

THE ROBERT BOSCH LIMITED MONEY PURCHASE PLAN

Annual statement regarding governance

The Trustees of the Robert Bosch Limited Money Purchase Plan (the 'Plan') present their annual Chair's statement on governance (the 'Statement'). This statement covers the year from 6 April 2022 to 5 April 2023.

The Trustees have reviewed and assessed that the key governance functions are consistent with the governance standards set out in the Occupational Pension Scheme (Charges and Governance) Regulations 2015, and document the adoption and compliance in this statement.

The Plan's mission is to help members attain a good financial outcome for life in retirement. This statement describes the work that the Trustees have done to achieve that, and how they seek generally to ensure that the Plan is well-managed and delivers excellent services to members.

This statement covers four key areas:

1. The investment strategy relating to the Plan's default investment option;
2. The processing of core financial transactions;
3. How charges and transaction costs within the Plan represent value for members and an illustration of how charges impact members' saving pots, as well as investment returns after all charges and transaction costs, and;
4. The Trustees' compliance with the statutory knowledge and understanding (TKU) requirements.

This Statement does not contain advice in respect of actions that members should take and is not intended to be used for that purpose. If members need advice, they can visit the Financial Conduct Authority website <https://www.fca.org.uk/consumers/finding-adviser>. If members choose to use a financial adviser, they should be sure to check their area of expertise. The adviser will inform members of any charges that apply in return for their advice.

This statement will be published on a publically available website – www.bosch.co.uk/pension-scheme, and will be signposted in members' annual benefits statements.

1. Default investment option

The default investment option for the Plan is a Lifestyle strategy, meaning there is a 'growth phase' whereby funds are invested in assets that are designed to generate levels of growth in a risk-controlled manner when members are far away from retirement, and as members get closer to retirement, assets are gradually switched into investments that are broadly appropriate for a member planning to access their savings flexibly via drawdown at retirement. Members who have not actively made an investment choice will be invested in the default investment option automatically. It should be noted that members cannot drawdown within the Plan, and they would need to transfer their benefits to an arrangement that allows drawdown.

The growth phase of the default investment option initially invests entirely in equities (the 'High Growth Fund'). These investments are expected to provide returns above inflation, in line with equities, over the long term. As members get closer to retirement the Trustees believe it is prudent to diversify members' investments due to the inherent market volatility associated with equities so therefore an allocation to the Moderate Growth Fund is introduced from 25 years to a member's selected retirement date, which invests in a diverse range of asset classes, including equities, multi-asset strategies, bonds and property to provide some downside protection and some protection against inflation erosion. By members' selected retirement dates, assets will be fully invested in the Cautious Growth Fund. This allocation is expected to provide an element of capital preservation while providing some growth potential for members wishing to access their savings through income drawdown and sufficient liquidity for withdrawal of a 25% tax-free cash lump sum, in line with the current legislative allowance around tax-free cash.

The Trustees and their professional investment adviser, Mercer Limited, review how the funds within the default investment option and self-select fund range have performed against the investment managers' objectives and benchmark via quarterly investment performance monitoring reports. Reports are presented and discussed at quarterly Trustee meetings. Over the year, Trustee meetings were held on 8 June 2022, 8 September 2022, 9 December 2022 and 30 March 2023.

The last review of the default investment option began during the December 2022 Trustee meeting and took place over a number of sessions:

- In December 2022 the Trustees discussed with their investment advisor the level of investment return needed for members to achieve a moderate retirement outcome as defined by the [PLSA Retirement Living Standards](#), and whether the structure of the Plan's investments were structured in a way where that could be achieved, as well as considering whether drawdown remains an appropriate target.
- In March 2023 the Trustees analysed the funds underlying the High Growth, Moderate Growth and Cautious Growth Funds and considered whether they were appropriate for members. Following the March Trustee meeting the Trustees held a follow-up call with their advisor.
- Although outside of the Plan year, the Trustees discussed their advisor's recommendations further at the June 2023 Trustee meeting, and agreed to make a number of changes to the default investment option, members were informed of these changes in the 2023 Newsletter.

