective to ensure it has sufficient and appropriate assets to cover its Technical Provisions. Prior to the commencement of the Triennial Actuarial Valuation of the Plan as at 30 June 2023, the Trustee agreed for the last Employer contribution of £7 million (agreed as part of the previous Triennial Actuarial Valuation as at 30 June 2020) to be paid into a special ring-fenced bank account instead of a contribution directly into the Plan (which was due by 30 June 2023). A revised Schedule of Contributions was agreed by the Trustee and Employer on 27 June 2023 to facilitate this. The arrangements for the special bank account were formally agreed on 28 September 2023 with the £7 million paid in on 29 September 2023.

In March 2025, the Trustee agreed to release back to the Employer the funds held in the Escrow account (relating to the last deficit payment under the previous Schedule of Contributions). Following the buy-in, it was considered that there were sufficient residual funds to meet anticipated Plan costs incurred in the future. As part of this agreement, the Employer has made further commitments on securing member benefits and removing future risk from the Plan. The Escrow account was subsequently closed.

Following the buy-in transaction completed in April 2024 to insure members' benefits, it was expected that the Employer will not be required to contribute to the Plan to fund future benefit payments that fall due. This has been reflected in the new Schedule of Contributions (see page 29) that was agreed as part of the Valuation, which also captured the agreement that ongoing running costs would be paid out of residual Plan assets. The accompanying Actuarial Certificate is included on page 30 of this Annual Report.

ARQIVA DEFINED BENEFIT PENSION PLAN

TRUSTEE'S REPORT

FOR THE YEAR ENDED 30 JUNE 2025

REPORT ON ACTUARIAL LIABILITIES (CONTINUED)

Method

The actuarial method to be used in the calculation of the technical provisions is the Defined Accrued Benefit Method.

Significant Actuarial Assumptions as at 30 June 2023

Discount interest rate:	Non-pensioners - 4.38% Pensioners - 4.74%
Future Retail Price Inflation:	Non-pensioners - 4.25% (pre-retirement) Pensioners - 3.94%
Future Consumer Price Inflation:	Non-pensioners - 3.63% Pensioners - 3.53%
Pension increases:	RPI max 10%: 3.75% (non-pensioners), 3.94% (pensioners) RPI max 5%: 3.51% (non-pensioners), 3.67% (pensioners) RPI max 5%, min 3%: 3.86% (non-pensioners), 3.99% (pensioners) CPI: 3.37% (non-pensioners), 3.53% (pensioners) CPI max 3%: 2.52% (non-pensioners), 2.57% (pensioners)
Mortality:	101% (non-pensioners), 104% (pensioners) SAPS 3 tables (all lives), CMI 2021 improvements with a smoothing parameter of 7, initial addition of 0.25% and 1.75% p.a. (males), 1.50% p.a. (females) long term trend.

ARQIVA DEFINED BENEFIT PENSION PLAN

TRUSTEE'S REPORT

FOR THE YEAR ENDED 30 JUNE 2025

INVESTMENT REPORT

Introduction

The overall management of the Plan is vested in the Trustee.

The Trustee's primary funding objective is to ensure that the assets of the Plan are sufficient to meet their obligations to beneficiaries. To this end, the Trustee purchased a buy-in policy with Pension Insurance Corporation Plc (PIC) in April 2024, securing the Plan's full liabilities.

The management of a small balance of residual investment assets of the Plan has been delegated by the Trustee to Legal & General ("L&G"). The Plan's investments are regarded as readily marketable.

The Plan invests these residual assets in a fixed interest gilts fund, an index-linked gilts fund and a cash fund which are managed by the Plan's investment manager (as detailed above). The Trustee is responsible for ensuring the Plan's assets continue to be securely held and, as such, use the custodians appointed by the investment manager of the cash fund. The custodians are responsible for safe keeping of documents relating to ownership of investments. Investments are held in the name of the custodians in line with common practice for pension scheme investments.

An investment strategy has been agreed by the Trustee, after taking appropriate advice. During the year, the Plan invested in the L&G All Stocks Gilts fund and in the L&G All Stocks Index-Linked Gilts fund, both managed by L&G.

Performance to 30 June 2025

Asset Class	Last Year		Last 3 Years		Last 5 Years	
	Fund (%)	B'mark (%)	Fund (% p.a.)	B'mark (% p.a.)	Fund (% p.a.)	B'mark (% p.a.)
L&G – Fixed Interest Gilts (All Stocks)	-	-	-	-	-	-
L&G – Index-Linked Gilts (All Stocks)	-	-	-	-	-	-
LGIM – Cash	4.9	4.8	-	-	-	-
Total	4.4	3.9	(0.6)	(0.8)		

Figures shown are gross of fees and based on performance provided by the Investment Manager, Mercer estimates and Thomson Reuters Datastream. For periods over one year the figures in the table above have been annualised. Total performance includes performance of terminated mandates. There were no performance figures for L&G Fixed Interest Gilts and Index-linked Gilts funds because they were held for less than one year.

Asset Allocation as at 30 June 2025

Asset Class	30 June 2025	
	Actual (%)	B'mark (%)
L&G – Fixed Interest Gilts (All Stocks)	6.4	6.4
L&G – Index-Linked Gilts (All Stocks)	18.9	18.9
LGIM – Cash	74.7	74.7
Total	100.0	100.0

Figures may not sum due to rounding.

Statement of Investment Principles

The Trustee has produced a Statement of Investment Principles in accordance with Section 35 of the Pensions Act 1995. A copy is available on request. The investments at the year-end date were in accordance with the Statement.

ARQIVA DEFINED BENEFIT PENSION PLAN

TRUSTEE'S REPORT

FOR THE YEAR ENDED 30 JUNE 2025

INVESTMENT REPORT (CONTINUED)

Statement of Investment Principles (Continued)

The L&G All Stocks Gilts Fund's objective is to track the performance of the FTSE Actuaries UK Conventional Gilts All Stocks Index, the "Benchmark Index" before fees and expenses are applied. Fund performance may differ from the Benchmark Index due to the deduction of fees and expenses and the impact of any tracking error factors.

The L&G All Stocks Index-Linked Gilt Index Fund's objective is to track the performance of the FTSE Actuaries UK Index Linked Gilt All Stock Index, the "Benchmark Index" before fees and expenses are applied. Fund performance may differ from the Benchmark Index due to the deduction of fees and expenses and the impact of any tracking error factors.

