Your **FIL UK Pension Plan** Trustees

Peter Horrell MA Natural Sciences, Cambridge

CHAIR OF THE TRUSTEES (COMPANY-NOMINATED)

Pete has 30 years' experience across Financial Services including his last executive role leading the Workplace & Financial Health business for Fidelity International. He is now non-executive Chair of Fidelity's UK business, amongst other responsibilities for Fidelity, including the Chair of Trustees.

Richard Atkins

TRUSTEE (MEMBER-NOMINATED)

Richard joined Fidelity in 2018 as Head of Client Services UK, before moving into the role of Head of Transformation & Change within Global PI&A Operations in August 2020. Prior to joining Fidelity, he spent 3 years as Scheme Manager to one of the UK's largest Master Trust and Independent Governance Committees, reporting to the independent Chairman of the Board. With the exception of his current role, Richard has worked in the pensions industry since 2000, where he has held a variety of senior management roles in both the defined contribution and defined benefit environments.

Nick Birchall MA (Hons), Edinburgh

TRUSTEE (COMPANY-NOMINATED)

Nick is Chief Administrative Officer - Europe. Nick joined Fidelity's UK Institutional business in 1996. Nick has held numerous roles within Institutional such as Head of UK Institutional Business (2011-2016) and Global Head of Channel Management (2016-2020) before taking up his current role in 2020. Nick became a Trustee in 2010 and is also a member of the Investment Sub-Committee.

Anne-Marie Brennan BA (Hons) European Business Studies, University of Ulster

TRUSTEE (COMPANY-NOMINATED)

Anne-Marie Brennan joined Fidelity International in February 2007 in a Business Development role for Fidelity's Continental European distribution business. She subsequently held the role of Head of Product Europe with responsibility for defining, prioritising and implementing product strategy covering the Luxembourg SICAVs and Fidelity's UK and Ireland domiciled fund ranges. Anne-Marie is currently Head of the Platform Products Group for Global Platform Services.

Fidelity INTERNATIONAL

Laura Faircloth FD, Open

TRUSTEE (MEMBER-NOMINATED)

Laura is passionate about demystifying the world of pensions and helping people achieve their retirement goals. She first started out at Fidelity in 2000, opening the post at 6 am! Later she worked for Jupiter where she held a number of customer services roles. In 2003, she returned to Fidelity where she began her career in Change Management. She is currently a Senior Project Manager in the Business Change Team and is also Chair of the Communications Sub-Committee for the Plan.

Suzanne O'Connell LLB (Hons), Exeter

TRUSTEE (COMPANY-NOMINATED)

Suzanne is Global Head of HR for Eight Roads. Joining Eight Roads in 2015, Suzanne initially held the role of Head of Compensation & Benefits before moving to a broader role supporting the business across all talent initiatives. Suzanne spent her early career as a tax advisor with PwC and Deloitte before pursuing her passion for the alternative investments industry, moving to an in-house HR role at 3i plc where she led long-term incentives arrangement.

Juliet Pursaill BA (Hons) Philosophy and French, Oxford

TRUSTEE (MEMBER-NOMINATED)

Juliet joined Fidelity in 2018 on the Equity Research Graduate programme having interned at the company whilst at University. She's currently an Equity Research Analyst, based in Cannon Street, looking at the Insurance sector. Prior to starting at Fidelity, she spent time with Amundi and Lombard Odier's Socially Responsible Investing teams and is passionate about further developing the sustainability credentials of the default strategy.

Riju Sathyan BSc (Hons) Banking & International Finance, London

TRUSTEE (MEMBER-NOMINATED)

Riju is Head of Transformation for investment management within ISS, bringing a wealth of skills in investment operations and change management, including implementation of new technology and data solutions. He has experience as a director on boards and in oversight and control framework forums. Riju joined Fidelity Investments in 2025, as Chief Operating Officer for Multi Asset. Prior experience includes Man Group PLC in an equivalent COO role within quantitative investment team and State Street Bank, where he was responsible for their Performance, Risk and Analytics team. Riju joined the Board in 2022.

Stephan von Bismarck CFA, PRMIA, MA Mathematics, Hamburg

TRUSTEE (COMPANY-NOMINATED)

Stephan joined Fidelity in 2004 as Head of Investment Management Risk after having worked in the asset management industry for over 15 years. Since 2018 he is a member of the product team looking after funds managed by non-FIL Fidelity entities aka sub-advised investment management. He is also a conducting officer for our Luxembourg fund ranges. He continues to be passionate about risk, but also about making potentially complex calculations simpler and accessible.

Your trustees are always delighted to hear from you, so if you have any queries about the plan or if there are suggestions or issues that you would like to discuss, do get in touch. For any queries relating to your individual plan or pensions holdings, please log in to **PlanViewer** (by using the My Tools drop down menu on the homepage of The Source) or call the **Workplace Investing Service Centre** on **0800 3 68 68 68.**

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