

GXO

Pensionshub

For members of the GXO Logistics Pension Scheme



December 2025



Welcome

I'm pleased to introduce another issue of *Pensions hub*, the newsletter for members of the GXO Logistics Pension Scheme.

The Trustee's core aim is to safeguard the security of members' benefits in the Scheme and ensure its funding level remains stable. We are here to pay our members the pension benefits they are entitled to, as and when those benefits become due.

The past year has been challenging for investment markets, with continuing economic uncertainty and an increase in geopolitical risks as a result of ongoing conflicts around the world. There has also been additional volatility caused by changes to international trade tariffs. The Scheme's investment strategy has been carefully structured to manage these kinds of risks. The portfolio is well-diversified and designed to respond resiliently to market fluctuations, including those driven by international trade tensions.

I am pleased to report that the Scheme's funding level has remained relatively stable over the year, and it continues to maintain a funding surplus (see **page 20** for a closer look at the financial position). The Scheme's formal valuation is due as at 31 December 2025, and the Trustee is busy preparing for this. Whilst the Trustee has 15 months to complete the valuation and agree the funding and investment strategy with the Employer, we hope to complete the process swiftly and provide you with an update in our next issue of *Pensions hub*.

Don't forget to visit our new GXO Pensions microsite, where you can keep abreast of the latest developments in the Scheme and the wider world of pensions. Turn to **page 5** for a reminder of what's available online.

There have been a number of changes to the Trustee Board this year: Zeeshan Naqvi resigned, and we thank him for his service, and we welcome James Gill, Michael Shea and Sarah Oxford. We also said goodbye to Robert Egginton, the Pensions Manager for UK & Ireland, who left GXO earlier in 2025 to take up a new role. Robert has been replaced by Margo Green. You can read more about the new Trustee Directors and the GXO Pensions Team on **page 12**.

I hope that you find this newsletter useful and engaging. If there is a particular topic you would like us to cover in a future update, or if you have any questions or queries, please get in touch using the contact details on **page 23**.

Vassos Vassou
Chair of the Trustee

At a glance



£634.4 million

The value of the
Scheme's assets as at
31 December 2024



106%

The Scheme's funding level
as at 31 December 2024
check-up



9,761

The number of members
in the Scheme as at
31 December 2024

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Help for visually impaired members

We can provide this newsletter in alternative formats on request, including large print, braille or coloured paper options. Contact Barnett Waddingham using the details on **page 23**.

Scheme noticeboard

Barnett Waddingham acquired by Howden

Barnett Waddingham has been acquired by Howden, one of the world's largest insurance groups.

Over time, you may see the Howden name and branding appear on communications you receive from the Scheme. However, we're not expecting any significant changes for members. We'll keep you updated if there are any developments you need to be aware of.



BARNETT
WADDINGHAM

Part of **HOWDEN**



Your pension, online

We live in an ever-evolving digital age, so it's important we help you to stay connected with your pension in the GXO Logistics Pension Scheme. We offer two digital services dedicated to Scheme members:

1. Clarity from BW

Pension Self Service is the easiest and safest way to access the latest Scheme communications, submit documents and explore all aspects of your pension, from running retirement quotations (if you're a deferred member) to viewing payment and tax information (if you're already in receipt of your pension).

We understand that some members may find the digital world somewhat daunting, which is why Barnett Waddingham has a dedicated helpline to assist you with registering for Clarity from BW. For help signing up, call Barnett Waddingham on 0141 447 0799.

Once you've registered for Clarity from BW, it's quick and easy to access and update your key details online. Just log in, click on the 'My details' tab on the left-hand side and then click on the 'View details' tile. This will bring up your 'My details' page. Scroll down to find your contact details and from here you can update the following:



Home address



Home phone number



Mobile phone number



SCAN ME

<https://account.claritybw.co.uk>

2. Scheme microsite

The GXO Pensions microsite recently celebrated its first anniversary, and we hope you've had a chance to visit and explore it. This site does not require a password to access it.

The microsite gives you access to all the statutory documents we need to make available to members, as well as past issues of this newsletter.

You can also jump from the microsite to our secure member portal, Clarity from BW, where you can manage your pension online.



SCAN ME

www.GXOUKPensions.co.uk



Going digital – set your communications preferences

In last year's newsletter, we told you we're moving our member newsletters online. Since then, we've sent out a couple of reminders encouraging you to sign up for Clarity from BW, so that you're all set to receive notifications when a new issue is available.

This newsletter and all future issues will be available on the Scheme microsite

www.GXOUKPensions.co.uk



SCAN ME

If you decide you'd rather receive a paper copy of *Pensions hub* in future, don't worry – we'll send a final reminder early in 2026 with the option to opt out of digital and continue to receive paper copies of all correspondence. From 'My homepage', click on the 'My details' drop-down menu and then select 'View details'. From here you can select your communication preferences. Alternatively, you can contact Barnett Waddingham and ask them to update your records to show you would like to continue to receive paper copies of all correspondence.



Is it time to review your AVCs?

If you topped up your GXO pension by paying Additional Voluntary Contributions (AVCs), it's important to review your investments regularly to ensure they match your retirement plans and attitude to risk. This is particularly important if you're within 10 years of retirement or intending to retire early.

Earlier in 2025, we wrote to members with AVCs invested in the Aegon LifePath funds to tell them about changes Aegon are making. The enhancements to the Aegon LifePath fund range are now complete.