Over the year, the Trustees reviewed both the default arrangement and the Plan's self-select range. During the Plan year, the Trustee's started the process to introduce new investment managers and exchange some more higher priced funds with lower priced, higher performing alternatives. These changes will be confirmed during the next Plan year.

Other funds that regulations require to be treated as default investment arrangements

The Plan also has an additional default option. This was due to the LGIM Property Fund temporarily closing to contributions in 2020, meaning that member contributions were diverted to Cash Fund without their consent. Although this position was reverted when the LGIM Property Fund re-opened for contributions, the Trustees treat the Cash Fund as an additional default option, subject to the same review and governance requirements as the main default investment option.

Statement of Investment Principles

In accordance with the Administration Regulations, the Trustees have appended the latest copy of the Statement of Investment Principles (the 'SIP'), dated 25 October 2021, prepared for the Plan under Section 35 of the Pensions Act 1995 (the '1995 Act') and regulation 2 / regulation 2A of the Occupational Pension Schemes (Investment) Regulations 2005 (the 'Investment Regulations').

The SIP covers the Trustees' aims and objectives in relation to the default investment option as well as the Trustees' policies relating to matters such as risk and diversification. In addition to the default funds and the wider fund range, the SIP covers alternate investment choices under the Plan, covering a range of funds that the Plan's members can choose, designed with their needs in mind.

2. The processing of core financial transactions

As required by the Administration Regulations, the Trustees must ensure that core financial transactions are processed promptly and accurately. This includes (but are not limited to):

- Investment of contributions paid to the Plan;
- Transfer of members' assets into and out of the Plan;
- Switching of members' assets between different investment options available in the Plan; and
- Payments from the Plan to, or in respect of, members (for example retirements).

The Trustees operate a system of internal controls aimed at monitoring the Plan's administration and management. They monitor the extent to which the Plan's core financial transactions are processed promptly and accurately through the following framework:

- Appointing a reputable professional pension administration provider, Mercer (“the Administrator”).
- Having in place service level agreements (SLAs) with the Administrator which cover all core administration processes. These are set out in table 1 below. These SLAs are monitored by the Trustees on a regular basis via reports provided by the Administrator.
- Reviewing the contribution payment and investment dates relating to each month’s contributions to the Plan. This information is detailed within the quarterly Trustee meeting materials and reviewed by the Trustees.
- The Schedule of Contributions sets out timescales for the Company to submit monthly contributions to the Plan. However, agreed practice provides for payment of contributions in advance of these timescales. The deduction and payment of contributions is reviewed by the Company.
- Appointing a professional firm to undertake an annual audit. All financial transactions are subject to annual audit requirements as part of the Trustees’ annual report and accounts
- Members have access to an online portal that enables them to conduct their own checks in relation to financial transactions such as contribution payments and investment switches.

Table 1: Core Transaction SLAs

SLA	Transaction type	Target Service Level
2 working days	Death Quotation	100%
2 working days	Death Settlement	100%
5 working days	Enquire / Query	100%
8 working days	Individual Member Switch	100%
9 working days	Leaver - Deferred	100%
9 working days	Leaver - Refund	100%
10 working days	Retirement Quotation	100%
10 working days	Transfer in Quotation	100%
10 working days	Transfer in Settlement	100%
10 working days	Transfer out Quotation	100%
10 working days	Transfer out Settlement	100%
10 working days	Divorce Quote	100%
13 working days	Retirement Settlement	100%
15 working days	Divorce Valuation / PSO Response	100%
15 working days	Data Change	100%
15 working days	New Entrants	100%
19 working days	Leaver - Options	100%
28 working days	DWP	100%
51 Working days	Divorce Settle	100%

This information is also detailed within quarterly administration reports, which are reviewed by the Trustees at each of their quarterly meetings. Over the year to 5 April 2023, the service standards expected by the Trustees have been met for the processing of core financial transactions.

Over the year, the Trustees asked that the Administrator report on ‘end-to-end’ processing times (this being the number of days it takes the Administrator to complete a case from the request being received). This allows the Trustees to review SLA statistics at a deeper level, and to identify areas where the Trustees could work with the Administrator to improve processes. Whilst some processes do take longer than others due to increased complexity (for example retirements and transfers out of the Plan), the Trustees are really pleased that the average end to end time for resolving member requests was 3 days as at 30 April 2023.

