The Museums Association Pension Plan

Chair's Statement

1 April 2025 to 31 March 2026

01 Introduction

This is the Chair's Statement for The Museums Association Pension Plan (the "Plan") covering the period 1 April 2025 to 31 March 2026.

As the Chair of Trustee, I provide you with a yearly statement which explains what steps have been taken by the Trustee Board, with help from our professional advisers, to meet the new governance standards. The law sets out what information has to be included in my Statement, and this is designed to help members achieve a good outcome from their pension savings.

The Plan is a defined benefit ('DB') arrangement, established on 1 November 1988, providing benefits to members depending on their membership category. The Plan also operates a Money Purchase Underpin ("MPU") relating to contributions paid in respect of members prior to 1 September 2005. Each member with a MPU is notionally allocated a number of units which increase in value in line with the Plan's underlying investments. The MPU is compared against the value of benefits upon crystallisation, for example death, transfer, or retirement.

£45.5k

Total MPU funds in the Plan

The MPU underpin does not have a default investment option and this is explained further in Section 2.

The Plan was closed to future accrual with effect from 31 March 2008. As a result, all employees became deferred members, and no further contributions are payable by members.

The Plan is an "insured scheme" and so the Trustee may only choose from in house investments available from the insurers, the Royal London Mutual Insurance Society ("Royal London"), or those offered through the external fund managers on RLAM's platform.

During the Plan Year, most of the funds were disinvested and the proceeds used to secure a bulk annuity for the members, which is expected to provide improved value for members The remaining funds of £45,452 are invested in the RLP Deposit fund. The fund invests in money market instruments. These may include cash, bank deposits and very short-term fixed interest investments.

The AVC funds are invested in the Cautious Lifestyle Strategy, that is designed to reduce the investment risk as the member approaches retirement. The investments are gradually switched from higher to lower risk portfolios as the member get closer to retirement. The strategy is invested in the Governed Portfolio Funds (Enhanced, Moderate and Defensive).

Following this transaction, the RLP Deposit Fund and AVC benefits are the only defined contribution investments remaining in the Plan. With the transfer and purchase of the bulk annuity, the Trustee intends to transfer these remaining benefits out of the Plan, with the aim of securing improved value for the members.

01.01 Governance and Queries

The Trustee is committed to having high governance standards and we meet regularly to monitor the controls and processes in place in connection with the Plan's investments and administration.

I welcome this opportunity to explain what the Trustee does to help ensure the Plan is run as effectively as it can be. If you have any questions about anything that is set out below, or any suggestions about what can be improved, please do contact The Museums Association at 42 Clerkenwell Close, London, EC1R 0AZ.

The Plan was established by a Trust Deed effective from 1 November 1988 in order to provide benefits for employees of the Museums Association.

The Plan is currently governed by a corporate trustee body registered with Companies House.

I, Mohammed Suleman, was appointed as the Chair of Trustee in 2023 and am signing this Statement in that capacity.

02 Investment Strategy

2026

The most recent review of the fund range and investment strategy and performance was concluded on 6 February 2026

02.01 The default investment option

The Plan has no default investment arrangement and is not required to. The current investment strategy was implemented following the conclusion of a strategic investment review by the Trustee, considering the intention of a buy-in transaction, taking specialist investment advice from its advisers, XPS Investments, on 6 February 2026.

02.02 Reviewing the investment arrangement

The Trustee reviews the investment strategy and its objectives at regular intervals. The Trustee regularly monitors the investment performance.

03 Charges and transaction costs

03.01 Investment Manager Charges

Following the transfer out of the funds to purchase an annuity, the remaining DC funds in the Plan are currently invested in the RLP Deposit Fund. This fund invests in money market instruments.

All expenses relating to the management of funds are charged via an Annual Management Charge calculated as a percentage of the Plan's total assets under management with Royal London.