The L&G Sterling Liquidity Fund's aim is to provide capital stability and a return in line with money market rates whilst providing daily access to liquidity and providing an income. The fund seeks to maintain an AAA rating, which is the highest fund rating available. The Sterling Liquidity Fund's performance is benchmarked against the Sterling Overnight Index Average rate.

The Trustee has implicitly delegated consideration of ESG issues, engagement and stewardship obligations to PIC in relation to the majority of Plan assets via a bulk annuity contract. The annuity contract makes contractual payment to the Plan dependent only on the benefits payable under the contract. As a result, the Trustee has minimal direct exposure to risks arising from long-term sustainability issues, including climate change.

The Plan's residual assets as outlined above are invested in multi-client pooled vehicles and the day-to-day management of the assets has been delegated to the investment manager including the selection, retention and realisation of investments within their mandate. In doing so, the Trustee has given the investment manager (where relevant) full discretion when evaluating ESG issues, including climate change considerations. In addition, they have delegated to the investment manager's engagement with companies.

The Trustee receives investment manager performance reports on a six-monthly basis, which present performance information over 6 months, 1 year, 3 years and since inception. The Trustee reviews the absolute performance, relative performance against a suitable benchmark or against the manager's stated target performance over the relevant time period.

There was no self-investment as defined in Section 40 of the Pensions Act 1995 in either the current or prior year.

ARQIVA DEFINED BENEFIT PENSION PLAN

TRUSTEE'S REPORT

FOR THE YEAR ENDED 30 JUNE 2025

COMPLIANCE

GMP equalisation

On 26 October 2018, the High Court handed down a judgement involving the Lloyds Banking Group's defined benefit pension schemes. The judgement concluded the schemes should be amended to equalise pension benefits for men and women in relation to guaranteed minimum pension benefits. The issues determined by the judgement arise in relation to many other defined benefit pension schemes. The Trustee of the Plan is aware that the issue will affect the Plan and has asked the Plan's administrators to calculate the impact for affected members. This work is currently ongoing.

On 20 November 2020, the High Court handed down a further judgement on the Guaranteed Minimum Pension ("GMP") equalisation case in relation to the Lloyds Banking Group Pension Schemes. This follows from the original judgement in October 2018 which confirmed that schemes need to equalise pensions for the effect of unequal GMPs between males and females. This latest judgement confirms that Defined Benefit (DB) schemes which provide GMPs need to revisit and, where necessary top up, historic Cash Equivalent Transfer Values that were calculated based on unequalised benefits. The Trustee is currently assessing the impact on the Plan.

The Trustee has completed the reconciliation of members' GMPs with HMRC. Following this reconciliation, the Trustee is performing individual member calculations to understand whether any uplifts will be necessary to equalise pension benefits for male and female members. The Trustee has taken advice regarding the options it has in order to rectify any inequalities arising. The initial analysis showed that the impact is not likely to be material to the financial statements for the Plan. However, the full extent of the impact on individual members' benefits will be confirmed once the final calculations have been completed. A liability in respect of these matters has not been included in these financial statements and will be accounted for in the year they are determined.

Pension Increases

Deferred pensions for the Main/BT/MPS sections are increased in accordance with the Trust Deed and Rules in line with inflation, subject to a maximum of either 5% p.a. or 2.5% p.a. depending on the period of service. Some DTELS members receive fixed 5% p.a. increases on their deferred pensions. Main and DTELS members receive a minimum increase of 3% p.a. on their pension in payment. Pensions for members of the Main and DTELS sections of the Plan were increased by 4.3% with effect from 1 July 2024. Pensions for members of the MPS and ex-BT sections of the Plan were increased by 4.3% with effect from 1 July 2024. Pensions for members of the ex-BT (A/B) section were increased by 6.7%. No discretionary increases were granted during the year.

Preserved pensions and pensions in payment for the NGW Section are increased in accordance with the Trust Deed and Rules in line with inflation, to a maximum of 10% p.a. Pensions were increased by 3.5% p.a. on 1 April 2025. No discretionary increases were granted during the year.

The pensioners in the ESPS Section received an annualised increase of 2.7% on 1 April 2025. Preserved pensions are increased in accordance with the Trust Deed and Rules.

Transfer Values

Transfer values are calculated using assumptions considered to be appropriate by the Trustee on the advice of the Plan Actuary. Transfer values are not currently reduced and are calculated and verified in the manner prescribed by regulations made under the Pension Schemes Act 1993. No discretionary benefits were included in the calculation of transfer values.

Tax Status

In accordance with the provisions of Schedule 36 of the Finance Act 2004, the Plan is a registered pension plan under Chapter 2 of Part 4 of the Finance Act 2004.

Contributions

All contributions received were in accordance with the Schedule of Contributions.

ARQIVA DEFINED BENEFIT PENSION PLAN

TRUSTEE'S REPORT

FOR THE YEAR ENDED 30 JUNE 2025

COMPLIANCE (CONTINUED)

Internal Disputes

The Internal Dispute Resolution Procedures Regulations require the setting up of a formal procedure for the handling of disputes involving the Trustee. Details have been circulated to the membership. In the event of a dispute arising with the Trustee, the contact is Isio Group Limited at the address given on page 1.

Data Protection

The Trustee is registered as a Data Controller within the meaning of GDPR guidelines (formerly under the Data Protection Act 1998 ("the Act")) to hold such information as is necessary for the management of the Plan. Isio Group Limited (Plan Administrator) and Pension Insurance Corporation are registered as a Data Processor under GDPR guidelines (formerly under the Act).

The Trustee recognises that maintaining high standards of security is essential to protecting personal data which is done through robust policies and processes that address data protection and security measures.

The Trustee reviews the procedures adopted by them and their advisers to ensure that they comply with the revised requirements of GDPR which would ensure that they have appropriate policies and procedures in place. To help keep our records up to date, members are reminded to keep us informed of any changes, including death benefit nominations and beneficiaries. Please send all correspondence to the Plan Administrator whose details are on page 1.

Further Information

Most of the information required by members in respect of the Plan is supplied automatically. This includes general information, such as the relevant Plan Booklets and Trustee's Report, and information such as Statements of Options on leaving or retiring. In addition, the documents governing the Plan, the Trust Deed and Rules, can be inspected at the Human Resources Department or are available on the Arqiva Plan website (<https://www.arqiva.com/about-us/arqiva-defined-benefit-pension-plan>). These rights apply to all members and most extend to their spouses and other beneficiaries, and recognised trade unions.

