# Reeves Oilfield Services Ltd Pension Plan (Scheme 2) Annual report for the year ended 30th June 2024

Pension Scheme Registration Number 10220473
Pension Scheme Tax Reference 00407468RJ

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#### Trustees and advisors

#### **Trustees**

I R Baxter (Chair at start of report period)

Member Nominated

S Plant

Company Appointed

BESTrustees Limited (Chair at end of report period)

Company Appointed

The appointment of BESTrustees was finalised on the 8<sup>th</sup> of September 2023. The Principal Employer signed a Letter of Appointment on the 7<sup>th</sup> of September 2023. Zahir Fazal is named as Lead Trustee and Peter Langdon as the Alternate on behalf of BESTrustees.

#### Principal Employer

Reeves Wireline Technologies Ltd. Gotham Road East Leake Loughborough Leicestershire LE12 6JX

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#### **Independent Auditors**

PricewaterhouseCoopers LLP (resigned 2 April 2024) Leeds Central Square Wellington Street Leeds LS1 4DL

Assure UK (appointed 3 April 2024) 107 Cheapside London EC2V 6DN

# Legal advisors

Shoosmiths Witan Gate House 500-600 Witan Gate Milton Keynes MK9 1SH

#### Bankers

Barclays Bank PLC High Street Nottingham NG1 6FF

#### **Investment Managers**

Standard Life Assurance Limited Standard Life House 30 Lothian Road Edinburgh EH1 2DH

#### **Investment Advisors**

Mercer Limited (dismissed 23 May 2024) G1 Building 5 George Square Glasgow G2 1AR

Barnett Waddingham LLP (appointed 24 May 2024) 2 London Wall Place London EC2Y 5AU

# Reeves Oilfield Services Ltd Pension Plan (Scheme 2) Chair's statement regarding the governance of defined contribution arrangements Plan Year - 1 July 2023 to 30 June 2024

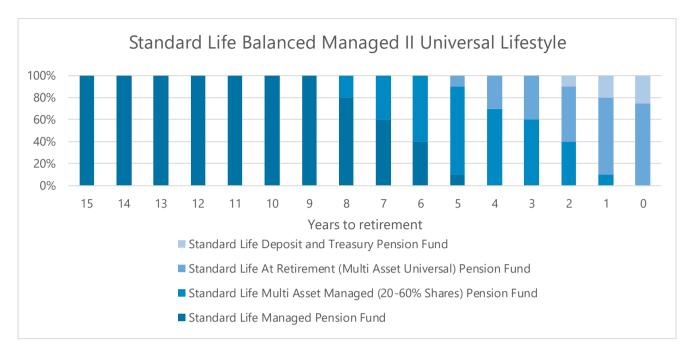
#### 1. Introduction

- 1.1. This statement has been prepared by the Trustees of the Reeves Oilfield Services Ltd Pension Plan (Scheme2) ('the Plan'), to report on how they comply with the governance standards relating to defined contribution ('DC') benefits.
- 1.2. The Plan's DC arrangements comprise of the Plan's main benefits, arising from standard contributions and additional voluntary contributions ('AVCs'). This arrangement is open to further contributions and is used as a qualifying automatic enrolment scheme. The administration of the Plan's member records and investment platform services are provided by Standard Life Assurance Limited ('Standard Life'). There are no member assets held outside Standard Life.
- 1.3. This statement covers six key areas:
  - a. The investment strategy in relation to the Plan's default investment arrangements including the asset allocation;
  - b. The processing of core financial transactions:
  - c. The net investment returns and asset allocations for the Plan's investment options;
  - d. Charges and transaction costs within the Plan;
  - e. Value for members assessment; and
  - f. The Trustees' compliance with the statutory knowledge and understanding requirements.
- 1.4. This statement covers the Plan year 1 July 2023 to 30 June 2024 ('the Reporting Period').
- 1.5. A copy of this statement will be included in the Plan's Annual Report and Accounts and will be published on a publicly available website <a href="https://reevespensions.co.uk/scheme-2-documents">https://reevespensions.co.uk/scheme-2-documents</a>.
- 1.6. This statement does not contain advice in respect of actions that members should take, and it is not intended to be used for that purpose. If members need advice they can get help finding a regulated financial adviser through the Money Helper website at <a href="https://www.moneyhelper.org.uk/en/pensions-and-retirement/taking-vour-pension/find-a-retirement-adviser">www.moneyhelper.org.uk/en/pensions-and-retirement/taking-vour-pension/find-a-retirement-adviser</a>.

#### 2. Default investment arrangements

- 2.1. For members who are auto-enrolled into the Plan and do not make an alternative selection, contributions are invested in the Standard Life Balanced Managed II Universal Lifestyle Profile ("the default").
- 2.2. The key features of the default are:
  - 2.2.1. The default uses a 'lifestyle' strategy to automatically reduce risk/volatility in the years approaching retirement age.
  - 2.2.2. Up until 8 years before a member's retirement age, members are invested entirely in the Standard Life Managed Pension Fund.
  - 2.2.3. Over the 8 years to a member's retirement age, the default automatically and gradually switches out of the Standard Life Managed Pension Fund initially into the Standard Life Multi-Asset Managed (20-60% Shares) Pension Fund and then into Standard Life At Retirement (Multi Asset

Universal) Pension Fund and the Standard Life Deposit and Treasury Pension Fund. The illustration below captures the automatic fund changes as members approach retirement:



2.2.4. Prior to 2011, the Plan used an alternate default strategy known as the Standard Life Balanced Managed Universal Lifestyle Profile ('the legacy default'). This lifestyle strategy invests in the same assets as the Standard Life Balanced Managed II Universal Lifestyle Profile, other than the Standard Life Money Market Pension Fund is used instead of the Deposit and Treasury Fund. At the time of the change to the new default strategy, members did not have funds automatically transferred from the legacy default.

#### Asset allocation of the default strategies

- 2.3. We have provided further details in the tables below of the underlying asset allocation of the default investment arrangements. We have provided this information in line with statutory guidance.
- 2.4. Within the default investment arrangements, the underlying assets change over time. Asset allocations are shown for members aged 25, 45, 55 and 1 day before retirement age, all assuming retirement at age 65. Given the minimal differences between the default and the legacy default strategies the asset allocation is the same under both strategies at these different ages.

The Standard Life Balanced Managed II Universal Lifestyle & The Standard Life Balanced Managed Universal Lifestyle

Asset Class	Allocation (%) 25-year-old	Allocation (%) 45-year-old	Allocation (%) 55-year-old	Allocation (%) 1 day before retirement age (65)
Cash	6.09%	6.09%	6.09%	25.57%
Bonds	20.95%	20.95%	20.95%	34.64%
Listed Equities	67.08%	67.08%	67.08%	30.10%

Private Equity	1.26%	1.26%	1.26%	0.00%
Infrastructure	0.81%	0.81%	0.81%	1.42%
Property/Real Estate	0.92%	0.92%	0.92%	2.16%
Private Debt/Credit	0.00%	0.00%	0.00%	1.69%
Other	2.89%	2.89%	2.89%	4.43%

#### Review of the default

- 2.5. The Trustees monitor the performance of all investment options, including the default, on a quarterly basis. These quarterly reviews are part of the regular governance of the Plan and do not constitute a formal review of the default, which ordinarily follows a three-year cycle.
- 2.6. The most recent review of the default investment arrangement was carried out in September 2020. The review considered the performance of the Plan and profile of members which considered their age, fund size, contribution levels and tenure of active membership. This information was used to help determine whether other de-risking patterns and at retirement investment allocations would be more suited to members' needs.
- 2.7. Over the Reporting Period the Trustees began a formal review of the default investment arrangement and the self-select fund range, this was initially reported on to the Trustees in the December 2023 meeting and further discussions undertaken in the February 2024 Trustee meeting. However, the Trustees then reviewed their advisers and appointed a new Investment Consultant in Q2 2024. The new Investment Consultant has since worked with the Trustees to clarify their objectives and is in the process of providing a formal recommendation after the reporting period. This will be reported in next year's Chair's Statement.

#### Further information on the default

2.8. Details of the default are set out in the attached 'Statement of Investment Principles' dated 23 September 2024. This covers the investment policy in relation to the entire Plan.

#### On-going Investment Governance

- 2.9. During the Reporting Period, the Trustees continued to monitor the past performance of the default strategies and self-select funds, assessing these with reference to fund benchmarks, and current and longterm market conditions.
- 2.10. The Trustees are supported by their investment advisers, Mercer up to June 2024 then Barnett Waddingham, and Standard Life as the investment platform provider.
- 2.11. The Trustees received quarterly investment monitoring reports from Standard Life during the year, and these are considered at each Trustee meeting.
- 2.12. As a result of the reviewing and monitoring activities undertaken during the Reporting Period, the Trustees believe that the performance of the defaults through the period is consistent with the aims and objectives stated in the SIP.

#### 3. Core financial transactions

3.1. The Trustees have a duty to ensure that 'core financial transactions' are processed promptly and accurately.

- 3.2. Core financial transactions comprise the following:
  - 3.2.1. investment of contributions
  - 3.2.2. transfers into and out of the Plan
  - 3.2.3. investment switches within the Plan
  - 3.2.4. payments out of the Plan
- 3.3. The Trustees have delegated the administration of member records to Standard Life such that core financial transactions for the DC Section are undertaken by Standard Life.