Members of the Administration leadership team have been in attendance at Trustee meetings over the year and the administration team are now operating a ‘day one working’ model, whereby as many cases as possible are completed on the day requests are received from members. Administration performance statistics are reported and discussed at each Trustee meeting.

In addition, the Trustees are working with the Administrator to improve functionality on the OneView website, adding the ability for members to download transfer packs directly.

The processes adopted by the Administrator to help meet the SLAs include:

- Transactions recorded and monitored on the workflow system;
 - Member / policyholder transactions are independently checked via a quality queue within the workflow process;
 - Investment deadline (3 working days) on receipt of DC contributions (from receipt of reconciled and validated contribution data and money) hardcoded into workflow system that feeds into a central investment cycle spreadsheet, which is monitored and reviewed to highlight exceptions;
 - Daily monitoring of bank accounts (and separate cheque receipt log-reconciled daily maintained by a central treasury team);
 - At least two individuals checking all investment and banking transactions;
 - Monthly reconciliation of contributions received;
 - Input onto the admin system and any subsequent changes approved by an authorised individual.
- The Trustees maintain a risk register that details the risks to Plan members, and mitigations to those risks. The Trustees have updated their risk register in line with the DC Code of Practice No.13, which came into effect in July 2016. The register was last reviewed in June 2022.
 - The Plan Auditor carries out regular spot checks to ensure that contributions are paid in accordance with the Schedule of Contributions.
 - The Trustees also monitor the accuracy of the Plan's common data annually. A summary report is received from the Plan Administrator. In March 2023, the Plan had achieved a score of 99.8% for its common data. In addition, the Trustees will be working closely with the Administrator to ensure that the Plan is ready for the 'Pensions Dashboard'.

The Trustees recognise that delay and errors can cause significant losses for members. Delay and errors can also cause members to lose faith in the Plan, which may in turn reduce their propensity to save and impair future retirement outcomes.

The Trustees challenge the Administrator with regard to the processing of core financial transactions. The Administrator is aware of the statutory deadlines for the processing of all member-related services, including core financial functions such as investment switches and benefit payments, and have confirmed that all core financial transactions over the year for the Plan were invested on time and within the statutory deadlines. The Trustees regularly receive the relevant details from the Administrator to enable effective monitoring of these processes.

Should standards fall, the Administrator will be asked by the Trustees to explain the reason why and how the issue can be rectified. The Trustees will continue to seek the relevant details to support effective monitoring of these processes.

Based on the above, the Trustees are satisfied that the Plan's core financial transactions have been processed promptly and accurately by the Administrator during the period to which this Statement relates.

3. Charges and transactions costs

Charges

The charges borne by members consist of investment management, platform services and insurance intermediary services only, which are deducted directly through the unit prices of the funds they invest in. These combined charges are known as Total Expense Ratios ('TERs'). All other costs associated with running the Plan, including administration, advisory, legal, and other member communications resources are paid for by the Company.

As required by the Administration Regulations, the Trustees are required to report on the charges and transactions costs for the investments used in both the default and non-default (self-select fund range) investment options and their assessment on the extent to which the charges and costs represent good value for members. Charges relating to investment costs are deducted from members' funds. The Plan is used as a qualifying arrangement for auto enrolment and as such must comply with regulations on charge controls introduced from April 2015. Specifically, all of the default investment arrangements under the Plan must have a total expense ratio equal to, or below, the charge cap of 0.75% p.a. of

savings. The Trustees can confirm this threshold is adhered to.

The total charges payable under the default investment option will vary depending on the stage that each member has reached in the de-risking process and range from 0.36% p.a. to 0.50% p.a., depending on a member's time to retirement, which is compliant with regulations on charge controls which limit the combined TER to 0.75% p.a.

The TERs shown in Table 2 for each fund are sourced from Scottish Widows and Prudential.