Any member may request a Statement of Benefit entitlement once a year. Also, a deferred member who is not yet in receipt of a pension may request a Statement of Transfer Value annually. The administrators of the Plan, Isio, have recently launched their Pension Web service, which will allow members to login to a secure online portal to view details of their pension benefits within the Plan. It will also enable members to request benefit quotations, Plan information and updates to address and beneficiary details directly with the administration team. This can be accessed at <https://www.isiopensions.com>. Please contact Isio if you have any questions accessing the portal.

It is hoped that all members feel sufficiently well informed, and that specific requests are dealt with fully. Members who are dissatisfied or concerned about any matter relating to the Plan may invoke the Internal Dispute process to resolve the matter, and may also seek advice or help from a number of outside bodies:

The Pension Tracing Service

The Pension Tracing Service provides a tracing service for members (and their dependants) of previous employers' schemes, who have lost touch with earlier employers and trustees. To trace a benefit entitlement under a former employer's scheme, enquiries should be addressed to:

The Pension Service
Post Handling Site A
Wolverhampton
WV98 1AF
Telephone: 0800 731 0175
From outside the UK: +44 (0) 191 218 7777
Email: enquiries@pension-tracing-service-uk.co.uk
Website: www.gov.uk/find-pension-contact-details

ARQIVA DEFINED BENEFIT PENSION PLAN

TRUSTEE'S REPORT

FOR THE YEAR ENDED 30 JUNE 2025

COMPLIANCE (CONTINUED)

The Pensions Regulator

The Pensions Regulator ("TPR") is the UK regulator of work-based pension schemes. The Pensions Act 2004 gives the Pensions Regulator a set of specific objectives:

- To protect the benefits of members of work-based pension schemes;
- To promote good administration of work-based pension schemes; and
- To reduce the risk of situations arising that may lead to claims for compensation from the Pension Protection Fund.

TPR can be contacted at:

The Pensions Regulator
Telecom House
125-135 Preston Road
Brighton
BN1 6AF
Telephone number: 0345 600 0707
Email: customersupport@tpr.gov.uk
Website: www.thepensionsregulator.gov.uk

Pension Protection Fund

The Pension Protection Fund was introduced to protect members' interest in certain circumstances, i.e., to provide compensation where an employer has become insolvent, or the Plan assets have been reduced due to fraud, theft, or misappropriation. It does not cover losses resulting from adverse investment returns.

The Pension Protection Fund is funded by a retrospective levy on all occupational pension schemes.

Scheme Information

The Trust Deed and Rules, the Plan Booklet, and a copy of the Schedule of Contributions and Statement of Investment Principles are available for inspection by contacting the Trustee at the address shown for enquires in this Report.

Any information relating to the member's own pension position, including estimates of transfer values, should be requested from the Administrator of the Plan, Isio Group Limited, at the address detailed on page 1 of this Report.

MoneyHelper Service

For general requests for information or guidance concerning their pension arrangements members can contact at:

Money and Pensions Service
Borough Hall
Cauldwell Street
Bedford
MK42 9AB
Telephone: 0115 965 9570
Email: contact@maps.org.uk
Website: www.maps.org.uk

ARQIVA DEFINED BENEFIT PENSION PLAN

TRUSTEE'S REPORT

FOR THE YEAR ENDED 30 JUNE 2025

COMPLIANCE (CONTINUED)

Pensions Ombudsman

Any concerns in respect of the Scheme should be referred to the Administrator who will try to resolve the problem as quickly as possible. Members and beneficiaries of pension schemes, who have problems concerning their scheme and are not satisfied by the information or explanation given by the administrators or the trustees, can consult The Pensions Ombudsman. Contact with the Pensions Ombudsman about a complaint needs to be made within three years of when the event(s) happened or, within three years of when the event(s) was first known about (or ought to have been known about). There is discretion for those time limits to be extended. The Pensions Ombudsman can be contacted at:

The Pensions Ombudsman
10 South Colonnade
Canary Wharf
London
E14 4PU
Telephone: 0800 917 4487
Email: helpline@pensions-ombudsman.org.uk
Website: www.pensions-ombudsman.org.uk

Trustee Training and Knowledge

There is ongoing training which is designed to ensure that the Directors' knowledge is current. The suitability of the training program is reviewed annually, and a Trustee training log is maintained which is also reviewed annually.

ARQIVA DEFINED BENEFIT PENSION PLAN

TRUSTEE'S REPORT

FOR THE YEAR ENDED 30 JUNE 2025

STATEMENT OF TRUSTEE'S RESPONSIBILITIES

Trustee's Responsibilities in Respect of the Financial Statements

The financial statements, which are prepared in accordance with UK Generally Accepted Accounting Practice, including the Financial Reporting Standard applicable in the UK (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 Plan during the Plan year and of the amount and disposition at the end of the Plan year of its assets and liabilities, other than liabilities to pay pensions and benefits after the end of the Plan 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 Plan will continue as a going concern.

The Trustee is also responsible for making available certain other information about the Plan in the form of an Annual Report.

The Trustee also has a general responsibility for ensuring that adequate accounting records are kept and for taking such steps as are reasonably open to it to safeguard the assets of the Plan and to prevent and detect fraud and other irregularities including the maintenance of an appropriate system of internal control.

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 Plan by or on behalf of employers of the Plan 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 and for adopting risk-based processes to monitor whether contributions that fall due to be paid are paid into the Plan 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.

This Report, including the Report on Actuarial Liabilities and Implementation Statement, was approved by and signed on behalf of the Trustee.

Signed on behalf of the Trustee:

DocuSigned by:

4D123E5864404D3...
Trustee Director

Date: 28/1/2026

ARQIVA DEFINED BENEFIT PENSION PLAN

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEE

FOR THE YEAR ENDED 30 JUNE 2025

Opinion

We have audited the financial statements of the Arqiva Defined Benefit Pension Plan for the year ended 30 June 2025 which comprise the Fund Account, the Statement of Net Assets (available for benefits) and the related notes set out therein.

The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

In our opinion, the financial statements:

- show a true and fair view of the financial transactions of the Plan during the year ended 30 June 2025, and of the amount and disposition at that date of its assets and liabilities, other than the 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; and
- contain the information specified in Regulation 3 and 3A of the Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996, made under the Pensions Act 1995.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements' section of our report. We are independent of the Plan in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions Relating to Going Concern

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.

