ARP
Aon Retirement Plan

We are asking you to join us . . .

Dates for your diary

21 August 2026
The final date for applications.

Mid September 2026
Applicants informed if they will be invited to interview.

Early to mid October 2026
Interviews take place.

Late October 2026
Successful candidates confirmed.

For the first time, members of the Aon OnePlan are eligible to apply.

"Now that the ARP membership includes the active Aon OnePlan DC members, ensuring a Trustee Board that reflects the diversity of perspective and key objectives of active DC and both deferred DB and DC, plus pensioner members, has never been more important."

Nicola Parnham (ARP Trustee)

> "Each of the sitting Directors brings a unique lived experience, diversity of skill set and range of opinions to their role. Consensus is the ultimate goal, but appropriate challenge is essential to reach balanced, well-informed and robust outcomes.
>
> There is no such thing as a "stupid question" and we encourage each other to ask them, it makes us all appreciate the alternative angles and options."

Nicola Parnham (ARP Trustee)

Join us . . .

The term of office for two of our Member Trustees is coming to an end so we are looking to fill vacancies from early 2027.

How to apply

1. Take a quick look at our eligibility check to the right to make sure you can apply.
2. Let us know you're interested. You'll need to submit an application form by **21 August 2026**.

   Simply go to the following website **www.cesvotes.com/ARP26** and fill in your details.
3. Applications close on **21 August 2026**.

   We'll let you know whether or not you've been shortlisted.
4. If you make the shortlist you will be asked to attend a panel interview with some of the existing Trustees.

What you'll do as a Member Trustee . . .

In a nutshell...

Pay the right benefit, to the right person, at the right time.

In a bit more detail...

The duty of the Trustees is to run the ARP in line with its rules and in line with UK pension law. At the same time, you'll safeguard the interests of all members too.

Along the way, your duties will include...

- Working closely with the ARP's advisers and administrators so that, together, the Trustees can make informed decisions about the ARP's future and keep it running smoothly.
- Investing the ARP's assets so they can grow at a rate sufficient to provide members' benefits – while managing the risks involved in the best possible way.
- Keeping members informed about what's happening with the ARP – through newsletters and the website.

> "As Trustees our primary responsibility is to ensure the security of your, the members', benefits, with effective communication of what to expect at each stage of your journey with the ability to demystify the complexity of the financial decisions you may need to take.
>
> Just as we would never take risks with our own personal finances, we apply the same practical, common-sense approach to protecting the financial security of all ARP members."

Diversity is everything

We place a high value on having a Trustee Board made up from all walks of life – one that reflects the diverse ARP membership and draws upon different experiences, lifestyles, skills and backgrounds. One of the biggest myths in the pension world is that a Trustee should possess an actuarial qualification or be a financial expert. This isn't the case. Whatever your background, you're welcome to apply. **For the first time, members of the Aon OnePlan are able to apply, subject to the eligibility criteria below.**

Myth busting

You DON'T need to be a pensions expert.

It's not about knowing everything about pensions. We give you the training you need to help you gain a broad understanding of the topics and issues the role covers. The Board has specialist advisers who will assist in the more complex areas. As a Member Trustee, you need to be comfortable asking them questions before making any decisions.

You DON'T need to be on the point of retiring.

No-one is too young to start planning their retirement, even though other financial priorities like buying a house or car can get in the way. At the same time, if you're interested in the role and have yet to think about retirement, or have already retired, you can bring a valuable, different perspective to the Board.

You DON'T need to still be working at Aon.

While Aon provides the ARP with a huge amount of financial support, it's separate from the Company. You don't need to be a current Aon employee. You can be a member of any section and it doesn't matter if you're a deferred member or a pensioner, but you'll need to still be a member on the date you take up your term.

A quick eligibility check . . .

Before you go any further – make sure you can tick both boxes below.

- ☐ You must be able to attend meetings in London.
- ☐ You cannot be an undischarged bankrupt, or under investigation for any financial crime.

There's a longer list of things that could disqualify you, which you can find on your relevant ARP website, but these are the main ones.

Are both boxes ticked? Yes? Excellent. Read on . . .

Fancy a new challenge in 2027?