#### Controls and monitoring arrangements

- 3.4. The controls in place in relation to ensuring the promptness and accuracy of core financial transactions are:
  - 3.4.1. The Trustees have a Service Level Agreement (SLA) in place with the administrator. The SLA sets out the timeline standards expected for each step of the Plan's main administration tasks, including core financial transactions. The administrator aims to process at least 90% of core financial transactions within 10 working days.
  - 3.4.2. The Trustees receive quarterly reports on performance against the SLA and reviews the latest report at each quarterly Trustee meeting and are satisfied that the Plan's core financial transactions have been processed promptly and accurately over the Reporting Period:

Core Financial Transaction	Cases	Completed in SLA	SLA Score
Investment of Contributions	12	12	100%
Transfers out of the Plan (note there were no transfers in during the Reporting Period)	10	8	80%
Investment Switches	6	6	100%
Other payments out of the Plan (e.g. retirements or deaths)	0	0	100%
Overall	28	26	92.86%

Source: Standard Life Q3 2023, Q4 2023, Q1 2024 and Q2 2024 Governance reports

- 3.4.3. The Plan's Payment Schedule outlines the timelines for remitting monthly contributions to the Plan in line with legislative requirements. Upon receipt, contributions are invested according to the timelines specified in the administration agreement with Standard Life. Contributions were invested in compliance with legislative deadlines and well ahead of schedule.
- 3.4.4. Additional measures that help to monitor the accuracy of core financial transactions are the external audit of the Plan's annual report and accounts and the administrator's annual checks on data quality.
- 3.4.5. The administrator's controls and processes are also subject to a formal external audit for its annual assurance report on internal controls.
- 3.4.6. Any material issues uncovered regarding inaccuracies with core financial transactions are included within the administrator's quarterly reporting to the Trustee.

#### Performance during the Plan year

- 3.5. The Trustees received quarterly reports from the administrator during the Plan year and was satisfied with the performance against the SLA.
- 3.6. Standard Life is aware of statutory deadlines for member-related services, including investment switches and benefit payments. If standards fall, the Trustees will request an explanation from the administrator and continue to monitor these processes effectively.
- 3.7. Neither the administrator's quarterly reports nor the audit of the annual report and accounts identified material issues with the accuracy of core financial transactions.

#### Assessment

3.8. In view of the controls and monitoring arrangements, and the lack of material issues experienced during the Plan year, the Trustees believe that core financial transactions have been processed promptly and accurately.

## 4. Member-borne charges and transaction costs

- 4.1. Members bear charges and transaction costs, which will differ depending on the investment options in which their pension savings are invested:
  - 4.1.1. Charges: these are expressed as a percentage of the value of a member's holdings within an investment fund, and can be made up of a combination of charges, e.g. annual management charge and additional expenses. We refer to the total annual charge as the Total Expense Ratio (TER).
  - 4.1.2. Transaction costs: these relate to the variable costs incurred within an investment fund arising from the trading activities of the fund, e.g. incurred in the buying and selling of securities, which are not accounted for in the TER charge.
  - 4.1.3. The method and process for collecting transaction cost data (known as 'slippage') can result in negative costs. This can happen, for example, if when buying an asset the actual price ended up being lower than the mid-market price at the time of placing the order (e.g. because something happened in the market that pushed the price of the asset down).

#### Charges in relation to the DC Section

4.2. The following table provides details of the charges and transaction costs for each of the investment options provided through the DC Section over the Plan year (data sourced from each relevant investment manager). For the default, charges and transaction costs are shown for members aged 25, 45, 55 and 1 day before retirement age, all assuming retirement at age 65.

Investment option – Arrangements	Default Investment	TER (p.a.)**	Transaction costs (p.a.)	Total
	Overall range*	0.423% - 0.433%	0.097 % - 0.160 %	0.527% - 0.592%
The Standard Life	Age 25	0.430%	0.097%	0.527%
Balanced Managed II Universal	Age 45	0.430%	0.097%	0.527%
Lifestyle (the default)	Age 55	0.430%	0.097%	0.527%
	1 day before retirement age 65	0.433%	0.160%	0.592%
	Overall range*	0.423% - 0.433%	0.097% - 0.143%	0.527% - 0.573%
	Age 25	0.430%	0.097%	0.527%

Investment option – Arrangements	Default Investment	TER (p.a.)**	Transaction costs (p.a.)	Total
The Ctemple and Life	Age 45	0.430%	0.097%	0.527%
The Standard Life Balanced Managed	Age 55	0.430%	0.097%	0.527%
Universal Lifestyle (the legacy default)	1 day before retirement age 65	0.433%	0.139%	0.571%
Investment option – Lifestyle Arrangeme		TER (p.a.)**	Transaction costs (p.a.)	Total
	Overall range*	0.420% - 0.433%	0.116% - 0.150%	0.536% - 0.580%
	Age 25	0.420%	0.116%	0.536%
The Standard Life Cautious Managed	Age 45	0.420%	0.116%	0.536%
Universal Lifestyle	Age 55	0.420%	0.116%	0.536%
Profile	1 day before retirement age 65	0.433%	0.139%	0.571%
	Overall range*	0.420% - 0.433%	0.116% - 0.160%	0.536% - 0.592%
The Standard Life Cautious II Managed Universal Lifestyle Profile	Age 25	0.420%	0.116%	0.536%
	Age 45	0.420%	0.116%	0.536%
	Age 55	0.420%	0.116%	0.536%
	1 day before retirement age 65	0.433%	0.160%	0.592%
	Overall range*	0.430% - 0.433%	0.048%- 0.139%	0.478% - 0.571%
	Age 25	0.430%	0.048%	0.478%
The Standard Life Opportunity	Age 45	0.430%	0.048%	0.478%
Universal Lifestyle Profile	Age 55	0.430%	0.048%	0.478%
Profile	1 day before retirement age 65	0.433%	0.139%	0.571%
Self-Select Funds		TER (p.a.)	** Transaction costs (p.a.)	Total
Standard Life Manag	ged Pension Fund	0.430%	0.097%	0.527%

Standard Life Multi Asset Managed (20-60% Shares) Pension Fund	0.420%	0.116%	0.536%
Standard Life At Retirement (Multi Asset Universal) Pension Fund	0.440%	0.184%	0.624%
Standard Life Deposit and Treasury Pension Fund	0.410%	0.087%	0.497%
Standard Life Annuity Targeting Pension Fund	0.410%	0.111%	0.521%
Standard Life UK Equity Pension Fund	0.420%	-0.001%	0.419%
Standard Life 30:70 Global Equity Tracker (Vanguard) Pension Fund	0.410%	0.034%	0.444%
Standard Life Index Linked Bond Pension Fund	0.410%	0.048%	0.458%
SL HSBC Islamic Global Equity Index Pension Fund	0.700%	0.006%	0.706%
Standard Life Pension Millennium With Profits Fund	***	0.035%	0.035%
Standard Life Pension With Profits Fund	***	0.056%	0.056%
Standard Life Money Market Pension Fund	0.410%	0.002%	0.412%
Standard Life Ethical Pension Fund	0.410%	0.168%	0.578%
Standard Life Stock Exchange Pension Fund	0.430%	0.048%	0.478%
Standard Life Asia Pacific ex Japan Equity Pension Fund	0.520%	0.040%	0.560%
SL Janus Henderson European Selected Opportunities Pension Fund	1.380%	0.166%	1.546%
Standard Life US Equity Tracker Pension Fund	0.400%	0.000%	0.400%
Standard Life International Equity Pension Fund	0.430%	0.069%	0.499%
Standard Life European Equity Pension Fund	0.420%	0.003%	0.423%
SL Schroder UK Mid 250 Pension Fund	1.140%	0.147%	1.287%
Standard Life FTSE Tracker Pension Fund	0.400%	0.042%	0.442%
SL Fidelity Global Special Situations Pension Fund	1.570%	0.285%	1.855%
SL Fidelity Special Situations Pension Fund	1.060%	0.141%	1.201%
Standard Life Far East Equity Pension Fund	0.480%	0.038%	0.518%
Standard Life Overseas Equity Pension Fund	0.410%	0.051%	0.461%
Standard Life Japanese Equity Pension Fund	0.420%	0.032%	0.452%
Standard Life Property Pension Fund	0.420%	0.132%	0.552%
SL Vanguard US Equity Pension Fund	0.420%	-0.017%	0.403%

SL CT American Pension Fund 1.250% 0.317% 1.567%	% 0.317% 1.567%
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- \* The charges and transaction costs for the default investment arrangement are calculated as a composite of the underlying fund charges and transaction costs. The fund allocations, and therefore also the charges and transaction costs, will vary depending upon each member's term to retirement age.
- \*\* The Trustees are aware of legacy pricing discrepancies impacting some members and can confirm the figures provided reflect charges most existing and new Plan members are subject to. The Trustees are currently reviewing the charging structure as part of the ongoing review of the Plan and will look to provide updates in next year's annual statement.
- \*\*\* Standard Life are unable to provide explicit costs for With-profit funds.

Additional notes: Beyond the default investment arrangement, the Trustees have previously communicated that several additional funds are available should members wish to self-select their investments. The funds communicated by the Trustees have been approved by the Trustees whereas wider available funds via the Standard Life website are not monitored by the Trustees.

### Impact of costs and charges

4.3. To demonstrate the impact of charges and transaction costs on members' pension savings over time, the Trustees has produced illustrations and these are set out in Appendix 1.

#### 5. Net investment returns

- 5.1. The Trustees are required to disclose returns, net of charges and transaction costs, for the default investment arrangement and for each fund that members are able, or were previously able, to select and in which members' assets were invested during the Planyear. When preparing this section of the statement the Trustees have taken account of the relevant statutory guidance.
- 5.2. For the default investment arrangement, the underlying funds used and therefore the net returns changes over time. Net returns are shown over various periods to the end of the Plan year for a member aged 25, 45 and 55 at the start of the period and assuming a retirement age of 65.