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 Plan'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.

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

Other Information

The Trustee is responsible for the other information contained within the Annual Report. The other information comprises the information included in the Annual Report, other than the financial statements and our Auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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 course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. 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 in this regard.

ARQIVA DEFINED BENEFIT PENSION PLAN

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEE

FOR THE YEAR ENDED 30 JUNE 2025

Responsibilities of the Trustee for the Financial Statements

As explained more fully in the Trustee's Responsibilities Statement set out on page 13, the Trustee is responsible for the preparation of financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustee determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustee is responsible for assessing the Plan'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 Plan or has no realistic alternative but to do so.

Auditor's 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 Auditor's 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.

We set out below the key areas which, in our opinion the financial statements are susceptible to material misstatement by way of irregularities including fraud and the extent to which our procedures are capable of detecting these.

- Management override of controls. Our audit procedures to respond to these risks included enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals and reviewing accounting estimates for bias.
- Misappropriation of investment assets owned by the Plan. This is addressed by obtaining direct confirmation from the investment fund managers of investments held at the Statement of Net Assets date.
- Non-receipt of contributions due to the Plan from the employer. This is addressed by testing contributions due are paid to the Plan in accordance with the schedules of contributions agreed between the employer and Trustee.
- Payment of large transfers out to invalid schemes or members. This is addressed through testing that there is evidence the receiving scheme is valid, the member identity is verified and of the authorisation of the amount and approval of the payment of the transactions.
- Payment of large retirement lump sum benefits to invalid members. This is addressed through sample testing that there is evidence that the member's identity is verified and of the authorisation of the amount and approval of the payment of the transactions.
- Verification of the right to annuity income from bulk annuity policy. This is addressed by testing that the amounts receivable from the bulk annuity provider is reconciled by the administrator to benefits paid to members.
- We have identified relevant laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements, as the Pensions Acts 1995 and 2004 (and regulations made thereunder), FRS 102, and the Pensions Statement Recommended Practice (SORP). We considered the extent to which a material misstatement of the financial statements might arise as a result of non-compliance.
- Reviewing meeting minutes and any correspondence with the Pensions Regulator.
- Discussing whether there are any significant or unusual transactions and known or suspected instances of fraud or non-compliance with applicable laws and regulations.

ARQIVA DEFINED BENEFIT PENSION PLAN INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEE FOR THE YEAR ENDED 30 JUNE 2025

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

These inherent limitations are particularly significant in the case of misstatement resulting from fraud as this may involve sophisticated schemes designed to avoid detection, including deliberate failure to record transactions, collusion or the provision of intentional misrepresentations.

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

Use of Our Report

This report is made solely to the Trustee as a body, in accordance with Regulation 3 of the Occupational Pension Schemes (Requirements to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996 made under the Pensions Act 1995. Our audit work has been undertaken so that we might state to the Trustee those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Trustee as a body, for our audit work, for this report, or for the opinions we have formed.

Signed by:

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Crowe U.K. LLP
Statutory Auditor
55 Ludgate Hill
London
EC4M 7JW

Date: 29/1/2026

ARQIVA DEFINED BENEFIT PENSION PLAN
FUND ACCOUNT
FOR THE YEAR ENDED 30 JUNE 2025

	Note	2025 £	2024 £
Contributions and benefits			
Contributions	5	92,600	-
Other income	6	18,768	47,112
		<u>111,368</u>	<u>47,112</u>
Benefits			
Benefits paid or payable	7	(7,136,847)	(6,871,760)
Payments to and on account of leavers	8	(136,099)	(248,243)
Administrative expenses	9	(1,054,012)	(48,468)
		<u>(8,326,958)</u>	<u>(7,168,471)</u>
Net withdrawals from dealings with members		(8,215,590)	(7,121,359)
Returns on investments			
Investment income	10	7,049,130	883,446
Change in market value of investments	11	(19,846,023)	1,127,442
Investment management expenses	12	(9,612)	(230,202)
		<u>(12,806,505)</u>	<u>1,780,686</u>
Net returns on investments		(12,806,505)	1,780,686
Net decrease in the fund during the year		(21,022,095)	(5,340,673)
Net assets at 1 July		208,591,195	213,931,868
Net assets at 30 June		187,569,100	208,591,195

The notes on pages 19 to 26 form part of these financial statements.

ARQIVA DEFINED BENEFIT PENSION PLAN
STATEMENT OF NET ASSETS (AVAILABLE FOR BENEFITS)
FOR THE YEAR ENDED 30 JUNE 2025

	Note	2025 £	2024 £
Investment assets			
Pooled investment vehicles	11-19	7,838,309	8,006,530
Insurance policies	11-19	176,400,000	196,800,000
AVC investments	11-19	3,380,360	3,511,083
Total net investments		187,618,669	208,317,613
Current assets	20	199,687	331,068
Current liabilities	21	(249,256)	(57,486)
Net assets at 30 June		187,569,100	208,591,195

The financial statements summarise the transactions of the Plan 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 Plan year. The actuarial position of the Plan, which does take account of such obligations, is dealt with in the Report on Actuarial Liabilities on pages 5 and 6 and the Actuarial Certificate on page 30 of the Annual Report, and these financial statements should be read in conjunction with these sections.

The notes on pages 19 to 26 form part of these financial statements.

The financial statements were approved for and on behalf of the Trustee by:

DocuSigned by:

 4D123E5864404B3...
 Trustee Director

Date: 28/1/2026

ARQIVA DEFINED BENEFIT PENSION PLAN

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

1. GENERAL INFORMATION

The Plan provides defined benefit pension and certain other benefits to members and their dependants on retirement and on death.

The Plan is a registered defined benefit pension scheme under the Chapter 2, Part 4 of the Finance Act 2004. This means that contributions by employers and employees are normally eligible for tax relief, and income and capital gains earned by the Plan receive preferential tax treatment.

2. BASIS OF PREPARATION

The financial statements have been prepared in accordance with the Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996, Financial Reporting Standard 102 (FRS 102) – the Financial Reporting Standard applicable in the UK and Republic of Ireland, issued by the Financial Reporting Council, and with the guidelines set out in the Statement of Recommended Practice Financial Reports of Pension Schemes (revised 2018) (the "SORP").

