

Hewlett Packard Limited Retirement Benefits Plan

Appointment of Member Nominated Directors (MNDs)

I am delighted to confirm the outcome of the recent MND nomination and selection process for four appointments to Hewlett Packard Enterprise UK Pension Trustee Limited:

- **Beverly Clements** and **Philippa Oram** were reappointed for a further term of office.
- **Simon Bolton** and **John Furlong** are newly appointed Directors with effect from 1 November 2025. Both worked in senior roles at HP and later in their careers; John is a chartered accountant and Simon has a finance, risk and governance background.

It is a requirement of the Pensions Act 2004 that one-third of trustees must be member nominated. However trustees, or directors of a corporate trustee, have the same duties and obligations to members regardless of how they are appointed.

The Trustee issued nomination forms to all deferred and pensioner members in May 2025, with a closing date of 18 August 2025. There was an amazing response, with 21 nominations being received by the deadline.

Supported by ZEDRA Inside Pensions, the Selection Panel of the Trustee embarked on a rigorous shortlisting process. All the nominations were carefully considered taking into account the overall make-up of the skills, experience and diversity of the Trustee Board. The Selection Panel met on 16 September 2025 and agreed to reappoint Beverly and Philippa, and appoint Simon and John for their first term.

We extend a warm welcome to Simon and John, and offer sincere thanks to outgoing directors Philip French and Phil Lawman for their dedication and professionalism during their terms. I would also like to thank everyone who applied — the standard of applications was exceptionally high.

Paul Early

Chair of the Trustee of the Hewlett Packard Limited Retirement Benefits Plan