#### Default investment arrangements - The Standard Life Balanced Managed II Universal Lifestyle

Age of member at start of period	Annualised Return –1 year to 30 June 2024	Annualised Return – 5 years to 30 June 2024
25	12.89%	4.94%
45	12.89%	4.94%
55	12.89%	4.31%

#### The Standard Life Balanced Managed Universal Lifestyle

Age of member at start of period	Annualised Return –1 year to 30 June 2024	Annualised Return – 5 years to 30 June 2024
25	12.89%	4.94%
45	12.89%	4.94%
55	12.89%	4.31%

# The Standard Life Cautious Managed Universal Lifestyle

Age of member at start of period	Annualised Return –1 year to 30 June 2024	Annualised Return – 5 years to 30 June 2024
25	9.98%	2.20%
45	9.98%	2.20%
55	9.98%	2.20%

# The Standard Life Cautious Managed II Universal Lifestyle

Age of member at start of period	Annualised Return –1 year to 30 June 2024	Annualised Return – 5 years to 30 June 2024
25	9.98%	2.20%
45	9.98%	2.20%
55	9.98%	2.20%

# The Standard Life Opportunity Universal Lifestyle

Age of member at start of period	Annualised Return –1 year to 30 June 2024	Annualised Return – 5 years to 30 June 2024
25	16.35%	7.85%
45	16.35%	7.85%
55	16.35%	7.85%

# Self-select funds

Investment fund	Annualised Return – 1 year to 31 March 2024	Annualised Return –3 year to 31 March 2024	Annualised Return – 5 years to 31 March 2024
Standard Life Managed Pension Fund	12.89%	3.26%	4.94%
Standard Life Multi Asset Managed (20-60% Shares) Pension Fund	9.98%	1.02%	2.20%
Standard Life At Retirement (Multi Asset Universal) Pension Fund	10.01%	1.20%	2.72%
Standard Life Deposit and Treasury Pension Fund	5.01%	2.51%	1.49%
Standard Life Annuity Targeting Pension Fund	5.84%	-9.14%	-4.84%
Standard Life UK Equity Pension Fund	12.35%	5.67%	4.48%

Standard Life 30:70 Global Equity Tracker (Vanguard) Pension Fund	19.18%	9.74%	10.33%
Standard Life Index Linked Bond Pension Fund	-0.44%	-14.42%	-7.80%
SL HSBC Islamic Global Equity Index Pension Fund	31.09%	13.93%	17.01%
Standard Life Money Market Pension Fund	5.28%	2.53%	1.58%
Standard Life Ethical Pension Fund	12.44%	-1.19%	2.98%
Standard Life Stock Exchange Pension Fund	16.35%	6.17%	7.85%
Standard Life Asia Pacific ex Japan Equity Pension Fund	9.91%	-2.58%	3.46%
SL Janus Henderson European Selected Opportunities Pension Fund	15.99%	7.21%	9.41%
Standard Life US Equity Tracker Pension Fund	25.97%	13.07%	14.86%
Standard Life International Equity Pension Fund	18.15%	6.91%	9.72%
Standard Life European Equity Pension Fund	11.13%	5.78%	8.51%
SL Schroder UK Mid 250 Pension Fund	18.40%	2.09%	5.54%
Standard Life FTSE Tracker Pension Fund	12.49%	6.98%	5.10%
SL Fidelity Global Special Situations Pension Fund	16.41%	5.99%	9.53%
SL Fidelity Special Situations Pension Fund	18.30%	6.72%	5.57%
Standard Life Far East Equity Pension Fund	11.18%	0.53%	4.93%
Standard Life Overseas Equity Pension Fund	21.48%	8.80%	10.35%
Standard Life Japanese Equity Pension Fund	12.58%	4.72%	6.66%
Standard Life Property Pension Fund	1.46%	0.90%	1.22%
SL Vanguard US Equity Pension Fund	26.10%	13.14%	14.90%
SL CT American Pension Fund	24.30%	9.42%	13.43%

#### The With-profit funds

The Standard Life Pension With-Profits Fund and Standard Life Pension Millennium With-Profits Fund aim to provide real long-term returns whilst smoothing the peaks and troughs of day-to-day market movements.

With- profits funds differ from unit-linked investments as the value of the fund (and therefore each member's holding within the fund) is not directly exposed to fluctuations in the value of the underlying assets. Instead, returns are 'smoothed' through the addition of bonuses (known as regular bonuses and final bonuses) which aim to provide members with a steady rate of return which lessen the impact of market volatility. This means that in years of positive performance some profits may be held back with the aim of ensuring that a return can continue to be paid during periods of adverse market conditions. Regular (or annual) bonuses are usually set annually in arrears and applied by increasing a member's guaranteed value. They represent the investment return (or share of profits) that the with-profits fund manager believes is appropriate to be passed on to members. They are calculated after the deduction of expenses and are not directly correlated to realised investment returns, in that they also take into account past and potential fund performance and historic declarations.

Final bonuses (also known as terminal bonuses) may be added at the point when benefits are paid. They are not guaranteed and may or may not apply depending on market conditions and how the underlying assets of the fund have performed over the lifetime of each individual's investment in the fund.

Given the nature of With-profits funds, returns are calculated on an individual basis. To provide a reasonable guide, the Trustees have provided the underlying fund performance of the with-profits fund for the last five calendar year below.

Fund	2019	2020	2021	2022	2023
The Standard Life Pension With-Profits Fund	7.1%	2.9%	3.1%	-11.4%	6.9%
Standard Life Pension Millennium With-Profits Fund	11.7%	-2.7%	14.5%	-6.3%	9.4%

#### 6. Value for members

- 6.1. Regulations require the Trustees to assess the extent to which the Plan provides value for members.
- 6.2. The method to be used for this assessment changed for plans with assets of less than £100m that have been operating for three years or more, effective for plan years ending after 31 December 2021. The Plan fits these criteria.
- 6.3. The assessment comprises three components:
  - 6.3.1. An assessment of costs and charges relative to the average costs and charges for three comparator schemes.
  - 6.3.2. An assessment of net investment returns relative to the average net investment returns for three comparator schemes.
  - 6.3.3. A self-assessment across seven key metrics of scheme administration and governance.
- 6.4. For the relative assessments, costs and charges and net returns for default arrangements should be compared with those for the default arrangements of the comparator schemes. In addition, costs and charges and net returns for popular self-select funds should be compared with those for the nearest

- comparable funds in the comparator schemes (or, where there is no comparable fund, a comparator scheme's default arrangement).
- 6.5. The value for members assessment was undertaken in accordance with the statutory guidance for the Plan year. Analysis was undertaken by Barnett Waddingham LLP and the findings reviewed at a trustee meeting on 12 December 2024. The Trustees then considered the outcome and agreed their assessment in January 2025.
- 6.6. The following comparator schemes were used for the relative components of the assessment: Aegon Master Trust, Aon Master Trust and the Aviva Master Trust.
- 6.7. The outcomes of the three components of the assessment were:
  - 6.7.1. Giving greater weight to the default investment arrangements, in which the large majority of assets are invested, costs and charges for the Plan were higher than the average for the comparator schemes. However, it was noted that there had been fee renegotiations within the last two years and pricing was becoming far more competitive in the master trust market. The Trustees therefore concluded that the Plan provides poor value for members in relation to costs and charges, but has already started work to improve this for members as part of the wider investment strategy review.
  - 6.7.2. Again, giving greater weight to the default investment arrangements, in which the large majority of assets are invested, net returns for the Plan were moderately lower than the average for the comparator schemes. The Trustees therefore concluded that the Plan provides moderate value for members in relation to net investment returns but recognise that there is potential for improvement.
  - 6.7.3. The Trustees considered all seven metrics across scheme administration and governance. The Trustees concluded that the Plan provides good value for members in relation to administration and governance.
- 6.8. Taking the three components into account, the Trustees concluded that overall the Plan provides moderate value for members.
- 6.9. The method of assessment is prescribed. Factors that were not considered but that add value include:
  - 6.9.1. the services fully paid for by the Company, e.g. the services of legal advisers, consultants and auditors;
  - 6.9.2. the operation of the Trustees, with a duty to act in the best interest of members, which is paid for by the Company; and
- 6.10. the employer contributions available through the Plan. In relation to the Plan, the member-borne charges and transaction costs relate to:
  - 6.10.1. investment services
  - 6.10.2. administration services
  - 6.10.3. communication services
- 6.11. The assessment considered:
  - 6.11.1. in relation to investment services:
    - 6.11.1.1. the investment strategy, e.g. the design of the default and range of alternative options
    - 6.11.1.2. the arrangements for monitoring the performance of the investment options and reviewing the investment strategy
    - 6.11.1.3. the investment governance arrangements
  - 6.11.2. in relation to administration services:

- 6.11.2.1. the general administration arrangements
- 6.11.2.2. arrangements in relation to financial transactions
- 6.11.2.3. data and record keeping
- 6.11.3. in relation to communication services:
  - 6.11.3.1. communication strategy
  - 6.11.3.2. pre-retirement communications
  - 6.11.3.3. at/post retirement communications
- 6.12. The Trustees concluded that the Plan offers moderate value in relation to the charges and transaction costs borne by members.
- 6.13. In reaching this conclusion, the Trustees recognised:
  - 6.13.1. Whilst the default investment strategy has provided members strong investment performance over the reporting period, alternative solutions have yielded better returns. The Trustees are currently reviewing the investment strategy and aim to provide an update on any changes and developments in next year's Chair's Statement.
  - 6.13.2. Whilst member-borne charges have reduced over the Plan year, the charges are significantly higher relative to alternative options on the market. The Trustees are currently assessing their options alongside the investment review and aim to provide an update on any changes and developments in next year's Chair's Statement.

# 7. Trustee knowledge and understanding

#### The Trustee Board

- 7.1. The Trustee Board comprises three trustees, one is nominated by the members and two of whom are appointed by the Company.
- 7.2. One of the Company appointed trustee, Zahir Fazal, is the chair and is a professional trustee.

#### Trustee knowledge and understanding requirements

7.3. Trustees are required to be conversant with a Plan's main documents and have appropriate knowledge and understanding of the law relating to pensions and trusts, the funding of occupational schemes and investment of scheme assets.

#### **Approach**

- 7.4. The Trustees aim to remain conversant with the Plan's trust deed and rules as well as all other Plan documents such as the Statement of Investment Principles, the risk register and current policies, e.g. conflicts of interest. They do so through their experience in governing the Plan, as well as specific activities over the Plan year and access to professional advice.
- 7.5. The Trustees aim to achieve and maintain knowledge and understanding of the law relating to pensions and trusts, the funding of occupational schemes and investment of scheme assets through a combination of training, taking professional advice and the inclusion of a professional trustee as the chair.
- 7.6. The Trustees consider training needs in relation to emerging legislation, Plan changes and upcoming matters in the Plan's business plan. The training programme also includes completion of the Pensions Regulator's trustee toolkit. A training log is maintained in relation to training undertaken.
- 7.7. Group training in Trustee meetings is supplemented at an individual level with training activities such as attending seminars and conferences, and reading pensions-related articles.