The financial statements have been prepared on the going concern basis which the Trustee believes to be appropriate based on their expectations for a 12 month period from the date of approval of these financial statements which indicate that sufficient funds should be available to enable the Plan to continue in operational existence for the foreseeable future by meeting its liabilities as they fall due.

The Plan's functional and presentational currency is pounds sterling (GBP).

3. IDENTIFICATION OF THE FINANCIAL STATEMENTS

The Plan is registered as a trust under English law. The address for enquiries is shown on page 1 of the Annual Report.

4. ACCOUNTING POLICIES

The principal accounting policies of the Plan are as follows:

4.1 Contribution income

Additional contributions are accounted for as at when due in accordance with the Schedule of Contributions agreed with Employer and the Trustee.

4.2 Transfers to other schemes

Transfer values are included in the financial statements when the trustees of the receiving scheme accept the liability of the transferring members. They do not take account of members who have notified the Plan of their intention to transfer.

4.3 Benefits paid or payable

Benefits paid or payable are accounted for in the period in which the member notifies the Trustee of their decision on the type or amount of benefit to be taken, or if there is no member choice, on the date of retiring or leaving. Unsettled amounts have been included based on estimated amounts. Pensions in payment are accounted for in the period to which they relate.

4.4 Expenses

Under the new Schedule of Contributions certified by the Scheme Actuary on 22 November 2024, the Plan expenses, including PPF levies except for the investment manager's fees are met by the Plan effective from 1 July 2024. All the Plan expenses are accounted for on an accruals basis.

4.5 Investment income

- a) Income from cash deposits is included on an accruals basis.
- b) Income received on pooled investment vehicles may automatically be reinvested in the underlying funds and reflected in the unit prices or may be distributed. Where income is reinvested, it is integral with the movement in market value and is not separately disclosed. Where it is distributed, it is included in the financial statements on an accruals basis.
- c) Receipts from insurance policies are accounted for as investment income on an accruals basis.

ARQIVA DEFINED BENEFIT PENSION PLAN
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

4. ACCOUNTING POLICIES (CONTINUED)

4.6 Valuation of investments

Investments are included in the Statement of Net Assets (available for benefits) at their fair value at 30 June 2025, which is determined as follows:

- a) Pooled investment vehicles are stated at the latest bid prices or single unit price quoted by the investment managers at the year end.
- b) The additional voluntary contribution investments include policies of assurance and the value of these policies have been taken as the surrender values of the policies at the year end, as advised by the underwriters.
- c) Insurance policy valuation is based on the Scheme Actuary's estimate of the present value of future benefits payable, valued using Isio's central buy-out basis, which reflects their most recent experience of insurance market pricing. The valuation of liabilities is based on member data from the 30 June 2023 actuarial valuation, allowing for membership movements, actual benefit payments and inflationary increases on benefits granted over the following 24 months.

5. CONTRIBUTIONS

	2025	2024
	£	£
Additional contributions	<u>92,600</u>	<u>-</u>

Under the new Schedule of Contributions certified by the Plan Actuary on 22 November 2024, no deficit contributions were due to the Plan from the Employer during the Plan year. In March 2025, the Trustee agreed to release back to the Employer the funds held in the Escrow account (relating to the last deficit payment under the previous Schedule of Contributions). Following the buy-in, it was considered that there were sufficient residual funds to meet anticipated Plan costs incurred in the future. As part of this agreement, the Employer has made further commitments on securing member benefits and removing future risk from the Plan. The Escrow account was subsequently closed. As described in the Schedule of Contributions signed on 22 November 2024, additional contributions or augmentations may be paid from the Employer as and when agreed with the Trustee.

6. OTHER INCOME

	2025	2024
	£	£
Bank interest	<u>18,768</u>	<u>47,112</u>

7. BENEFITS PAID OR PAYABLE

	2025	2024
	£	£
Pensions	6,670,035	6,218,907
Commutations of pensions and lump sum retirement benefits	466,812	603,886
Lump sum on death in retirement	-	48,967
	<u>7,136,847</u>	<u>6,871,760</u>

8. PAYMENTS TO AND ON ACCOUNT OF LEAVERS

	2025	2024
	£	£
Individual transfers out to other schemes	<u>136,099</u>	<u>248,243</u>

ARQIVA DEFINED BENEFIT PENSION PLAN
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

9. ADMINISTRATIVE EXPENSES

	2025	2024
	£	£
Administration and Actuarial fees	701,252	-
Trustee expenses	134,198	48,348
Legal fees	127,965	-
Consultancy fees	61,893	-
Audit fees	24,757	-
TPR levies	3,843	-
Bank and sundry charges	104	120
	<u>1,054,012</u>	<u>48,468</u>

Under the new Schedule of Contributions, the Plan paid the Plan expenses, including PPF levies with effect from 1 July 2024 except for the investment manager's fees and bank charges.

10. INVESTMENT INCOME

	2025	2024
	£	£
Income from pooled investment vehicles	-	339,923
Income from insured pensions	7,049,130	543,523
	<u>7,049,130</u>	<u>883,446</u>

The income from pooled investment vehicles relates to LDI and Barings income distribution with respect to prior year funds disinvested.

11. INVESTMENT RECONCILIATION

	Value at 30 June 2024 £	Cost of investments purchased £	Proceeds of sales of investments £	Change in market value £	Value at 30 June 2025 £
Pooled investment vehicles	8,006,530	2,000,000	(2,511,925)	343,704	7,838,309
Insurance policies	196,800,000	-	-	(20,400,000)	176,400,000
AVC investments	3,511,083	115,772	(456,768)	210,273	3,380,360
	<u>208,317,613</u>	<u>2,115,772</u>	<u>(2,968,693)</u>	<u>(19,846,023)</u>	<u>187,618,669</u>

Costs are borne by the Plan in relation to transactions in pooled investment vehicles. Such costs are generally taken into account in calculating the prices of these investments and are not therefore separately identifiable.

Included within purchases and sales are transfers between funds held with the same manager amounting to £2,000,000 (2024: £480,040,534).

12. INVESTMENT MANAGEMENT EXPENSES

	2025	2024
	£	£
Administration, management and custody	9,612	231,414
Fee rebates	-	(1,212)
	<u>9,612</u>	<u>230,202</u>

ARQIVA DEFINED BENEFIT PENSION PLAN

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

13. TRANSACTION COSTS

There are no direct transaction costs. Indirect costs are also borne by the Plan in relation to transactions in pooled investment vehicles. Such costs are taken into account in calculating the bid/offer spread of these investments and are not separately reported.