Transaction Costs

Transaction costs are not explicitly deducted from a fund but are captured in its investment performance (in other words, the higher the transaction costs, the lower the returns produced by a fund). The Financial Conduct Authority has provided guidance (PS17/20) to investment managers regarding calculations and disclosures of transaction costs which comply with regulations. The transaction costs shown in this statement are calculated on a methodology known as 'slippage cost'. This compares the price of the stocks being traded when a transaction was fulfilled with the price at which the transaction was requested. Market movements during any delay in transacting may be positive or negative and may also outweigh other explicit transaction costs. For this reason, overall transaction costs calculated on the slippage method can be negative as well as positive. A negative figure is effectively a gain from trading activity, whilst a positive figure is effectively a cost from trading activity.

Scottish Widows have worked with the various underlying investment firms to collate the required data on transaction costs. The total transaction cost reported by Scottish Widows for each fund is shown in Table 2. The limitations around the disclosure of transactions costs are detailed below:

- Transaction cost totals represent annualised transaction costs incurred by the fund manager within the underlying fund. Figures do not currently contain impacts of dilution adjustments incurred at the Scottish Widows fund level when Scottish Widows deals in the underlying funds.
- Reporting cycles may differ between fund managers, and so data provided may not align completely across funds. The latest available annualised information, as close to the Plan year-end date as possible has been used in each case.
- Fund managers may use different methodologies to calculate their transaction costs; therefore, overall transaction cost figures may not be directly comparable, or may exclude some elements or breakdowns of the total cost.

Table 2: Investment Funds Costs and Charges

Fund	TER (% p.a.)	Transaction Costs (% p.a.)
High Growth*	0.36	0.16
Moderate Growth*	0.50	0.18
Cautious Growth*	0.41	0.15
Global Shares	0.36	0.16
Bond	0.36	0.16
Property	0.75	0.00
Multi-Asset	0.84	0.31
Pre-Retirement Bonds	0.14	0.00
Cash**	0.16	-0.01
Prudential With Profits	0.65***	0.00

*These funds are used in the default investment option only and are not available as self-select options.

**Default investment arrangement from a regulatory perspective.

*** For members in this fund, the Trustees also pay £500 p.a. in addition to the member-borne charge of 0.65% p.a.

The TERs shown above include the Annual Management Charge ('AMC') and other expenses associated with the running and management of the funds (which will vary slightly from time to time). The charges stated are at 31 March 2023, as provided by Scottish Widows.

The Trustees fully support transparency of charges and costs for members. However, a key consideration for members is the performance produced net of combined charges and costs. Moreover,

a cheaper fund does not necessarily deliver the best value for money.

To illustrate the impact of charges and costs on a typical member's pension pot, the Trustees have provided examples below based on the statutory guidance, on the default investment option (which is the most popular investment choice by members) and the funds with the highest and lowest charges as well as expected returns. These illustrations take into account savings pot sizes, contributions, investment returns above inflation (before charges and costs), adjustment for the effects for costs and charges and time.

The Trustees have shown example illustrations of what money invested (including existing and future contributions, as well as investment returns) in each of these funds could be worth in the future taking inflation, investment costs and charges into account. These figures are shown in today's terms, meaning they show what those pots could be worth today.

Example illustrations showing the impact of charges and transaction costs within the Plan

To ensure that these calculations are representative of the membership, the Trustees have made some assumptions in producing these illustrations:

1. Values shown are estimated projections and are ***not*** guarantees.
2. The illustration starts at age 18 for active members (the age of the youngest active member) and 43 for deferred members (the average age of deferred members). The illustrations continue until the age of 65 (the Plan's normal retirement age).
3. The starting pension pot size for active members is assumed to be £0, and £12,500 for deferred.
4. Inflation and salary increases are assumed to be each year.
5. For active members a salary of £25,000 has been assumed.
6. For active members the Trustees have assumed a contribution rate of 10% per year (this is the default contribution rate for members joining the Plan).
7. Transaction costs are assumed to not be negative at any stage. As defined in regulation 2(1) of the Occupational Pension Schemes (Charges and Governance) Regulations 2015, the illustration should be based on an average of the previous 5 years' transaction costs or, where data is available for fewer than 5 years, an average of transactions costs over the years for which data is available. Therefore, the average transaction costs across 2019 and the year to 5 April 2023 have been used in the illustrations.
8. The projected growth rates before ongoing charges are as follows:
 - A. **Default investment option** (most popular investment choice by members): investment return of 4.00% to 2.24% per year above inflation, with ongoing charges between 0.35% and 0.42% a year and transaction costs between 0.12% and 0.13%p.a.
 - B. **Multi-Asset Fund** (most expensive fund): investment return of 3.50% above inflation, with ongoing charges of 0.84% a year and transaction costs of 0.32%p.a
 - C. **Pre-Retirement Bonds Fund** (least expensive fund targeting purchasing an annuity): investment return of 1.34% above inflation, with ongoing charges of 0.14% a year and transaction costs of 0.01%p.a
 - D. **Global Shares Fund** (highest expected return): investment return of 4.00% above inflation, with ongoing charges of 0.35% a year and transaction costs of 0.12%p.a
 - E. **Cash Fund** (lowest expected return): investment return of 0.50% above inflation, with ongoing charges of 0.16% a year and transaction costs of 0.00%p.a.