- 7.8. An induction process is in place for newly appointed trustees, which involves the provision of an induction pack, an initial training session with the Trustees' advisers, and a requirement to complete the Pension Regulators Trustee toolkit within six months of appointment. There have been no new appointments during the Plan year.
- 7.9. The Trustees consult with professional advisers as and when required, for example on consultancy, investment and legal matters. The professional advisers are engaged to pro-actively alert the Trustees on relevant changes to pension and trust law. Professional advisers also provide support in relation to understanding and reviewing the Plan's documents, attending Trustee meetings and often in the delivery of training at these meetings.

#### Activities over the Plan year

- 7.10. The Trustees reviewed the following Plan documents
  - 7.10.1. the risk register
  - 7.10.2. the payment schedule
  - 7.10.3. the Statement of Investment Principles
  - 7.10.4. the annual report and accounts
- 7.11. The Trustees received training at Trustee meetings over the Plan year on the following topics:
  - 7.11.1. the 2023 Autumn Statement and its implications
  - 7.11.2. DC decumulation and at retirement support
- 7.12. No new Trustees were appointed during the Plan year, so the induction process was not required.
- 7.13. Zahir Fazal maintained accreditation for the professional trustee standards, including fitness and propriety, governance skills, ongoing professional development, managing conflicts of interest and the additional standards for professional trustees who act as chair.
- 7.14. During the Plan year, the Trustees took professional advice on:
  - 7.14.1.the General Code of Practice
  - 7.14.2.undertaking the annual value for members assessment
  - 7.14.3.reviewing the default investment strategy and self-select arrangements
  - 7.14.4.disclosure of costs, charges and investments

#### Assessment

- 7.15. The Trustees consider that their combined knowledge and understanding, together with their access to professional advice, enables them to properly and effectively exercise their trustee functions in the following ways:
  - 7.15.1. The Trustees are able to challenge and question advisers, service providers and other parties effectively;
  - 7.15.2. Trustees' decisions are made in accordance with the Plan rules and in line with trust law duties; and
  - 7.15.3. The Trustees' decisions are not compromised by such things as conflicts or hospitality arrangements.

Latin Fegal	22-01-2025   11:06:49 AM GMT
Zahir Fazal, Chair of the Trustees	Date

#### Appendix 1 – Illustrations on the impact of cost and charges

A1.1. To demonstrate the impact of member-borne charges and transaction costs on the value of members' pension savings, the Trustees included illustrations in accordance with statutory guidance. These illustrations have been provided by Standard Life.

#### Parameters used for the illustrations

- A1.2. Pot size: pot sizes of £4,000 and £60,000 have been used; these represent the average pot sizes of the youngest members and the average members of the Plan (rounded to the nearest £500).
- A1.3. Contributions: illustrations have been provided for active members assuming total regular contributions of 15%.
- A1.4. For active members a starting pensionable salary of £21,000 and £42,000 have been used these represent the average of the youngest members and the average members of the Plan (rounded to the nearest £500) respectively. Pensionable salary is assumed to grow at 3.5% per year.
- A1.5. We have also provided illustration for deferred members where no future contributions have been factored in.
- A1.6. Timeframe: the illustrations are shown over a 44 year time frame as this covers the approximate duration that the youngest member would take to reach retirement age.
- A1.7. Investment options: illustrations are provided for the default investment arrangements and the highest and lowest charge self-select funds.
- A1.8. The tables below outline the growth and transaction cost assumptions for the associated funds

Current Default - The Standard Life Balanced Managed II Universal Lifestyle	Growth Rate	Transaction Cost
Standard Life Managed Pension Fund	5.0%	0.097%
Standard Life Multi Asset Managed (20-60% Shares) Pension Fund	5.0%	0.116%
Standard Life At Retirement (Multi Asset Universal) Pension Fund	5.0%	0.184%
Standard Life Deposit and Treasury Pension Fund	3.5%	0.087%

Legacy Default - The Standard Life Balanced Managed Universal Lifestyle	Growth Rate	Transaction Cost
Standard Life Managed Pension Fund	5.0%	0.097%
Standard Life Multi Asset Managed (20-60% Shares) Pension Fund	5.0%	0.116%
Standard Life At Retirement (Multi Asset Universal) Pension Fund	5.0%	0.184%
Standard Life Money Market Pension Fund	3.0%	0.002%

Highest and Lowest Charged Funds	Growth Rate	Transaction Cost
SL Fidelity Global Special Situations Pension Fund	5.0%	0.285%
Standard Life US Equity Tracker Pension Fund	5.0%	0.000%

#### Guidance to the illustrations

- A1.9. For each illustration, the savings pot has been projected twice: firstly for the assumed investment return gross of costs and charges; and secondly for the assumed investment return net of costs and charges.
- A1.10.Projected pot sizes are shown in today's terms, so do not need to be reduced further for the effects of future inflation. Inflation is assumed to remain constant throughout the term of the illustrations, at 2.0% per year. It is for this reason that real growth (after inflation) may be negative.
- A1.11.The real-terms rates of growth used in the illustrations are calculated by reference to the Financial Reporting Council's AS TM1.
- A1.12. The projections for the following investments have been provided:

Fund/Strategy	Rational
The Standard Life Balanced Managed II Universal Lifestyle	Current Default
The Standard Life Balanced Managed	Legacy Default
SL Fidelity Global Special Situations Pension Fund	Most Expensive Fund
Standard Life US Equity Tracker Pension Fund	Least Expensive Fund

- \* The statutory guidance requires trustees to use an average of the last five years' transaction costs (insofar as they are able) when producing the illustrations. As data is available for the last four years only, the illustrations use four-year averages.
- A1.13. Values shown are estimates and not guaranteed.
- A1.14. The starting date for the illustrations is 30 June 2024.
- A1.15. The illustrations are presented in two different ways:
  - A1.15.1.For the default, a lifestyle strategy, the illustrations should be read based on the number of years the member is in the investment strategy until their retirement age. This is because the underlying funds used and therefore the costs and charges changes over time and this is reflected in the illustrations.
  - A1.15.2.For the self-select funds, the illustrations should be read based upon the number of future years that a member expects to be invested in those funds.

#### **Active Members**

Default investment arrangements – The Standard Life Balanced Managed II Universal Lifestyle & The Standard Life Balanced Managed Universal Lifestyle

The illustration below is representative of the average member (current age 45 with starting pot of £60,000).

	The Standard Life Balanced Managed II Universal Lifestyle		The Standard Life Balan Lifes	•
Year	Before Charges	After Charges	Before Charges	After Charges
1	£68,000	£67,700	£68,000	£67,700
3	£85,100	£83,900	£85,100	£83,900
5	£103,000	£101,000	£103,000	£101,000
10	£156,000	£150,000	£156,000	£150,000
15	£220,000	£208,000	£220,000	£208,000
NRD	£296,000	£274,000	£295,000	£274,000

A1.16. Note on how to read this table: If an active member had £60,000 invested in the Standard Life Balanced Managed II Universal Lifestyle on 30 June 2024, in 15 years the savings pot could grow to £220,000 if no charges are applied but to £208,000 with charges applied.

The illustration below is representative of the youngest members of the Plan with starting pot of £4,000.

	The Standard Life Balanced Managed II Universal Lifestyle		The Standard Life Balan Lifes	· ·
Year	Before Charges	After Charges	Before Charges	After Charges
1	£7,280	£7,250	£7,280	£7,250
3	£14,200	£14,100	£14,200	£14,100
5	£21,800	£21,500	£21,800	£21,400
10	£43,800	£42,500	£43,800	£42,500
15	£70,500	£67,400	£70,500	£67,400
20	£103,000	£97,100	£103,000	£97,000
25	£141,000	£131,000	£141,000	£131,000
30	£188,000	£172,000	£188,000	£172,000
35	£244,000	£220,000	£244,000	£220,000
40	£311,000	£276,000	£311,000	£276,000
NRD	£372,000	£326,000	£372,000	£326,000

A1.17.Note on how to read this table: If an active member had £4,000 invested in the Standard Life Balanced Managed II Universal Lifestyle on 30 June 2024, in 10 years the savings pot could grow to £43,800 if no charges are applied but to £42,500 with charges applied.

Highest & Lowest charge self-select fund – SL Fidelity Global Special Situations Pension Fund & Standard Life US Equity Tracker Pension Fund

The illustration below is representative of the average member (age 45) of the Plan with starting pot of £60,000.

	Highest Charge: SL Fidelity Global Special Situations Pension Fund		Lowest Charge: Standar Pensio	·
Year	Before Charges	After Charges	Before Charges	After Charges
1	£68,000	£66,800	£68,000	£67,800
3	£85,300	£81,200	£85,200	£84,300
5	£103,000	£96,200	£103,000	£102,000
10	£157,000	£136,000	£157,000	£152,000
15	£221,000	£182,000	£221,000	£212,000
NRD	£298,000	£231,000	£298,000	£281,000

A1.18. Note on how to read this table: If a member had £60,000 invested in the SL Fidelity Global Special Situations Pension Fund on 30 June 2024, in 10 years the savings pot could grow to £157,000 if no charges are applied but to £136,000 with charges applied.

The illustration below is representative of the youngest members of the Plan with starting pot of £4,000.