14. POOLED INVESTMENT VEHICLES

The holdings in Pooled investment vehicles are as detailed in the table below:

	2025	2024
	£	£
Liquidity fund	5,853,398	8,006,530
All Stocks Gilts Index fund	504,550	-
All Stocks Index-Linked Gilts Index fund	1,480,361	-
	<u>7,838,309</u>	<u>8,006,530</u>

15. INSURANCE POLICIES

The Trustee Directors secured a bulk annuity (buy-in) policy with Pension Insurance Corporation (PIC) in April 2024. The policy is anticipated to broadly match the benefits due to all members of the Plan, including non-pensioners and contingent pensioners. The valuation is based on the Scheme Actuary's estimate of the present value of future benefits payable under the insurance policy, valued using Isio's central buy-out basis, which reflects their most recent experience of insurance market pricing. The valuation of liabilities is based on member data from the 30 June 2023 actuarial valuation, allowing for membership movements, actual benefit payments and inflationary increases on benefits granted over the following 24 months.

	2025	2024
	£	£
Pension Insurance Corporation	<u>176,400,000</u>	<u>196,800,000</u>

The assumptions used at each of the valuation dates were as follows:

	30.06.2025	30.06.2024
Discount rate	4.91% / 5.18% np/p	4.22% / 4.59 np/p
RPI (min 3% p.a., max 5% p.a.) assumption	3.34% np / 3.51% p	3.91% np / 3.78% p
Mortality base table	S3PxA np/p	S3PxA np/p
Mortality improvements:		
CMI Model/Year	2022	2022
Long term improvement – Males	1.75%	1.75%
Long term improvement – Females	1.50%	1.50%

16. AVC INVESTMENTS

The Trustee holds assets invested separately from the main fund in the form of individual policies securing additional benefits on a money purchase basis for those members electing to pay additional voluntary contributions. Members participating in this arrangement each receive an annual statement made up to 30 June confirming the amounts held to their account and the movements in the year.

The aggregate amounts of AVC investments are as follows:

	2025	2024
	£	£
Clerical Medical	199,037	215,912
Utmost Life and Pensions	586,656	611,385
Legal & General	2,594,667	2,683,786
	<u>3,380,360</u>	<u>3,511,083</u>

ARQIVA DEFINED BENEFIT PENSION PLAN

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

17. INVESTMENT FAIR VALUE HIERARCHY

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

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

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

	30 June 2025			
	Level 1	Level 2	Level 3	Total
	£	£	£	£
Pooled investment vehicles	-	7,838,309	-	7,838,309
Insurance policies	-	-	176,400,000	176,400,000
AVC investments	-	3,380,360	-	3,380,360
	-	11,218,669	176,400,000	187,618,669

	30 June 2024			
	Level 1	Level 2	Level 3	Total
	£	£	£	£
<i>Pooled investment vehicles</i>	-	8,006,530	-	8,006,530
<i>Insurance Policy</i>	-	-	196,800,000	196,800,000
<i>AVC investments</i>	-	3,511,083	-	3,511,083
	-	11,517,613	196,800,000	208,317,613

18. INVESTMENT RISKS

FRS 102 requires the disclosure of information in relation to certain investment risks. FRS 102 sets out these risks as follows:

Credit Risk 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 comprises currency risk, interest rate risk and other price risk, defined as follows:

- **Currency risk** 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** 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** is the risk that the fair value or future cash flows of a financial asset will fluctuate because of changes in market prices (other than those arising from interest rate risk or currency risk), whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market.

The Plan has exposure to these risks because of the investments it makes to implement its investment strategy described in the Trustee's Report. The Trustee manages investment risks, including credit risk and market risk, within agreed risk limits which are set taking into account the Plan's strategic investment objectives. These investment objectives and risk limits are implemented through the investment management agreements in place with the Plan's investment managers and monitored by the Trustee by regular review of the investment portfolios.

ARQIVA DEFINED BENEFIT PENSION PLAN

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

18. INVESTMENT RISKS (CONTINUED)

Further information on the Trustee's approach to risk management and the Plan's exposures to credit and market risks are set out below. This does not include AVC investments as these are not considered significant in relation to the overall investments of the Plan.

Credit Risk

The Plan is subject to credit risk as the Plan invests in pooled investment vehicles and is therefore directly exposed to credit risk in relation to the instruments it holds in the pooled investment vehicles and is indirectly exposed to credit risks arising on the financial instruments held by the pooled investment vehicles although the extent of the risk is dependent on the portfolio at the time.

There is also direct credit risk associated with the Plan's insured policy with Pension Insurance Corporation, which the Trustee considered before the policy was taken out. This risk is mitigated by the regulatory environment in which the insurer operates and the diversification of the policy's underlying assets

Analysis of direct credit risk

2025	Investment grade	Non-investment grade	Unrated	Total
	£	£	£	£
Insurance policies			176,400,000	176,400,000
Pooled investment vehicles	-	-	7,838,309	7,838,309

2024	Investment grade	Non-investment grade	Unrated	Total
	£	£	£	£
Insurance policies			196,800,000	196,800,000
Pooled investment vehicles	-	-	8,006,530	8,006,530

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

Indirect credit risk arises in relation to underlying investments held in the pooled investment vehicles containing bonds. This risk is mitigated by only investing in pooled funds which invest in at least investment grade credit rated securities. Pooled investment arrangements used by the Plan comprise unit linked life insurance.

Currency Risk

The Plan is subject to indirect currency risk because some of the Plan's investments are held in overseas markets, via pooled investment vehicles. Indirect currency risk arises from the investments in sterling priced pooled investment vehicles whose investments are denominated in foreign currencies.

The exposure to foreign currencies within the pooled investment vehicles will vary over time in line with the underlying investments but it is not expected to be a material driver of returns over the longer term. Decisions about the exposure to foreign currencies are at the discretion of the fund manager.