Under the insurance contract, each fund has an Annual Management Charge (AMC). The charges for the relevant fund are outlined below. The fund charges for the funds with monies invested in at 31/03/2026 are detailed below:

	Total Expense Ratio*	Transaction Costs*
Fund Name		
RLP Deposit	0.20%	0.001%

(Source: Royal London Mutual Insurance Society)

*TER represents the sum of the Annual Management Charge (AMC) and Additional Fund Expenses (AFEs)

*Transaction costs are calculation and disclosed on an annual basis by Royal London. Transaction costs shown here are as at 31/12/2025.,

Charges and Transaction costs continued

The TER for the fund is 1.00% p.a. where the unit price is adjusted daily to take 1.00% over the year. However, the TER for the Plan is effectively 0.20% p.a. as the Plan receives a rebate of 0.80%.

03.02 AVC Charges

Three members of the Plan hold AVC investments with Royal London. These three members are invested in the Cautious Lifestyle (Annuity). The charges for the underlying funds are shown below, as at 31 March 2026:

	Total Expense Ratio[1]	Transaction Costs
Fund Name		
RLS Annuity	1.00%	0.085%
RLP Governed Portfolio Enhanced*	1.00%	0.091%
RLP Governed Portfolio Moderate*	1.00%	0.074%
RLP Governed Portfolio Defensive*	1.00%	0.032%

(Source: Royal London Mutual Insurance Society)

[1]TER represents the sum of the Annual Management Charge (AMC) and Additional Fund Expenses (AFEs).

* Following changes made by Royal London to the fund names, which took place 18 November 2024, Governed portfolio 1, 2 and 3 were renamed to Governed portfolio Enhanced, Moderate and Defensive respectively.

03.03 Administration Charge

All core administration charges are currently met by the Employer in the form of a fixed fee.

03.04 An illustration of the charges levied on members

An illustration for a member invested in the RLP Deposit Fund can be found in Appendix A, showing the possible effect of the costs and charges over time. This is for illustration purposes only. The projected figures are not guaranteed and actual returns earned, and member fund values are likely to be different.

03.05 Investment Performance

Changes to legislation introduced in October 2021 require trustees of relevant occupational pension schemes to report on the net investment returns for the default arrangement(s) and for each fund which scheme members are, or have been able to, select, and in which scheme members are invested during the scheme year.

Net investment returns refer to the returns on funds after the deduction of all transaction costs and charges and including them in this statement is intended to help members understand how their investments are performing.

03.06 Fund Performance

Royal London provides the Trustee with regular investment performance information to monitor the investment funds. The Trustee raises performance questions directly with Royal London. This table shows how the funds have performed over the last one and five years to 31 March 2026.

	1 Year (31/03/2025 - 31/03/2026)	5 Years (31/03/2021 - 31/03/2026) annualised
Self-select funds		
RLP Deposit	3.23%	2.40%
RLS Annuity	2.89%	-1.00%
RLP Governed Portfolio Enhanced	14.72%	7.46%
RLP Governed Portfolio Moderate	10.70%	4.79%
RLP Governed Portfolio Defensive	6.78%	2.99%

(Source: Royal London Mutual Insurance Society)

This table shows how the Cautious LifeStyle Strategy (Annuity) has performed for members at three different ages, over the last one and five years (annualised p.a.) with a target retirement date of 65.

	1 year (01/04/2025 – 31/03/2026)	5 Years (31/03/2021 - 31/03/2026) **annualised**
Age 25	14.72%	7.46%
Age 45	14.72%	7.46%
Age 55	10.70%	4.24%

(Source: Royal London Mutual Insurance Society)
Figures are net of fees. Past performance is not a reliable indicator of future results. The value of investments may go down as well as up and members may get back less than they invest.

04 Core financial transactions

04.01 Assessing Core Transactions

During the year, the Trustee ensured the requirements of Regulation 24 of the Occupational Pension Schemes (Scheme Administration) Regulations 1996 were met and that the Plan's core financial transactions were processed promptly and accurately by:

- There is an agreement in place with XPS (As Plan administrator), committing them to defined service level agreements ("SLAs") for all services.
- XPS report on their performance regularly against the SLAs above so that the Trustee can monitor that the SLAs are being met. Where agreed SLAs have not been achieved, the Trustee has worked with the administrator to understand why this has happened and where improvements can be made
- The administrator produces audit reports on a regular basis to show all switching activity that has taken place.