	Highest Charge: SL Fidelity Global Special Situations Pension Fund		Lowest Charge: Standar Pensio	d Life US Equity Tracker n Fund
Year	Before Charges After Charges		Before Charges	After Charges
1	£7,270	£7,190	£7,280	£7,260
3	£14,200	£13,800	£14,200	£14,100
5	£21,800	£20,800	£21,900	£21,600

10	£43,800	£40,100	£43,900	£42,900
15	£70,800	£62,200	£70,700	£68,400
20	£103,000	£87,300	£103,000	£98,800
25	£142,000	£115,000	£142,000	£134,000
30	£189,000	£146,000	£189,000	£177,000
35	£245,000	£183,000	£246,000	£227,000
40	£313,000	£223,000	£312,000	£285,000
NRD	£375,000	£259,000	£374,000	£338,000

A1.19. Note on how to read this table: If a member had £4,000 invested in the SL Fidelity Global Special Situations Pension Fund 30 June 2024, in 10 years the savings pot could grow to £43,800 if no charges are applied but to £40,100 with charges applied.

#### **Deferred Members**

Default investment arrangements – The Standard Life Balanced Managed II Universal Lifestyle & The Standard Life Balanced Managed Universal Lifestyle

The illustration below is representative of the average member (current age 45 with starting pot of £60,000).

	The Standard Life Balanced Managed II Universal Lifestyle		The Standard Life Balanced Managed Universal Lifestyle	
Year	Before Charges	After Charges	Before Charges	After Charges
1	£61,700	£61,400	£61,700	£61,400
3	£65,300	£64,300	£65,300	£64,300
5	£69,200	£67,400	£69,100	£67,300
10	£79,800	£75,700	£79,800	£75,700
15	£92,200	£85,100	£92,100	£85,000
NRD	£106,000	£95,600	£106,000	£95,400

A1.20. Note on how to read this table: If an active member had £60,000 invested in the Standard Life Balanced Managed II Universal Lifestyle on 30 June 2024, in 15 years the savings pot could grow to £92,200 if no charges are applied but to £85,100 with charges applied.

Highest & Lowest charge self-select fund – SL Fidelity Global Special Situations Pension Fund & Standard Life US Equity Tracker Pension Fund

The illustration below is representative of the average member of the Plan (age 45 with starting pot of £60,000).

	Highest Charge: SL Fidelity Global Special Situations Pension Fund		Lowest Charge: Standard Life US Equity Tracker Pension Fund	
Year	<b>Before Charges</b>	After Charges	Before Charges	After Charges
1	£61,700	£60,600	£61,700	£61,500
3	£65,400	£61,900	£65,300	£64,600
5	£69,300	£63,200	£69,200	£67,900
10	£80,100	£66,500	£80,000	£76,900
15	£92,600	£70,100	£92,600	£87,200
NRD	£107,000	£73,800	£107,000	£98,700

A1.21.Note on how to read this table: If a member had £60,000 invested in the Standard Life Fidelity Global Special Situations Pension Fund on 30 June 2024, in 10 years the savings pot could grow to £80,100 if no charges are applied but to £66,500 with charges applied.



# **Implementation Statement**

# **Reeves Oilfield Services Ltd Pension Plan (scheme 2)**

# **Purpose of this statement**

This implementation statement has been produced by the Trustees of the Reeves Oilfield Services Ltd Pension Plan (scheme 2) ("the Scheme") to set out the following information over the year to 30 June 2024:



How the Trustees' policies on exercising rights (including voting rights) and engagement activities have been followed over the year;



The voting activity undertaken by the Scheme's investment managers on behalf of the Trustees over the year, including information regarding the most significant votes; A summary of any changes to the Statement of Investment Principles (SIP) over the



A description of how the Trustees' policies, included in their SIP, have been followed over the year.



#### **Conclusions**

In reviewing the activities of the past year, the Trustees believe that the policies set out in the Statement of Investment Principles ("SIP") have been effectively implemented. A significant proportion of the Scheme's investment managers have demonstrated transparency in their voting and engagement activities.

However, not all managers were able to provide all the engagement information requested. We will continue to engage with the managers to encourage them to improve the availability and quality of data.



# **Stewardship policy**

The Trustees' SIP in force at June 2024 describes the Trustees' stewardship policy on the exercise of rights (including voting rights) and engagement activities. It was last reviewed post year end in September 2024 and has been made available online here: <u>Statement of Investment Principles</u>. The Trustees have not set explicit stewardship priorities for the Scheme since the Scheme solely invests through pooled investment vehicles where the Scheme's assets only represent a small proportion of the capital invested in the funds. The Trustee understands that they are constrained by the policies of the managers.

# How voting and engagement/stewardship policies have been followed

Based on the information provided by the Scheme's investment managers, the Trustees believe that its policies on voting and engagement have been met in the following ways:

The Scheme invests entirely in pooled funds, and as such delegates responsibility for carrying out voting and engagement activities to the Scheme's fund managers.

The Trustees review voting and engagement data on an annual basis.

Standard Life has attended Trustee meetings over the year and they have included a discussion on stewardship and voting as part of their presentations.

The Trustees has taken account of ESG in the investment strategy review that is currently underway

Having reviewed the above in accordance with their policies, the Trustees are comfortable the actions of the fund managers are in alignment with the Scheme's voting and engagement policies.

# How the SIP has been followed over the year

There were no amendments made to the SIP during the reporting period.

In the Trustees' opinion, the Statement of Investment Principles has been followed over the year in the following ways:



# Policies on investment objectives

Policy 1

Make available secure assets of appropriate liquidity that will generate income and capital growth.

The Trustees reviewed both the default strategy and the self-select options shortly following the year-end, and are looking to update both strategies.

Policy 2

Provide members with a pre-set investment strategy that invest in assets that target above inflation returns during members' younger years and then switch into less volatile assets in later years when members would have less time to recoup investment losses.



The Trustees offers a default lifestyle strategy to members which aims to lower the volatility of members returns in the years approaching retirement through investing in lower volatility assets such as bonds.

#### Policy 3

Make available appropriate default investment arrangements aimed at members who consider themselves unable to make investment decisions.

The Trustees have made available a default strategy that offers life styling, meaning members switch to lower volatility assets as they approach retirement. They deem this arrangement to be suitable given the member profile.

#### Policy 4

Provide the members with a 'self-select' range of investment options to meet their reasonable requirements for risk-efficient growth, inflation protection, annuity conversion protection and capital preservation.

The Trustees offers a wide range of self-select funds covering all of the requirements of the above objectives. In the post year-end review of the self-select range, the Trustees decided to restrict the number of self-select funds available to members.



## Policies on monitoring manager and advisor performance

#### Policy 1

Trustees review the suitability of its default investment arrangements at least every three years having regard to factors such as membership demographics and how the Trustees expect members to withdraw benefits at retirement.

Post year-end, the Trustees reviewed the default investment strategy.

#### Policy 2

The Trustees' policy is that there should be sufficient investments in liquid or readily realisable assets to meet cash flow requirements in the majority of foreseeable circumstances.

The Trustees make available a range of liquid investment options for the members.



## **Policies on ESG**

#### Policy 1

The Trustees will reflect on any personal views expressed by members on financial, non-financial, ethical and social considerations as part of their discussions relating to the selection and realisation of investments that comprise the fund range and in relation to the default investment arrangements.

The Scheme offers an extensive range of funds which is expected to support a range of member views.





#### Policies on voting and engagement

#### Policy 1

To monitor and engage with managers on stewardship by requesting ESG reports and asking managers to cover ESG when at meetings

The Trustee reviews the voting data provided by Standard Life as part of this Implementation Statement process. The Trustees advisors requested voting and engagement data from relevant managers using the template provided by the PLSA. The managers have provided data as shown further in this Statement. Having reviewed the voting and engagement data provided by Standard Life, the Trustees are comfortable with the actions of the fund manager.



#### **Policies on manager arrangements**

I o revi	iew manager c	conflicts o	† ınterest	policies
	To rev	To review manager (	To review manager conflicts o	To review manager conflicts of interest

The Scheme invests in pooled funds with Standard Life with set investment objectives and fixed pricing. As such the Trustees consider manager conflicts to be low risk for the Scheme.

#### Policy 2 Monitor portfolio turnover costs

The Trustees consider total costs of the investments as part of the Value for Member assessment annually.

#### Policy 3 *Manager appointment*

No other managers or funds have been added over the year.

#### Policy 4 Advisors to review fees when appointing new managers

No other managers or funds have been added over the year. Fees were considered as part of the default investment strategy and self-select fund review carried out by Barnett Waddingham after the Scheme year end.

# Prepared by the Trustees of the Reeves Oilfield Services Ltd Pension Plan (scheme 2) 8 January 2025



# **Voting Data**

This section provides a summary of the voting activity undertaken by the investment managers within the Scheme's Portfolio on behalf of the Trustees over the year to **30 June 2024**. We have only shown voting data for the funds within the default investment strategy as well as the funds with an allocation greater than 5%. Standard Life outsource the management of their funds to other investment managers, often with multiple sub funds within the fund; we have included voting data for funds as shown to the member. The cash fund in the default strategy and the cash fund in the legacy default have not been included due to lack of voting rights.

Manager		Standard	d Life	
Fund name	Multi Asset Managed (20-60% Shares) Pension Fund	At Retirement (Multi Asset Universal) Pension Fund	Managed Pension Fund	UK Equity Pension Fund
Structure	Pooled	Pooled	Pooled	Pooled
No. of eligible meetings	930	398	990	918
No. of eligible votes	11,874	4,815	12,757	15,345
% of resolutions voted	96.8%	94.1%	97.0%	99.4%
% of resolutions abstained <sup>1</sup>	1.2%	3.0%	1.1%	0.3%
% of resolutions voted with management <sup>1</sup>	82.1%	92.1%	83.4%	96.9%
% of resolutions voted against management <sup>1</sup>	16.7%	4.9%	15.5%	3.1%
<b>Proxy voting advisor employed</b> <sup>1</sup> Error! Bookmark not defined.	ISS	ISS	ISS	ISS, Glass Lewis and Institutional Voting Information Service (please see proxy voting section below)
% of resolutions voted against proxy voter recommendation	13.0%	4.4%	12.2%	0.4%

<sup>&</sup>lt;sup>1</sup> As a percentage of the total number of resolutions voted on. Figures may not total 100% due to a variety of reasons, such as lack of management recommendation, scenarios where an agenda has been split voted, multiple ballots for the same meeting were voted differing ways, or a vote of 'Abstain' is also considered a vote against management. Numbers are also subject to rounding.