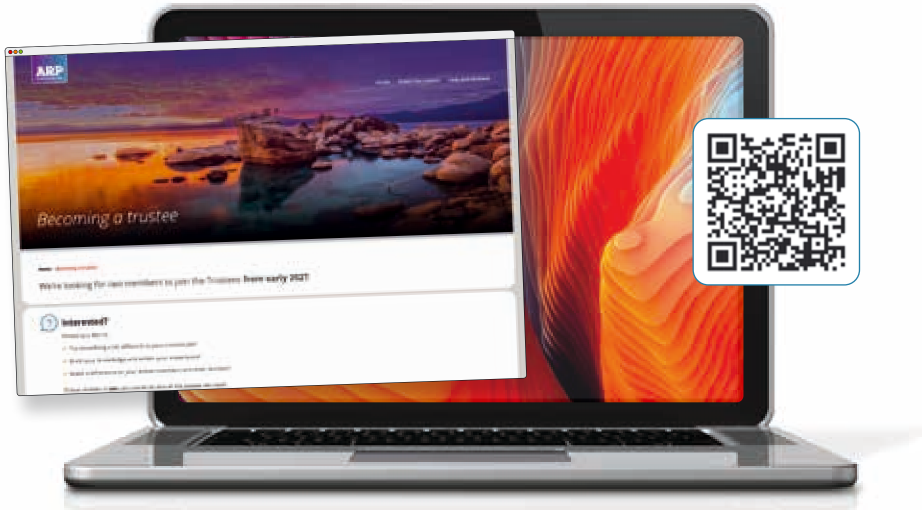
We're looking for two Member Trustees to join the Aon Retirement Plan Board.

Helping run a pension scheme with assets of around £2.5 billion, a number of different benefit categories and Aon's main pension arrangement for UK employees (the Aon OnePlan) might seem like a challenge, but joining a top team of trustees is an experience you'll never forget. Supported at every step, you can develop a wide range of new skills, build your network and be part of key decisions affecting around 19,000 fellow ARP members.

The best part? Whatever your background, day job, age, gender or career stage we want to hear from you. We want our Trustee Board to reflect the diversity of our members, so everyone is welcome to apply.

Who are we looking for?

We're looking for two Member Trustees, with terms commencing in early 2027.



Want to know more about being a Trustee?

You can find everything you need on your relevant ARP website, including more information about the Member Trustee role.

Visit:
www.aonretirementplan.co.uk/becoming-a-trustee/

SB9557 – (Published: July 2026)

Are you right for the role?

Before you decide to put yourself forward, take this quick quiz to check if you should apply. Look through the statements and answer them honestly: **TRUE** or **FALSE**.

	TRUE	FALSE
You work well in a team.	☐	☐
You're able to act impartially in the interests of all beneficiaries.	☐	☐
You're prepared to take on a certain level of responsibility . . .	☐	☐
. . . but, you're happy to delegate when necessary.	☐	☐
You're comfortable sharing your views in a group, and willing to debate them.	☐	☐
You're prepared to give up a significant amount of your time – and spend it reading or training.	☐	☐

If you answered True to all, the role is likely to suit you, but remember to read the information on your relevant ARP website to double check before you apply.

"I find this role challenging and rewarding in equal parts and come with the ever present question of "so what":

- **what are we trying to communicate and is it effective?**
- **what are the financial risks and are we managing them effectively?**
- **what are the governance risks and how best do we mitigate them?**
- **what are the decisions that our members can impact and how do we ensure you reach informed decisions, based on your personal circumstances?"**

Nicola Parnham (ARP Trustee)

Time check

There is another key point you need to consider – the time commitment you would be making. Broadly speaking, we think you should allow about **200 – 250 hours a year** to cover:

- board meetings and sub-committee meetings;
- preparation and reading time for meetings;
- additional training, for example attendance at seminars and courses; and
- operational work in between formal meetings.

You'll also need to complete some formal introductory training in the first six months after appointment.

Before you apply, if you are an Aon employee, please speak to your line manager about balancing the Trustee role with your day job.

The term of office for Member Trustees is normally three years, however this could be extended to four or five years subject to Board approval.

Any questions?

If you have any queries, please contact Brian Kinlan, Secretary to the Governance, Risk, and Audit Sub-Committee of the ARP.

Email: **brian.kinlan@aon.com**