Active Members (those still contributing to the Plan regularly)

Members Age	Default Investment Option		Multi-Asset Fund		Pre-Retirement Bonds Fund		Global Shares Fund		Cash Fund	
	Current default investment option and most popular option		Most expensive fund		Least expensive fund targeting annuity purchase		Highest expected growth fund		Lowest expected growth and additional default fund	
	Before Charges & Costs	After Charges & Costs	Before Charges & Costs	Before Charges & Costs	Before Charges & Costs	After Charges & Costs	Before Charges & Costs	After Charges & Costs	Before Charges & Costs	After Charges & Costs
	(£)		(£)		(£)		(£)		(£)	
19	£2,750	£2,740	£2,750	£2,720	£2,720	£2,710	£2,750	£2,740	£2,710	£2,700
20	£5,610	£5,580	£5,600	£5,500	£5,470	£5,460	£5,610	£5,580	£5,430	£5,410
25	£21,810	£21,390	£21,590	£20,580	£19,800	£19,680	£21,810	£21,390	£19,230	£19,100
30	£41,630	£40,290	£40,890	£37,740	£35,130	£34,770	£41,630	£40,290	£33,380	£33,030
35	£65,900	£62,890	£64,200	£57,280	£51,520	£50,790	£65,900	£62,890	£47,890	£47,190
40	£95,600	£89,900	£92,320	£79,540	£69,050	£67,790	£95,600	£89,900	£62,770	£61,590
45	£130,810	£120,920	£126,280	£104,880	£87,790	£85,820	£131,960	£122,200	£78,020	£76,240
50	£169,500	£153,240	£167,260	£133,730	£107,830	£104,960	£176,460	£160,810	£93,660	£91,130
55	£214,230	£189,240	£216,740	£166,590	£129,260	£125,270	£230,940	£206,970	£109,690	£106,280
60	£266,000	£229,610	£276,470	£204,010	£152,180	£146,820	£297,630	£262,160	£126,130	£121,680
61	£276,790	£237,860	£289,820	£212,090	£156,950	£151,280	£312,660	£274,430	£129,460	£124,800
62	£287,550	£246,020	£303,690	£220,390	£161,780	£155,800	£328,310	£287,140	£132,820	£127,920
63	£298,180	£254,030	£318,080	£228,900	£166,680	£160,380	£344,610	£300,320	£136,190	£131,050
64	£308,570	£261,800	£333,040	£237,640	£171,650	£165,000	£361,580	£313,980	£139,570	£134,200
65	£318,610	£269,250	£348,560	£246,610	£176,680	£169,690	£379,250	£328,130	£142,980	£137,350

Deferred Members (those no longer making contributions to the Plan)