Note: segregated mandates allow the Trustees to engage with managers and influence their voting behaviour. Pooled fund structures result in limited scope for the Trustees to influence managers' voting behaviour.



Manager	Standard Life	HSBC
Fund name	30:70 Global Equity Tracker (Vanguard) Pension Fund	Islamic Global Equity Index Pension Fund
Structure	Pooled	Pooled
No. of eligible meetings	2,064	102
No. of eligible votes	30,259	1,665
% of resolutions voted	99.3%	94.4%
% of resolutions abstained <sup>1</sup>	0.1%	0.1%
% of resolutions voted with management <sup>1</sup>	97.6%	78.3%
% of resolutions voted against management <sup>1</sup>	2.5%	21.7%
Proxy voting advisor employed <sup>1</sup>	ISS	ISS
% of resolutions voted against proxy voter recommendation	0.2%	1.3%

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<sup>&</sup>lt;sup>1</sup> As a percentage of the total number of resolutions voted on. Figures may not total 100% due to a variety of reasons, such as lack of management recommendation, scenarios where an agenda has been split voted, multiple ballots for the same meeting were voted differing ways, or a vote of 'Abstain' is also considered a vote against management. Numbers are also subject to rounding.

Note: segregated mandates allow the Trustees to engage with managers and influence their voting behaviour. Pooled fund structures result in limited scope for the Trustees to influence managers' voting behaviour.





The below summarises how the investment managers utilise their proxy voting services. As previously mentioned, Standard Life outsource the management of their funds to different investment managers, as such, we have summarised the proxy voting arrangements of these outsourced managers below. For reference, a breakdown of managers used, and funds managed is below:

Manager	Fund		
	o Multi Asset Managed (20-60% Shares) Pension Fund		
Abrdn	o At Retirement (Multi Asset Universal) Pension Fund		
	o Managed Pension Fund		
BlackRock	o 30:70 Global Equity Tacker (Vanguard) Pension Fund		
HSBC	o Islamic Global Equity Index Pension Fund		
ПЗВС	o UK Equity Pension Fund		
Invesco	o UK Equity Pension Fund		
Janus Henderson	o UK Equity Pension Fund		
Vanguard	o 30:70 Global Equity Tracker (Vanguard) Pension Fund		

Standard Life has allocated the management of the UK Equity Pension Fund to three different investment managers (HSBC, Invesco and Janus Henderson). The 30:70 Global Equity Tracker Pension Fund is made up of the Overseas Tracker Pension Fund which is a combination of Vanguard regional tracker funds and the Vanguard GTSE UK ALL Share Index Pension Fund.

#### **Abrdn**

Abrdn use a bespoke arrangement with Institutional Shareholder Services - (an independent proxy voting adviser) ("ISS") for proxy voting services. They have implemented regional voting policy guidelines with ISS which ISS applies to all meetings in order to produce customised vote recommendations. These custom recommendations help identify resolutions which deviate from their expectations. They are also used to determine votes where a company is held only in passive funds. Within their custom policies, they specify numerous resolutions which should be referred to them for active review. For example, they will analyse all proposals marked by ISS as environmental or social proposals.

#### BlackRock

BlackRock use Institutional Shareholder Services' (ISS) electronic platform to execute their vote instructions, manage client accounts in relation to voting and facilitate client reporting on voting. In certain markets, they work with proxy research firms who apply their proxy voting guidelines to filter out routine or non-contentious



proposals and refer to them any meetings where additional research and possibly engagement might be required to inform their voting decision.

#### **HSBC**

HSBC use the voting research and platform provider ISS to assist with the global application of their own bespoke voting guidelines. ISS reviews company meeting resolutions and provides recommendations highlighting resolutions which contravene their guidelines.

#### Invesco

Invesco may supplement its internal research with information from third parties, such as proxy advisory firms, to assist them in assessing the corporate governance of investee companies. Invesco leverages research from ISS and Glass Lewis ("GL") and they use the Institutional Voting Information Service (IVIS) in the UK for corporate governance research for UK securities. Invesco generally retains full and independent discretion with respect to proxy voting decisions. Globally, they receive research reports, including vote recommendations from ISS and Glass Lewis for company shareholder meetings across their holdings. To assist with the operational aspects of the proxy voting process including vote disclosure to meet regulatory requirements, Invesco retains the services of ISS and leverages their proprietary proxy voting platform ("PROXYintel") to further streamline the process. Invesco also engages ISS to provide written analysis and recommendations based on Invesco's internally developed custom voting guidelines with specific voting recommendations on environmental, social and governance (ESG) issues applied globally. Their custom voting guidelines are reviewed annually and seek to support Invesco's Good Governance Principles on best practice standards in corporate governance and long-term investment stewardship.

#### **Janus Henderson**

Janus Henderson have adopted proxy voting policies and procedures, along with internal procedures, to fulfil their proxy voting responsibilities.

To assist them in assessing the corporate governance of investee companies, they subscribe to ISS who provides voting recommendations based upon their policies and procedures. Their in-house specialists scrutinise the ISS research and supplement this with in-house research and engagement.

# Vanguard

Vanguard Investment Stewardship utilizes the ISS ProxyExchange platform for the execution of their votes. They have developed a robust custom policy that ISS has implemented on their behalf along with rigorous controls and oversight mechanisms to ensure the accurate application of the Vanguard policy.





At this time, the Trustee has not set stewardship priorities / themes for the Scheme but will be considering the extent that they wish to do this in due course, in line with other Scheme risks. So, for this Implementation Statement, the Trustee has asked the investment managers to determine what they believe to be a "significant vote". The Trustee has not communicated voting preferences to their investment managers over the period, as the Trustee does not have a specific voting policy.

In the absence of agreed stewardship priorities / themes, the Trustee has selected 3 votes from each fund, that cover a range of themes to represent what it considers to be the most significant votes cast on behalf of the Scheme. Please see the proxy voting sections for a breakdown funds. To represent the most significant votes, the votes of the largest holdings are shown below. Where the largest holding of a fund is the same as another fund with the same manager, the Trustee have selected the next largest vote not already shown.

A summary of the significant votes provided is set out below.



# Standard Life (abrdn) Multi Asset Managed (20-60% Shares) Pension Fund

	Significant vote 1	Significant vote 2	Significant vote 3	
Company name	Apple Inc.	Microsoft Corporation	Amazon.com, Inc	
Approximate size of fund's holding as at the date of the vote (as % of portfolio)	0.63%	0.53%	0.34%	
Summary of the resolution	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Report on Gender-Based Compensation and Benefits Inequities	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	
How the manager voted	Against	Against	For	
Rationale for the voting decision	Apple's disclosure, policies and practices are aligned to current industry standard and explicitly state it does not tolerate discrimination based on political affiliation, thus a vote in favour of this proposal is not warranted at this time.	Abrdn welcome Microsoft's transparency on diversity and inclusion. Its Global Diversity & Inclusion Report discloses median unadjusted pay analysis, and the company provides detailed information on the benefits available to staff. Given the level of disclosure the company already has in place, support for this proposal is not warranted at this time.	Abrdn recognise the steps that the company has taken to engage stakeholders and manage risk and that there are limited agreed reporting standards in this area. However, considering the scale of the company, failure to fully manage the transition could result in disruption to the business and have a negative impact on employees. To ensure the company manages these risks, improved reporting and the resulting increased oversight would be beneficia A vote in favour is warranted	
Criteria on which the vote is considered "significant"	Shareholder and Environmental & Social (E&S) Resolutions. Votes on shareholder E&S proposals where Abrdn have engaged with the proponent or company on the resolution. Votes on management-presented E&S proposals. Focus on shareholder proposals where they have voted contrary to management recommendations.			
Outcome of the vote		Not provided		



# Standard Life (abrdn) At Retirement (Multi Asset Universal) Pension Fund

	Significant vote 1	Significant vote 2	Significant vote 3			
Company name	Mitsubishi UFJ Financial Group, Inc.	Toyota Motor Corp.	Sumitomo Mitsui Financial Group, Inc.			
Approximate size of fund's holding as at the date of the vote (as % of portfolio)	0.23%	0.21%	0.16%			
Summary of the resolution	Amend Articles to Add Provision on Director Competencies to Manage Climate-Related Business Risks and Opportunities	Amend Articles to Report on Corporate Climate Lobbying Aligned with Paris Agreement	Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans			
How the manager voted	For	Against	Against			
Rationale for the voting decision	Abrdn are supportive of the disclosure the company has taken to indicate the areas considered when selecting directors. They believe it would beneficial if the company also disclosed if climate related knowledge was considered as this is an area impacting across both the bank and its clients. It should be noted that such skills should not be a prerequisite for directors' appointment and there should not be a reliance on one director for any specific area of expertise. A vote in favour is appropriate.	The company has taken significant steps year on year to bolster its approach, including engagement with the proponent, increasing the number of reviews carried out and receiving a third-party evaluation. It should also be noted that the company has clear commitments to support the climate transition including to achieve net zero by 2050 and is the only Japanese company that issues a report on climate lobbying activities. In light of the steps already taken by the company the resolution is onerous and a vote against is warranted.	The company has clear measures in place to support its clients' climate transition plans. This includes clearly setting out how the bank works with clients in its Strengthening Efforts agains Climate Change Report. In light of steps already taken be the company, a vote against is appropriate.			
Criteria on which the vote is considered "significant"	Shareholder and Environmental & Social (E&S) Resolutions. Votes on shareholder E&S proposals where Abrdn have engaged with the proponent or company on the resolution. Votes on management-presented E&S proposals. Focus on shareholder proposals where they have voted contrary to management recommendations.					
Outcome of the vote	Not provided					