The Plan administrator carries out an annual audit to check that internal control procedures are being followed. The XPS Administration team is accredited against ISO9001:2008 and AAF 01/06 audit requirement.

We can confirm there were no material issues in the Statement period on which to report.

The core financial transactions include:

- The transfer of assets relating to members into and out of the Plan - The Plan's administrator maintains and reconciles comprehensive records of individual member's fund values. Any investments withdrawn or transferred to another scheme are processed following receipt of all relevant paperwork, subject to any investigations required where there is evidence of a pensions scam.
- Monitoring of bank accounts – There is a dedicated processing team, checking investment and banking transactions.
- Payments to members – All payments out of the Plan in respect of members' benefits are made in line with standard checks. This includes agreed processes and authorisation levels to ensure any payment made is calculated correctly and in line with the Plan rules and legislation and also complies with HMRC rules and guidance. In addition, every effort is made to check for possible pension scams.
- The majority of funds were disinvested during the Plan Year, and the proceeds were used to purchase a bulk annuity for these members, which is expected to provide improved value. The RLP Deposit Fund and the AVC benefits are the only remaining defined contribution investments in the Plan. The Trustee intends moving these benefits out of the Plan with the aim to improve the value provided to these members as well.

Noting the requirement for accurate member data to process payments correctly, the Trustee is taking steps to continually review and where necessary, correct any problems with the member data, which is held by the Plan administrator, XPS.

05 Value for Members

05.01 Assessment of Value

The Trustee has reviewed the value for members considering the latest guidance from the Pensions Regulator.

The value assessment included the consideration of the member borne costs and charges and the net returns for the Plan's investment options (net of all costs and charges) against alternative arrangements (including master trust arrangements).

Net investment returns
The Trustee compared the net investment returns of the RLP Deposit Fund to similar funds with three large comparators. The analysis showed that the performance of the Fund compared reasonably against the performance of similar comparator funds.

Costs and charges
The Trustee compared the member borne costs and charges of the fund to three large comparators. The analysis showed that the charges borne by members within the Plan's funds were generally higher than the comparator arrangements.

Administration
There have been no material errors in relation to the service providers, and the administrator was operating appropriate procedures, checks and controls and operating within the agreed SLA.

Governance
The Trustee Board has adopted a governance structure that provides the Trustee with sufficient resource to govern the Plan. Guidance is provided to the Trustee concerning technical matters of relevance by their professional advisors. Overall, despite identifying a few areas in which the governance could be further developed and improved, the Trustee considers the current level of governance as suitable.

Communications
The Plan is committed to producing clear and concise communication materials that are appropriate for its members. It appoints a professional administrator (XPS) to provide these items to members.

05.02 Flexibility - accessing benefits

The range of options available to members has increased since the introduction of the 'Freedom and Choice' legislation which came into effect from April 2015. This legislation affords members the opportunity to draw their benefits more flexibly than previously possible. However, these options are not available under the Plan and members are required to transfer their benefits to another type of pension arrangement to access them.

05.03 Conclusion

Assessment of value for members is an ongoing process, and the Trustee has undertaken a review to ensure the Plan continues to offer good value, and that any changes in legislation, market conditions or member views are reflected for the benefits of members.

The Plan is a defined benefit ('DB') arrangement, which operated a Money Purchase Underpin relating to contributions paid in respect of members prior to 1 September 2005. The Trustee has secured the DB benefits outside of the Plan through a bulk annuity product which is expected to improve the value for these members. The Trustee intends to transfer the remaining defined contribution investments outside of the Plan to improve the value provided to these members before proceeding to wind up the Plan.

While the RLP Deposit Fund's returns may not keep pace with inflation, the Trustee notes that, when compared with other similar cash funds, the fund remains an appropriate and investment option within the cash fund category, and where a cash fund investment is appropriate for the member. On this basis, and taking the comparison into account, the Trustee considers the Plan to currently provide good value for the remaining members.

