

[illegible]

--	--

Robust financial performance:

Responsible investment:

Investment performance:

Pension administration performance:

[illegible]

Fiona Stark

Fiona Stark

Grant Thornton UK LLP

_____	_____
_____	_____
_____	_____

_____	_____
_____	_____
_____	_____

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

Fiona Stark

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

Fiona Stark

_____	_____	_____
_____	_____	_____
_____	_____	_____

_____	_____	_____
_____	_____	_____
_____	_____	_____

[illegible]

Potential implications of the macroeconomic climate on the Group

Short term benefits

Defined benefit pension plan

Annual bonus Plan

--	--

--	--

--	--

_____	_____
_____	_____

_____	_____
-------	-------

_____	_____
_____	_____