# Standard Life (abrdn) Managed Pension Fund

	Significant vote 1	Significant vote 2	Significant vote 3		
Company name	Nestle SA	Alphabet Inc.	The Procter & Gamble Company		
Approximate size of fund's holding as at the date of the vote (as % of portfolio)	0.52%	0.52%	0.45%		
Summary of the resolution	Report on Non-Financial Matters Regarding Sales of Healthier and Less Healthy Foods	Report on Electromagnetic Radiation and Wireless Technologies Risks	Report on Third-Party Civil Rights Audit of Reverse Discrimination		
How the manager voted	Against	Against	Against		
Rationale for the voting decision	Nestle has sufficient reporting of the nutritional value across its global portfolio and adopts the Health Star Rating (HSR) model for rating the health attribute level of its products. Abrdn have concerns that the specific requests of this proposals may be overly prescriptive and may have unintended consequences of undermining decisions best suited for management's discretion. Therefore, a vote against this proposal is warranted at this time.	SV2: The company already provides extensive disclosure on the subject which indicates the compliance of its products with relevant regulatory and safety requirements in the jurisdictions where they are sold. The proponent's concerns would be more effectively addressed through the regulatory process. Abrdn have therefore voted against this resolution.	SV2: The company's current oversight, strategies and disclosure sufficiently enable shareholders to assess the effectiveness of programmes including the proponents concerns around reverse discrimination. Therefore, abrdn do not believe this proposal is currently in the interest of shareholders.		
Criteria on which the vote is considered "significant"	Shareholder and Environmental & Social (E&S) Resolutions. Votes on shareholder E&S proposals where Abrdn have engaged with the proponent or company on the resolution. Votes on management-presented E&S proposals. Focus on shareholder proposals where they have voted contrary to management recommendations.				
Outcome of the vote		Not provided			



# Standard Life UK Equity Pension Fund\*

	Significant vote 1	Significant vote 2	Significant vote 3
Company name	AstraZeneca Plc	Shell Plc	Hipgnosis Songs Fund Limited
Approximate size of fund's holding as at the date of the vote (as % of portfolio)	7.88% (of HSBC PUTM ACS UK All Share Listed Equity Multi Manager Fund)	7.74% (of HSBC PUTM ACS UK All Share Listed Equity Multi Manager Fund)	Janus Henderson did not provide this information
Summary of the resolution	Re-elect Sheri McCoy as Director	Advise Shell to Align its Medium-Term Emissions Reduction Targets Covering the Greenhouse Gas (GHG) Emissions of the Use of its Energy Products (Scope 3) with the Goal of the Paris Climate Agreement	Approve Sale by the Company of the First Disposal Assets to Hipgnosis SC IV (Delaware) L.P.
How the manager voted	Against	For	Against
Rationale for the voting decision	HSBC voted against this Remuneration Committee chair as they had concerns about the level of executive pay.	HSBC believe that the proposal would contribute to the better management of climate-related issues.	Janus Henderson voted against because of very poor deal economics and there is a conflict of interest for the company.
Criteria on which the vote is considered "significant"	The company has a significant weight in the portfolio, and they voted against management.	The company has a significant weight in the portfolio, and they voted against management.	Vote that received significant levels of overall dissent.
Outcome of the vote	The management resolution passed.	The shareholder resolution did not pass.	The resolution did not pass

<sup>\*</sup>Invesco, one of the managers underlying the fund, did not provide significant votes.



# Standard Life 30:70 Global Equity Tracker (Vanguard) Pension Fund

	Significant vote 1	Significant vote 2	Significant vote 3
Company name	LVMH Moet Hennessy Louis Vuitton SE	Toyota Motor Corp.	Fortescue Metals Group Ltd.
Approximate size of fund's holding as at the date of the vote (as % of portfolio)		Not provided	
Summary of the resolution	Approve Compensation Report of Corporate Officers	Elect Director Toyoda, Akio	Approve Remuneration Report
How the manager voted	Against	Against	Against
Rationale for the voting decision	Concern regarding compensation/remuneration.	Concern regarding director independence.	Concern regarding compensation/remuneration.
Criteria on which the vote is considered "significant"		Not provided	
Outcome of the vote	The resolution passed.	The resolution passed	The resolution did not pass



# HSBC Islamic Global Equity Index Fund

	Significant vote 1	Significant vote 2	Significant vote 3
Company name	NVIDIA Corporation	Amazon.com, Inc.	Meta Platforms, Inc.
Approximate size of			
fund's holding as at	7.78%	6.29%	3.93%
the date of the vote	1.1.070	0.2376	3.3370
(as % of portfolio)			
Summany of the		Elect Director Jonathan J.	Report on Generative Al
Summary of the resolution	Elect Director Stephen C. Neal	Rubinstein	Misinformation and
resolution		Kubilistelli	Disinformation Risks
How the manager voted	Against	Against	For
Rationale for the voting decision	HSBC are voting against this Nomination Committee Chair as they have concerns about insufficient gender diversity of the board.	HSBC are voting against this Nomination Committee Chair as they have concerns about insufficient gender diversity of the board.	HSBC believe that the proposal would contribute to the better management of relevant issues.
Criteria on which the vote is considered "significant"	The company has a significant weight in the portfolio, and they voted against management.	The company has a significant weight in the portfolio, and they voted against management.	Vote that received significant levels of overall dissent.
Outcome of the vote	The management resolution passed.	The management resolution passed.	The shareholder resolution did not pass.





The investment managers may engage with investee companies on behalf of the Trustees. The table below provides a summary of the engagement activities undertaken by each manager during the year for the relevant funds. Abrdn only provide firm level data for the year to 31 December 2023.

Engagement activities are limited for the Scheme's gilt and cash funds due to the nature of the underlying holdings, so engagement information for these assets have not been shown.

### Standard Life (abrdn)

Standard Life

Fund name	Multi Asset Managed (20-60% Shares) Pension Fund	At Retirement (Multi Asset Universal) Pension Fund	Managed Pension Fund	UK Equity Pension Fund
Number of engagements undertaken on behalf of the holdings in this fund in the year	770	633	926	149
Number of entities engaged on behalf of the holdings in this fund in the year	355	225	408	260
Number of engagements undertaken at a firm level in the year	1,209	1,209	1,209	n/a**

<sup>\*</sup>Data not provided by underlying manager.

<sup>\*\*</sup>Fund consists of three underlying funds managed by different managers.



	Standard Life	HSBC
Fund name	30:70 Global Equity Tracker	Islamic Global Equity Index Pension
	(Vanguard) Pension Fund	Fund
Number of engagements		
undertaken on behalf of the	n/a*	82
holdings in this fund in the year		
Number of entities engaged on		24
behalf of the holdings in this fund in the year	n/a*	34
Number of engagements		
undertaken at a firm level in the	n/a**	2,140
year		

<sup>\*</sup>Vanguard is not currently providing fund level engagement reporting in line with the ICSWG template.

<sup>\*\*</sup>Underlying funds managed by two separate managers.





# Examples of engagement activity undertaken over the year to 30 June 2024

The below engagement examples have been provided by the managers of the underlying funds. BlackRock and Vanguard did not provide strategy level engagement examples, therefore, the below example for these two managers are at a firm level.

#### abrdn

#### **Tencent**

abrdn met Tencent during an ESG non-deal roadshow where they provided an update to their ESG strategy. Their focus areas are carbon neutrality, data privacy, protection of minors and governance. To manage emissions, data centres are built with flat, sizeable rooftops which can support a large capacity of distributed rooftop photovoltaics, achieving an average power usage effectiveness of 1.3. In managing data privacy, the company complies with local regulations and adopts the principle of minimal data sharing. Tencent is confident that they have sufficient and the most advanced controls in place to mitigate risks of minors gaming. Overall, a positive meeting, signalling their strong commitment to sustainability.

#### **BlackRock**

#### Tesla

Over the past several years, BlackRock has been engaging with Tesla, discussing the company's governance structure, board independence, compensation practices, executive share pledging, disclosures of climate-related risks and opportunities, and approach to human capital management. In January 2024, Chancellor Kathaleen McCormick of the Delaware Court of Chancery ruled in favour of a shareholder derivative lawsuit invalidating CEO Elon Musk's \$55.8 billion compensation package. The board subsequently formed a Special Committee in February 2024 to evaluate the topic of reincorporation. In March 2024, the Committee's remit was expanded to include determining whether Tesla should hold another ratification vote of the 2018 CEO Performance Award, which it ultimately decided in favour of.

### **HSBC**

#### **Apple**

HSBC engaged with Apple on working conditions and workforce disclosure, following concerns about ongoing reported incidents around human rights violations. They have engaged with representatives from the company, discussed AGM matters with those representatives and, as part of a collaborative initiative, wrote to the company requesting additional reporting on key environmental areas such as water. The company continues to investigate allegations when they arise and assess their auditing of supply chains. They have also conducted unannounced audits and assessments as part of a scaled-up programme.

## Invesco

# **BP** plc

Invesco met with BP to discuss and better understand the company's progress on their commitment to net zero by 2050. This is due to changes BP made to their commitments and changes to disclosed targets, prompting Invesco to engage in order to understand the motivation for these changes as well as assess their alignment to their net zero goals. Invesco specifically discussed BP's approach to renewables, bioenergy, biodiversity, methane emissions, capex and governance, as well as the impact of the departure of CEO Bernard Looney and the reputational risk of their recent backtracks on net zero targets. BP put forward detailed discussions on all topics and discussed their 4 Aims map towards net zero. Invesco will monitor the continued progress and levers being used to understand BP's ability to meet medium and long-term goals for decarbonisation and the climate

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transition. As well as assess future disclosures on their biodiversity practices especially around restoration activities due to oil spills and negative impacts on ecosystems.

#### **Janus Henderson**

#### Shell

Janus Henderson has engaged with Shell along with two other companies within the energy sector over the past 18 months on methane pollution. They have particularly focused on getting the company to give more visibility to investors on methane pollution from non-operated assets and monitoring overall progress of methane emissions performance. Engagement took the form of calls, follow up emails and meetings, while Janus Hendeson also talked to specialist NGOs on the topic of methane to ensure they were accurately informed on the topic. In a follow up call with Shell, Janus Henderson were pleased that they has made progress in improving disclosures and addressing the issue on methane pollution across their global assets. Janus Henderson will continue to monitor methane performance across all companies, but believe transparency is the first step to improvements.