ARQIVA DEFINED BENEFIT PENSION PLAN

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

18. INVESTMENT RISKS (CONTINUED)

Interest Rate Risk

Interest rate risk is the risk that the value of fixed-rate instruments will change due to movements in market interest rates. The gilts funds are exposed to interest rate risk because the fund investments are held in bonds, either directly or indirectly through pooled investment vehicles. The Scheme is directly exposed to interest rate risk on the annuity policies it holds in relation to certain members' benefits, due to the interest element in calculating the net discount rate when valuing the annuities. At the year end, the Plan's exposure to investments subject to interest rate risk was:

	2025	2024
	£	£
Pooled investment vehicles	<u>1,984,911</u>	<u>-</u>

Other Price Risk

The Scheme is not exposed to other price risk in relation to its holdings in pooled investment vehicles. The Trustee manages any exposure to other price risk by constructing a diverse portfolio of investments across various markets.

19. CONCENTRATION OF INVESTMENTS

The following investments account for more than 5% of the Plan's net assets as at 30 June:

	2025		2024	
	£	%	£	%
Pension Insurance Corporation Insurance Policies	<u>176,400,000</u>	<u>94.1</u>	<u>196,800,000</u>	<u>94.3</u>

20. CURRENT ASSETS

	2025	2024
	£	£
Cash balance	<u>199,687</u>	<u>331,068</u>

21. CURRENT LIABILITIES

	2025	2024
	£	£
Benefits payable	55,786	52,641
Administration fees payable	190,938	-
Investment management fees payable	<u>2,532</u>	<u>4,845</u>
	<u>249,256</u>	<u>57,486</u>

22. RELATED PARTY TRANSACTIONS

During the year, Employer paid the Plan expenses fees, and the Plan reimbursed the Employer accordingly.

During the Plan year, Trustee's expenses payable to Independent Governance Group amounted to £61,188 (2024 - £ 113,129), with £51,738 (2024: - £ 48,348) being paid to previous Trustee Directors as reported in note 9 to the financial statements. At the year end, £12,957 (2024: - £nil) was owed to Independent Governance Group and £595 (2024: - £nil) to previous Trustee Directors. Other than these matters, there were no related party transactions during the year as defined by FRS 102 section 33.

ARQIVA DEFINED BENEFIT PENSION PLAN
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

23. EMPLOYER RELATED INVESTMENTS

There were no Employer related investments within the meaning of Section 40(2) of the Pensions Act 1995 (2024: *Nil*).

24. CONTINGENT LIABILITY

GMP Equalisation

On 26 October 2018, the High Court handed down a judgement involving the Lloyds Banking Group's defined benefit pension schemes. The judgement concluded the schemes should be amended to equalise pension benefits for men and women in relation to guaranteed minimum pension benefits. The issues determined by the judgement arise in relation to many other defined benefit pension schemes. The Trustee of the Plan is aware that the issue will affect the Plan and has asked the Plan's administrators to calculate the impact for affected members. This work is currently ongoing.

On 20 November 2020, the High Court handed down a further judgement on the Guaranteed Minimum Pension ("GMP") equalisation case in relation to the Lloyds Banking Group Pension Schemes. This follows from the original judgement in October 2018 which confirmed that schemes need to equalise pensions for the effect of unequal GMPs between males and females. This latest judgement confirms that Defined Benefit (DB) schemes which provide GMPs need to revisit and, where necessary top up, historic Cash Equivalent Transfer Values that were calculated based on unequalised benefits. The Trustee is currently assessing the impact on the Plan.

Based on an initial estimate the Trustee has concluded the impact is not likely to be material to the financial statements for the Plan. However, the full extent of the impact on individual members' benefits is unknown until the calculations have been completed. A liability in respect of these matters has not been included in these financial statements and will be accounted for in the year they are determined.

ARQIVA DEFINED BENEFIT PENSION PLAN

INDEPENDENT AUDITOR'S STATEMENT ABOUT CONTRIBUTIONS FOR THE YEAR ENDED 30 JUNE 2025

Statement about Contributions payable under the Schedules of Contributions

We have examined the summary of contributions payable to the Arqiva Defined Benefit Pension Plan, for the Plan year ended 30 June 2025 which is set out on page 28.

In our opinion contributions for the Plan year ended 30 June 2025 as reported in the summary of contributions and payable under the Schedules of Contributions have in all material respects been paid at least in accordance with the Schedules of Contributions certified by the Scheme Actuary on 27 June 2023 and 22 November 2024.

Basis of Opinion

Our objective is to obtain sufficient evidence to give reasonable assurance that contributions reported in the attached summary of contributions have in all material respects been paid at least in accordance with the Schedule of Contributions. This includes an examination, on a test basis, of evidence relevant to the amounts of contributions payable to the Plan and the timing of those payments under the Schedule of Contributions.

Responsibilities of the Trustee

As explained more fully in the Statement of Trustee's Responsibilities, the Trustee is responsible for ensuring that there is prepared, maintained and from time to time revised a Schedule of Contributions which sets out the rates and due dates of certain contributions payable towards the Plan by or on behalf of the Employer. The Trustee is also responsible for monitoring whether contributions are made to the Plan by the Employer in accordance with the Schedule of Contributions.

Auditor's responsibilities for the statement about contributions

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

Use of Our Statement

This statement is made solely to the Trustee, as a body, in accordance with The Occupational Pension Plans (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996 made under the Pensions Act 1995. Our work has been undertaken so that we might state to the Trustee those matters we are required to state to it in an Auditor's statement about contributions and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Trustee as a body, for our work, for this statement, or for the opinion we have formed.

Signed by:

Crowe U.K. LLP

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Crowe U.K. LLP
Statutory Auditor
55 Ludgate Hill
London
EC4M 7JW

Date: 29/1/2026

ARQIVA DEFINED BENEFIT PENSION PLAN
SUMMARY OF CONTRIBUTIONS PAYABLE
FOR THE YEAR ENDED 30 JUNE 2025

Statement of Trustee’s Responsibilities in respect of Contributions for the year ended 30 June 2025

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

Trustee’s Summary of Contributions Payable under the Schedules in respect of the Plan year ended 30 June 2025

This Summary of Contributions has been prepared by, or on behalf of, and is the responsibility of, the Trustee. It sets out the Employer and member contributions payable to the Plan under the Schedules of Contributions certified by the Scheme Actuary on 27 June 2023 and 22 November 2024 in respect of the Plan year ended 30 June 2025. The Plan Auditor reports on contributions payable under the Schedules in the Auditor’s Statement about Contributions.

Contributions payable under the Schedules in respect of the Plan year.