Members Age	Default Investment Option		Multi-Asset Fund		Pre-Retirement Bonds Fund		Global Shares Fund		Cash Fund	
	Current default investment option and most popular option		Most expensive fund		Least expensive fund targeting annuity purchase		Highest expected growth fund		Lowest expected growth and additional default fund	
	Before Charges & Costs	After Charges & Costs	Before Charges & Costs	Before Charges & Costs	Before Charges & Costs	After Charges & Costs	Before Charges & Costs	After Charges & Costs	Before Charges & Costs	After Charges & Costs
	(£)		(£)		(£)		(£)		(£)	
44	£12,980	£12,910	£12,980	£12,830	£12,670	£12,650	£13,020	£12,950	£12,560	£12,540
45	£13,460	£13,320	£13,480	£13,170	£12,840	£12,800	£13,550	£13,430	£12,630	£12,580
50	£15,940	£15,300	£16,270	£14,990	£13,730	£13,580	£16,590	£16,050	£12,940	£12,800
55	£18,770	£17,450	£19,640	£17,070	£14,680	£14,410	£20,310	£19,190	£13,270	£13,020
60	£22,020	£19,860	£23,710	£19,440	£15,700	£15,290	£24,860	£22,940	£13,610	£13,240
61	£22,690	£20,330	£24,620	£19,950	£15,910	£15,480	£25,880	£23,770	£13,670	£13,280
62	£23,350	£20,800	£25,560	£20,480	£16,130	£15,660	£26,950	£24,640	£13,740	£13,330
63	£23,990	£21,250	£26,540	£21,020	£16,340	£15,850	£28,060	£25,530	£13,810	£13,370
64	£24,600	£21,670	£27,560	£21,570	£16,560	£16,040	£29,220	£26,460	£13,880	£13,420
65	£25,190	£22,060	£28,620	£22,140	£16,790	£16,230	£30,430	£27,420	£13,950	£13,460

Investment returns after all charges and transaction costs

The tables below show performance, net of all charges and transaction costs, of all funds available to members during the Plan year. The format of the data shown is consistent with that required to be shown in the Plan's Chair's Statement. For the avoidance of doubt, performance is shown net of all charges and transaction costs.

Default strategy	Annualized returns to 31 March 2023 (%)		
Age of member	1 year	5 years	Since Inception*
25	-2.1	8.3	5.7
45	-3.5	5.4	2.4
55	-4.2	4.8	1.5

Self-select fund	Annualized returns to 31 March 2023 (%)		
	1 year	5 years	Since inception*
Global Shares	-2.2	8.3	9.0
Bond	-11.4	-0.7	2.0
Multi-Asset	2.8	2.4	6.5
Property	-8.5	1.9	1.4
Pre-Retirement Bonds	-20.3	-3.2	1.4
Cash	2.1	0.7	0.3

*Inception date of 28 November 2017

Value for Members

In accordance with regulation 25(1)(b), the Trustees are required to undertake a review of the charges and transaction costs incurred by members in order to ascertain whether or not they represent good value for members.

Core among the Trustees' beliefs is that value is about using the resources at its disposal effectively to help members achieve a good outcome for life after work. This means that value is not just about obtaining the lowest costs. Also, while some elements of value should be scrutinised carefully over the short-term (for example, the performance of the Plan Administrator), others such as the suitability and performance of investment funds span several years.

Overall, the Trustees believe that the Plan offers members good value. The reasons underpinning this conclusion include:

- Charges for the default investment option and other funds treated as default investment arrangements are significantly below the charge cap of 0.75% per annum;
- Charges on all funds have been assessed by the Plan's advisors as good or reasonable value, compared to peer group funds;
- Performance of the Plan's investments has been reasonable, noting some underperformance in funds underlying the default investment option. As noted above, the Trustees have made changes to the Plan's investments following an investment strategy review.

In addition to the member borne charges, the Trustees have also analysed the value derived from the wider Plan in order to arrive at this conclusion, having considered:

- Investments (net performance and charges for the default and self-select options);
- Communications;
- Plan governance;
- Administration services; and
- At-retirement services.

Moreover, the Company, not the members, pay for all advisory, communication, governance and administration costs associated with operating the Plan. Hence, the Trustees concluded that the Plan's overall benefits and options represent good value in comparison to the costs payable by members.

4. Trustee knowledge and understanding

In accordance with sections 247 and 248 of the Pensions Act 2004, the Trustees are required to maintain an appropriate level of knowledge and understanding which, together with professional advice that is available to them, enables them to properly exercise their functions and duties in relation to the Plan.