#### **Vanguard**

### Silex Systems Ltd (Silex)

Vanguard engaged with representatives from Silex Systems Ltd. (Silex), an Australian-listed technology commercialisation company, for the first time in 2023. They discussed the composition of their board, including gender diversity, which fell short of the ASX Corporate Governance Principles' recommendation. Vanguard met with the chair of the board and the company's CFO. They expressed that given the size of the board - which in their view was appropriate based on the current size and phase of the business - it would not be an appropriate use of shareholder funds to expand the board solely to comply with the 30% target. In addition, Silex had just been readmitted to the ASX300 earlier in 2023, and Silex leaders shared that they had a number of women candidates in their CEO succession planning process. The CEO sits on the board as an executive director, so the appointment of any of these candidates would add to the balance of gender diversity on the board. Based on this additional information, the funds supported the director up for election, despite the company's not being in line with ASX-recommended practice at the time.

# Trustees' report for the year ended 30 June 2024

The Trustees of the Reeves Oilfield Services Ltd Pension Plan (Scheme 2), ("the Plan"), present their annual report for the year ended 30 June 2024, together with a summary of contributions payable and an auditors' statement about contributions.

#### Constitution of the Plan

In accordance with the provisions of Schedule 36 of the Finance Act 2004, the Plan is a registered pension scheme with HMRC under Chapter 2 of Part 4 of the Finance Act 2004. It is established under and is governed by a trust deed and rules.

## Trustees

The Plan is governed by a definitive trust deed and rules dated 14<sup>th</sup> December 2015 ("The Trust Deed and Rules"), together with amendment dated 24<sup>th</sup> September 2018 (together the "Trust Deed and Rules"). This supersedes the original trust deed and rules dated 28 June 1996, amendments dated 9<sup>th</sup> April 2006, 8<sup>th</sup> October 2008, 18<sup>th</sup> May 2011, and subsequent amendment dated 1<sup>st</sup> October 2015 (together the "Old Trust Deed and Old Rules"). The Trust Deed and Rules has been adopted in place of the Old Trust Deed and Old Rules from 14 December 2015, except that the adoption of the Trust Deed and Rules shall not have the effect of increasing the amount of any benefit payable to or in respect of any Member who ceased to be in Pensionable Service before 14<sup>th</sup> December 2015.

The Trustees are responsible for the administration and investment policy of the Plan. The Trustees meet regularly to assess the overall investment policy considering current market conditions and reports received from the Investment Managers.

Both the Company and the Trustees support the principle of member participation in the Trusteeship of the Plan. Under current regulations at least one-third of the Trustees should be directly nominated by Members of the Plan and the Company complies with this, having two Company Appointed Trustees and one Member Nominated Trustee.

The Member Nominated Trustee (MNT) may be removed from the end of his five-year term only by agreement of all the remaining Trustees, although their appointment ceases if they cease to be a member of the Plan. The last nomination exercise for a MNT concluded on the 31<sup>st</sup> July 2020. No nominations were received and so the incumbent MNT was reappointed for a further five year term. A nomination and election process is therefore required shortly after the 2024/25 scheme year.

In accordance with the trust deed, the principal employer, Reeves Wireline Technologies Ltd (the 'Company'), has the power to appoint and remove the other Trustees of the Plan. The names of the current Trustees are included on page 1 of this report.

# Statement of Trustees' responsibilities

The Trustees are responsible under pensions legislation for securing that a payment schedule is prepared, maintained and from time to time revised showing the rates of contributions payable to the Plan by or on behalf of employers and the active members of the Plan and the dates on or before which such contributions are to be paid.

The Trustees are also responsible for keeping records in respect of contributions received in respect of any active member of the Plan 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 payment schedule.

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

The Trustees are responsible for making available certain information about the Plan in the form of an annual report.

The Trustees have a general responsibility for ensuring that adequate accounting records are kept and for taking such steps as are reasonably open to them 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.

#### **Membership**

The change in the membership of the Plan during the year is given below:

Active members	2024	2023
Members at the beginning of the year, 1 July	75	70
New members joining	20	11
Members returning to active status	1	0
Members opting out following auto-enrolment	(0)	(0)
Members leaving prior to pensionable age	(2)	(6)
Active members at end of year, 30 June	94	75
Deferred pensioners		
Deferred pensioners at the beginning of the year, 1 July	131	132
New deferred pensioners during the year	2	6
Members returning to active status	(1)	0
Transfers and other exits from deferred	(10)	(7)
Deferred members at end of year, 30 June	122	131
Total members at end of year, 30 June	216	206

Upon retirement, members leave the Plan and can purchase any benefit structured as allowed under the 2015 pension freedoms. The Plan retains no further liability to that member and therefore the numbers of retired members are not included in the membership total above.

# Investments

During the year covered by this report, contributions and other income have been invested in long-term insurance policies issued by Standard Life Assurance Company. The Trustees have delegated the responsibility for the day-to-day management of the investments of the Plan to Standard Life Assurance Limited. They have confirmed to the Trustees that the Plan meets the definition of an earmarked scheme under the Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996.

## Contributions

The Payment Schedule was most recently approved on the 14<sup>th</sup> of February 2019 by the Company and the Trustees. Members are split into two categories, "Scheme 2 Employees" and "Scheme 10 Employees" with the definitions being detailed in the Payment Schedule. The contribution rates are detailed below.

# "Scheme 2 Employees"

If a member contributes 2%, the employer contributes 7% and, for each 1% of pensionable earnings contributed by the member, the employer increases its contribution by 1% up to a maximum of 10% of pensionable earnings. There is no limit to the maximum amount the employee can contribute, but the company contribution is capped at 10%. These rates are in compliance with the auto enrolment regulations.

Employee Contribution	Employer Contribution	Total
2%	7%	9%
3%	8%	11%
4%	9%	13%
5%	10%	15%
>5%	10%	>15%

# "Scheme 10 Employees"

Some employees are eligible for an enhanced rate of company contribution, these are known as "Scheme 10 Employees" to the Company but are still members of "Scheme 2". "Scheme 10" employees joined the Plan on 1<sup>st</sup> October 2016 and were active members of Reeves Oilfield Services Ltd Pension Plan (Scheme1) on the 30<sup>th</sup> of September 2016. From the 30<sup>th</sup> of September 2017 the Company will pay 9% of pensionable earnings, and an additional 1% if the employee agrees to contribute 1%. There is no limit to the maximum amount the employee can contribute, but the Company contribution is capped at 10%.

Date Period	Employee Contribution	Employer Contribution	Total
1 <sup>st</sup> Oct. 2016 until	0%	15%	15%
30 <sup>th</sup> Sept. 2017	>0%	15%	>15%
30 <sup>th</sup> Sept. 2017	0%	9%	9%
onwards	1%	10%	11%
Onwarus	>1%	10%	>11%

A total of £913,464 (2023: £601,686) was paid to Standard Life Insurance Company during the year for the benefit of the members.

# Employer related investment

There was no employer related investment as at 30 June 2024 (2023: nil).

# Further information

Requests for additional information about the Plan generally, or queries relating to members' own benefits, should be made to Mr I Baxter, whose address appears on page 3 of this document.

The Trustees' Report, including the 'Implementation Statement' on pages 24 to 43 was approved by the Trustees and signed on their behalf by:

Zahir Fazal

Chair of Trustees

Latin Fegel

Date 22-01-2025 | 11:06:49 AM GMT

# Independent Auditors' Statement about Contributions to the Trustees of Reeves Oilfield Services Ltd Pension Plan (Scheme 2)

We have examined the Summary of Contributions to the Reeves Oilfield Services Ltd Pension Plan (Scheme 2) for the Scheme year ended 30 June 2024 which is set out on page 48.

In our opinion contributions for the Scheme year ended 30 June 2024 as reported in the Summary of Contributions and payable under the Payment Schedule have in all material respects been paid at least in accordance with the Payment Schedule.

# Scope of work on Statement about Contributions

Our examination involves obtaining evidence sufficient to give reasonable assurance that contributions reported in the Summary of Contributions on page 48 have in all material respects been paid at least in accordance with the Payment Schedule. This includes an examination, on a test basis, of evidence relevant to the amounts of contributions payable to the Scheme and the timing of those payments under the Payment Schedule.

#### Respective responsibilities of the Trustees and the Auditor

As explained more fully in the Statement of Trustees' Responsibilities, the Scheme's Trustees are responsible for preparing, and from time to time reviewing and if necessary revising, a Payment Schedule and for monitoring whether contributions are made to the Scheme by the employer in accordance with the Payment Schedule.

It is our responsibility to provide a Statement about Contributions paid under the Payment Schedule and to report our opinion to you.

#### Use of the audit report

This statement is made solely to the Scheme's Trustees, as a body, in accordance with Regulation 4 of The Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996, made under the Pensions Act 1995. Our work on contributions has been undertaken so that we might state to the Scheme's Trustees those matters we are required to state to them 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 Scheme's Trustees, as a body, for our work on contributions, for this statement, or for the opinion we have formed.

Assure UK

**Chartered Accountants and Statutory Auditors** 

London

Date: 23/01/2025

assure MK

# Summary of contributions for the year ended 30 June 2024

During the year ended 30 June 2024, the contributions payable to the Plan were as follows:

	£
Contributions payable under the payment schedule  Employer contributions:	
Normal Contributions	386,836
Employee contributions:	
Normal Contributions	171,762
Contributions payable under the payment schedule (as reported by the Plan auditors)	558,598
Other contributions	
Additional Voluntary Contributions	96,373
Employer Special Contributions	258,493
Total contributions received	913,464

Approved by the Trustees on 22-01-2025 | 11:06:49 AM GMT

and signed on their behalf by:

Latin Fagel

Zahir Fazal Chair of Trustees