



Uniper UK Trustees Limited

Member Nominated Director vacancies

Put your skills to greater use by joining the Trustee team

The beating heart of energy.



Your opportunity to take an active role in the Uniper Group of the Electricity Supply Pension Scheme (the Scheme)

One of our Member Nominated Directors has retired from the Board, so we are now looking to appoint his replacement. We are also seeking to recruit a Shadow Director.

If you are interested in applying, this leaflet explains what's involved in being a Trustee Director and how you can apply to join the Trustee Board.

You can become a Trustee Director if you:

- are a current employee or a pensioner member within the Final Salary or Retirement Balance categories of the Scheme, and
- you have not been disqualified in law from acting as a director or trustee.

For further details, see:

<https://ukpensions.uniper.energy/final-salary/esps-library/Group-Trustees/mnd-selection>

About the Trustee

The Scheme is run by a Trustee Company, called Uniper UK Trustees Limited, which acts as the sole Trustee. It has a Board of Directors who make decisions about the Scheme. The Board is made up of six Trustee Directors (also known as 'the Trustees'):

- A Chairperson appointed by the Company
- An Independent Trustee Director appointed by the Company
- One Company Appointed Director
- Three Member Nominated Directors, who are selected from the Scheme's active and pensioner population.

There is also a Shadow Director, who plays an important role in supporting the work of the Group Trustee Board, but they are not a Trustee Director and don't vote on Board matters.

What does a Trustee Director do?

A Trustee Director's responsibilities include making sure that:

- The Scheme is administered correctly and, in particular, that benefits are paid correctly and on time
- The correct contributions are received and invested
- The assets are managed and invested prudently
- Proper records are kept and members are kept apprised of their benefit entitlements
- The Scheme is sufficiently well funded to pay benefits as they fall due
- Professional advisers and service providers are appointed and managed.

You can find profiles of the current Trustee Directors on the member website at:
<https://uniper.energy/final-salary/esps-library/Group-Trustees>



Could it be you?

A Trustee Director does not need qualifications or an extensive knowledge of pensions in order to apply – although financial experience, legal knowledge or HR experience can be useful.

You will need to become familiar with all the Scheme's documents, and particularly the Valuation Report, the Statement of Investment Principles and the Statement of Funding Principles.

You must also develop, or already have, an understanding of pensions and trust law and matters relating to funding and investment.

Whilst this role is a big responsibility, as long as you act with integrity and do not abuse the position of trust, you are generally protected in the event you make an honest mistake.

But don't worry, if appointed, you will be given comprehensive training and you will also receive plenty of help from the Scheme's professional advisers.

We are looking for someone who is:

- Prepared to learn
- Computer literate
- Not afraid to ask questions
- A team player
- Comfortable dealing with figures
- Able to maintain confidentiality
- Prepared to think for themselves and not follow the herd
- Motivated to act in the best interests of Scheme members.

Want to know more?

Take a look at <https://www.thepensionsregulator.gov.uk> to get an idea of what's involved (under 'Trustees'). You should also look at the Trustee toolkit, which is available on the same website. As a Trustee Director, you will be expected to complete the full toolkit within six months of being appointed.

The key dates



- Deadline for nominations:
5pm on 13 November 2026
- Shortlisted nominees invited to attend a Selection Panel on **15 December 2026** (Compton House, Birmingham)

What duties can you expect?

You will be expected to act prudently, conscientiously and honestly, in the best interests of all the members of the Scheme. This includes employee members, deferred members and pensioners.

You will need to do quite a lot of reading in order to prepare for meetings, and you also have to set aside time for travel and training.

The main Board meetings usually last a full day and are held four times a year in Compton House, although occasionally they may be held in London or elsewhere. You may also be asked to join a sub-committee, which also meets four times a year. Sub-committee meetings are shorter and are typically held virtually, but you may be required to travel to these on occasion.

Overall, you should allow about 18 days a year for the job. You may need more time in the first year, as you get up to speed.

Member Nominated Directors are not paid for their services, although reasonable travel expenses will be reimbursed whilst carrying out your work as a Trustee Director.

Period of office

The appointed Member Nominated Director will serve for up to six years and may apply for re-selection for a further term.

Note: If the selection process does not result in suitable candidates being appointed, then the Trustee Board may operate with a vacancy for such period as it determines to be reasonable and then will re-run the process, but it is not obliged to do so immediately. If there is only one nominee, that person may be appointed without further formality, subject to the approval of the Trustee Board.



Interested?

If you are interested in applying, a copy of this leaflet and further information about how to apply can be found on the member website at: <https://ukpensions.uniper.energy/final-salary/esps-library/Group-Trustees/mnd-selection>

You're also welcome to have an informal chat about what the MND or Shadow Director role entails, before submitting a nomination, with our Trustee Chair or one of our existing MNDs. Contact details are provided in the accompanying letter.

ALL nomination forms must be received by **5pm on 13 November 2026** at the latest. The nomination form requires various statements to be made by you so that we can ensure you are eligible to be considered as a candidate for the role.

Member Nominated Directors must either be active or pensioner members of the Scheme. Deferred members are not eligible under the terms of the Articles of Association, and if you cease to be eligible then your term will end.

As Trustee Directors are appointed for a term lasting up to six years, please think carefully

about whether you are likely to remain an eligible member for this time and also whether you are able to commit the necessary time to the role.

A Selection Panel comprising the Chair of the Trustee, a Member Nominated Director, the Independent Trustee Director and the Scheme's legal adviser will interview all selected nominees. You will be invited to attend an interview on **15 December 2026** at Compton House, Birmingham, which will last for up to one hour. The Selection Panel will select the candidates whose skills, experience and competencies best match the needs of the Group Trustee Board.

The nominees will be notified of the results of the selection process. The result will be announced on the member website and in a formal letter to eligible members in late 2026/early 2027.

If you have any further questions, please contact:

Hana Bailey, Muse Advisory,
Secretary to the Trustee



uniper@museadvisory.com