The Trustees must also be conversant with the Plan's own documentation. These are described in legislation as the Trustees Memorandum and Articles of Association, trust deed and rules, statement of investment principles. The Trustees must also be conversant with any other document recording current policy relating to the administration of the Plan generally. The Pensions Regulator interprets 'conversant' as having a working knowledge of those documents such that the Trustees are able to use them effectively when they are required to do so in the course of carrying out their duties on behalf of the Trustees.

This requirement has been met during the course of the Plan year as the Trustees have undertaken ongoing training, both as a group and individually to keep abreast of relevant developments. The table below demonstrates how the Trustees have met the requirements:

Requirement	How the requirement has been met over the Plan year
A working knowledge of the trust deed and rules	<ul style="list-style-type: none"> - The Trustees have access to the Trust Deed and Rules in case any queries arise. However, any questions which require an interpretation of the Rules, are referred to their lawyers for advice.
A working knowledge of the current Statement of Investment Principles	<ul style="list-style-type: none"> - Over the year, the Trustees reviewed the criteria under which they assess their investment advisor, a requirement under the Competitions and Markets Authority Statement and Objectives. - The Trustees undertook TPR Toolkit refresher training with their advisors, covering pension investments and investments in DC pension arrangements. - The Trustees began a review of the Plan's default investment option and the self-select fund range.
A working knowledge of all documents setting out the Trustees' current policies	<ul style="list-style-type: none"> - The Trustees undertake an annual evaluation of training requirements, which includes specific consideration of whether any further training is required in respect of these documents. - The Trustees have access to all key Plan documentation and produced a summary of the Trustees' objectives / policies and in which document they are recorded or where they are evidenced. - The Trustees undertook TPR Toolkit refresher training with their advisors, covering how to run a pension scheme and pensions law.
A sufficient knowledge and understanding of the law relating to pensions and trusts	<ul style="list-style-type: none"> - The Trustees have access to legal advisers, Eversheds Sutherland, who support them with their understanding of the law relating to pensions and trusts and will draw attention to any legislative changes the Trustees need to be aware of. - Over the year, the Trustees worked with their legal advisors to produce a deed allowing members to partially transfer their benefits outside of the Plan.
A sufficient knowledge and understanding to the relevant principles relating to the funding and investment of occupational schemes	<ul style="list-style-type: none"> - At each meeting at least one of one of the Plan's investment managers is invited to attend. - The Trustees began a review of the Plan's default investment option and the self-select fund range. - As the Plan is a DC Plan the Trustees are not required to consider funding principles.

<p>Combined Trustee knowledge and understanding, together with available advice, enables to properly exercise their functions.</p>	<ul style="list-style-type: none"> - All new Trustees are required to have completed the Pensions Regulator's Trustee Toolkit within six months of initial appointment and familiarise themselves with the Plan, stakeholders, advisers providers and working methods. - The Trustee Board comprises of individuals with diverse professional skills and experiences, reflecting the varied nature of the challenges that its governance must address. - To support the Trustees in keeping up to date on investment matters, investment managers present updates at each meeting. - The Trustees review their training needs on a regular basis and at least annually. During the Plan year, the Trustees undertook a knowledge gap assessment using a skills matrix to identify areas for focused future training. The matrix is reviewed and updated regularly. While there were a few gaps on an individual basis, which the Trustees will aim to address, the Trustees and their advisers are comfortable that as a collective group, they have sufficient knowledge to properly exercise their functions. - The Trustees maintain a training log that sets out individual and whole-board based training activity. The Trustees' professional advisors attend all quarterly meetings and are asked to input into the agenda. - The Trustees regularly receive email bulletins and updates from its advisers on the latest developments affecting Defined Contribution pension schemes.
-------------------------------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Taking into account the review carried out by the trustee body, and the professional advice available to them, the Trustee Board consider they are properly enabled to exercise their function as Trustees.

Chair's declaration

This statement is required under legislation set out in regulation 23 of The Occupational Pension Schemes (Scheme Administration) Regulations 1996 (the 'Administration Regulations'), as amended by the Occupational Pension Schemes (Charges and Governance) Regulations 2015.

I confirm that the above statement has been produced by the Trustees to the best of the Trustees' knowledge.

The original copy of this document was signed by Peter Milburn (Chair of the Trustees) on behalf of the Robert Bosch Limited Money Purchase Plan on 2 November 2023.