06 Trustee Knowledge and understanding

06.01 Knowledge and understanding of the Trustee

The Trustee is satisfied that they have complied with the knowledge and understanding requirements set out in section 248 of the Pensions Act 2004.

The Trustee has over a decade of combined experience directly relating to the Plan and so, has built up a strong working understanding and knowledge of the law relating to pensions and trusts, principles of investment and the requirements for funding a pension Plan. This is evidenced by the Trustee's interaction with its advisers as shown in the Trustee's Meeting minutes, and the governance framework established by the Trustee to review the performance of the Plan.

The Chair of Trustee has a background in finance and is a qualified accountant.

The Trustee has exercised its discretions and powers in line with the Trust Deed and Rules, current legislation and, where required, legal advice has been taken, demonstrating its working knowledge of the Plan's Trust Deed and Rules.

The Trustee Board has implemented arrangements to ensure that at least one third of directors of the trustee company are member nominated.

06.02 Trustee Training

In-house training is offered, use of the Pensions Regulator's (TPR's) online Trustee Toolkit is encouraged, and the Trustee may attend external seminars and updates. Any new trustee would be expected to carry out this training and be fully conversant with the Plan's documentation within 6 months.

The Trustee has put in place arrangements for ensuring that each Trustee takes personal responsibility for keeping themselves up to date with relevant developments.

The Trustee has regular training during the course of each meeting and this covers both regular governance and management of the Plan in addition to specialised investment training. A log of trustee participation in training is maintained. During the period covered by this Statement the Trustee received two DC trainings.

The Trustee also makes use of a team of expert advisers. Investment advisers and representatives from the Plan's administrator, regularly attend meetings of the Trustee Board.

06.03 Conclusion

As a result of the activities completed by the Trustee (both individually and collectively as a Trustee Board), and taking into account the professional advice available, I am confident that the combined knowledge and understanding of the Board has enabled the Trustee to exercise its functions properly.

07 Conclusion

"Overall, the conclusion is that the Plan is currently delivering value for money to the members"

The annual production of this Statement provides members with a narrative of how the Trustee looks after members' interests, especially in the areas of the 5 key elements within this Statement listed below.

- Investment strategy
- Charges and transaction costs
- Core financial transactions
- Providing value for members
- Trustee Knowledge and understanding

The Trustee will continue to monitor these key areas and report to members both via the annual Chair's Statement and other communications as appropriate. In conclusion, with the continual monitoring and the reviews detailed here, I am pleased to be able to submit this report in accordance with the Chair's Statement requirements, in the belief that the Plan was operated and governed appropriately during the reporting period.

Signature	**Date**
	29.10.26
Name Mohammed Suleman	**Qualification** Chair of Trustee The Museum Association Pension Plan

Appendix
Projections

The table shows in money terms the accumulative effect of charges taken from a member's fund over time.

	RLP Deposit Fund	
Investment return (p.a.)	2.00%	
Charges (p.a.)	0%	0.201%
Years to Normal Retirement Age	DC Pension Pot (before charges)	DC Pension Pot (after charges)
15	**35,000**	**35,000**
10	**34,155**	**33,819**
5	**33,330**	**32,679**
0	**32,525**	**31,576**

The above figures are for illustration purposes only. The actual returns received are likely to differ over time as will individual member's pension pot sizes.

This illustration is based on:

- An initial pension pot of £35,000.
- Investment returns as 2%
- Inflation of 2.5% p.a.

The Trustee notes that the RLP Deposit Fund figures show that returns in this fund may not keep up with inflation.

In preparing these illustrations, the Trustee has had regard to:

- The Department for Work and Pensions' 'Reporting of costs, charges and other information: guidance for trustees and managers of relevant occupational schemes'.
- Actuarial Standards Technical Memorandum 1 (AS TM1) issued by the Financial Reporting Council. and
- The Financial Conduct Authority in workplace pensions.