	2025 £
Contributions payable under the Schedules of Contributions	
Employer	
Additional contributions	92,600
Contributions payable under the Schedules (as reported on by the Plan Auditor)	92,600

Signed on behalf of the Trustee by:

DocuSigned by:

 4D123E5064404D0...
 Trustee Director

Date: 28/1/2026

ARQIVA DEFINED BENEFIT PENSION PLAN
SCHEDULE OF CONTRIBUTIONS

Schedule of contributions

Name of scheme: The Arqiva Defined Benefit Pension Plan ("the Plan")

Date of Schedule: 22 November 2024

Schedule of contributions and certificate

This schedule of contributions is required by Section 227 of the Pensions Act 2004 and has been prepared by the Trustee after obtaining advice from the Scheme Actuary. It covers the period from the date it is certified by the Scheme Actuary to 5 years after this date.

Contributions to be paid to the Plan:

Contributions	Amount
Plan expenses (including PPF levies)	Payable directly by the Plan – applicable for expenses incurred with effect from 1 July 2024. Any such expenses paid directly by Arqiva Limited ("the Company") will be reimbursed by the Plan.
Additional contributions	Contributions may be paid from the Company or from the Escrow account as and when agreed with the Trustee.

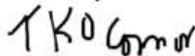
Augmentations

The cost of securing enhanced early retirement benefits arising through redundancies from the Company will be met from Plan assets subject to a limit of £300,000 per calendar year. The cost will be calculated by the Scheme Actuary in line with assumptions listed in the Statement of Funding Principles dated 22 November 2024 (updated for market conditions). Any cost in excess of the £300,000 annual limit will be paid by the Company or in another manner agreed by the Trustee and Company.

The cost of securing any other enhanced member benefits (i.e. not relating to redundancy) in the Plan agreed by the Trustee and the Company will be met from Plan assets.

Signed on behalf of the Trustee

Signature



Name

Thomas O'Connor

Position

Chair of Trustee Board

Date

22/11/2024

Signed on behalf of the Company

Signature



Name

Nathan Hodge

Position

Group Finance Director

Date

22/11/2024

ARQIVA DEFINED BENEFIT PENSION PLAN
ACTUARIAL CERTIFICATE

Scheme Actuary's certification

1. Adequacy of rates of contributions

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 30 June 2023 to continue to be met for the period for which the schedule is to be in force.

2. Adherence to statement of funding principles

I hereby certify that, in my opinion, this schedule of contributions is consistent with the statement of funding principles dated 22 November 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 Plan's liabilities by the purchase of annuities, if the Plan were to be wound up.

Signature 

Date 22/11/2024

Name
Matthew Hill

Qualification
Fellow of the Institute and
Faculty of Actuaries

Address
Isio Group
PO Box 163
Blyth
NE24 9GS

Employer
Isio Group Limited

Appendix Divider

ARQIVA DEFINED BENEFIT PENSION PLAN

APPENDIX: ANNUAL ENGAGEMENT POLICY IMPLEMENTATION STATEMENT FOR THE YEAR ENDED 30 JUNE 2025

Arqiva Defined Benefit Pension Plan – Annual Engagement Policy Implementation Statement

Introduction:

This statement sets out how, and the extent to which, the Trustee's policy on Environmental, Social and Governance ("ESG"), Stewardship and Climate Change and the Investment Manager arrangements in the Statement of Investment Principles ("SIP") has been followed during the year to 30 June 2025. This statement has been produced in accordance with The Pension Protection Fund (Pensionable Service) and Occupational Pension Schemes (Investment and Disclosure) (Amendment and Modification) Regulations 2018 and the guidance published by the Pensions Regulator.

Investment Objectives of the Plan:

The Trustee believes it is important to consider the policies in place in the context of the investment objectives they have set. The objectives of the Plan specified in the SIP are as follows:

- The Trustee's investment objectives guide them in their strategic management of the assets. These objectives aim to control the various risks to which the Plan is exposed.
- The Trustee's primary funding objective is to ensure that the assets of the Plan are sufficient to meet their obligations to beneficiaries. To this end, the Trustee purchased a buy-in policy with Pension Insurance Corporation Plc (PIC) in April 2024, securing the Plan's full liabilities.

Policy on ESG, Stewardship and Climate Change

The Plan's SIP includes the Trustee's policy on ESG factors, stewardship and climate change. This policy sets out the Trustee's beliefs on ESG and climate change and the processes followed by the Trustee's in relation to voting rights and stewardship.

The Trustee has implicitly delegated consideration of ESG issues, engagement and stewardship obligations to the PIC in relation to the majority of Plan assets via a bulk annuity contract. The Plan's residual assets are invested in multi-client pooled vehicles and the day-to-day management of the assets has been delegated to the investment manager including the selection, retention and realisation of investments within their mandate.

Engagement Activity

The Plan's investment performance report is reviewed by the Trustee on a quarterly basis and includes ratings (both general and specific ESG) from the investment consultant. The Trustee's acknowledge that managers in areas such as fixed income (particularly in relation to LDI) may not have a high ESG rating assigned by the investment consultant due to the nature of the asset class, where it is harder to engage with the issuer of debt.

The Plan's investment manager has confirmed that they are signatories to the latest UK Stewardship Code.

Voting Activity (during the period prior to buy-in)

Following the DWP's consultation response and outcome regarding Implementation Statements on 17 June 2022, one of the areas of interest was the significant vote definition. The Trustee is required to include details on why a vote is considered significant and rationale for the voting decision within their implementation statements.

The Plan's implementation statement to be included in the Trustee Report & Accounts as at 30 June 2025 falls in scope of these regulations. In May 2023, The Trustee reviewed the Plan's stewardship priorities and identified the following as key themes:

- Climate Change: including, but not limited to, low-carbon transition and physical damages resilience;

- Human Rights: including, but not limited to, modern slavery, pay & safety in the workforce and abuses in conflict zones;
- Diversity, Equity and Inclusion: including, but not limited to, inclusive & diverse decision-making.

The Trustee considers a significant vote as any vote relating to Plan's key stewardship themes that is material (defined as a company that represented at least 1% of the year-end market capitalisation of any fund in which the Plan was invested during the Plan year).

Given that the Scheme did not hold any assets with voting rights over the year to 30 June 2025, the Trustee does not monitor the action of the investment manager in this area. If this situation were to change, the Trustee would monitor the voting and engagement activities of the investment manager on a periodic basis.