As a reminder, there are three LifePath strategies, which all invest in the same way in the early, mid and later career stages. Then, when you reach the final 10 years before your chosen target retirement date, the investments start to diverge, with each LifePath strategy preparing you for a different retirement outcome.

If your AVCs are invested in an Aegon LifePath fund, you should check that your retirement age is up to date. The retirement age set on your account will dictate when Aegon starts automatically switching your money from higher-risk investments into lower-risk investments, so it's important you select a target retirement age that matches your plans.

You can find out more details regarding the LifePath funds and the other investment options available for your AVC pot, in the 'Your Investment Options' guide. The guide can be accessed via Clarity from BW or you can ask Barnett Waddingham for a copy.



Log in to Clarity from BW to:

- ✓ see where your AVC pot is currently invested
- ✓ find out more about the investment fund options available
- ✓ find a Switch Form if you want to change your investment fund (known as switching).

If you haven't registered for Clarity from BW yet, you can contact Barnett Waddingham on 0141 447 0799 – they'll be happy to help you get online.

Pensions news

Pension scams: a real-life warning

The Pensions Regulator has shared a powerful video in which Pauline Padden, a 60-year-old critical care nurse, tells how she was targeted at a vulnerable time in her life and lost £45,000 to a pension scam.

Scan the QR code to watch her story or visit:

https://www.youtube.com/watch?v=5gAHiUxo__4&t=4s



A scammer stole Pauline's pension – don't let it happen to you. Stay vigilant and know the warning signs of a scam:

- **Out of the blue contact:** if you're approached unexpectedly about your pension, it could be a scam.
- **Pressure to act quickly:** scammers will make you feel like you need to make a decision fast.
- **Unregulated advisers:** always check that the person or company you are speaking to is registered with the Financial Conduct Authority at <https://register.fca.org.uk>

And remember – if it sounds too good to be true, it probably is!

You can learn how to protect yourself from pension scams by visiting the FCA's ScamSmart website: www.fca.org.uk/scamsmart/how-avoid-pension-scams

If you think you've been scammed or are being targeted by a pension scammer, contact Barnett Waddingham immediately. They may be able to stop the transfer. Then contact Report Fraud on 0300 123 2040.





Increase to normal minimum pension age (NMPA)

As we reported in a previous issue of *Pensions hub*, the government is raising the minimum age at which you can access your pension benefits from 55 to 57 in April 2028.

However, not all of our members are affected by this change, as you can see below. This is because some schemes that had a minimum age 'hardwired' into their rules are able to continue to offer this as a 'protected age'.

Former Christian Salvesen Pension Scheme members

If you reach age 55 or 56 before 6 April 2028 and want to take your benefits early, you'll have to take them **by this date**, otherwise you'll have to wait until you're 57.

If you want to retire early but don't reach age 55 by 6 April 2028, then you'll have to wait until you are 57.

Former TDG Pension Scheme members

As a former member of TDG Pension Scheme, you will still be able to retire from age 50, subject to the Rules of the Scheme. Remember, if you do retire early, your pension will be reduced by an early retirement factor to take account of the fact that your benefits will be payable for longer.

Before making a decision to retire early, you should consider speaking to an authorised financial adviser about your options. You can find a local adviser through the Unbiased and VouchedFor websites.

www.unbiased.co.uk
www.vouchedfor.co.uk



Inheritance Tax pension changes

You may have seen in the news that the government is proceeding with plans to bring unused pensions into scope for Inheritance Tax (IHT).

This will apply mainly to members with Defined Contribution pension savings, but it may also affect some lump sums paid on the death of a deferred or pensioner member in a Defined Benefit (DB) scheme like ours. However, pensions that are paid by a DB scheme to a spouse or other dependant on the death of a member will be exempt.

It's a complex area, and if you're concerned, you should get advice from a tax specialist when making your will.

Tell us your wishes

Please make sure that you've completed an Expression of Wish Form and that you keep it up to date by reconfirming your wishes every couple of years and whenever your personal circumstances change.

This tells the Trustee who you would like to receive any lump sum benefits from the Scheme in the event of your death.

It's easy to update your Expression of Wish by logging in to your Clarity from BW account.

<https://account.claritybw.co.uk>



SCAN ME

What does a comfortable retirement cost?

Last year's *Pensions hub* reported on the latest Retirement Living Standards figures from Pensions UK (formerly known as the Pensions and Lifetime Savings Association). They aim to help people understand how much it will cost to achieve a certain lifestyle in retirement.

The figures have been updated for 2025, based on changes in the cost of living and research into people's expectations for retirement.

Minimum

Single: £13,400

Couple: £21,600

Moderate

Single: £31,700

Couple: £43,900

Comfortable

Single: £43,900

Couple: £60,600



For a closer look at the figures, go to **www.retirementlivingstandards.org.uk**, and then sign in to Clarity from BW, the secure pension self-service platform, to see how much income you're on track to get from your GXO pension.

Planning for retirement

You can run your own personalised retirement projections and 'what if' quotes, including transfer values, using Clarity from BW. If you need assistance logging in to Clarity from BW, call Barnett Waddingham on 0141 447 0799.

The Trustee now offers one paper-based quotation on request without charge. This means you can request one retirement quotation and one transfer value quotation in any 12-month period. Should you request additional quotations within that 12-month period, there may be a charge for providing these. You will be informed if this is the case when you make the request.

The State Pension may form a substantial part of your retirement income. It's important to check that you're on track to receive the full entitlement. You can use the digital service at **www.gov.uk/check-state-pension** to check your State Pension forecast and see if you have any gaps in your National Insurance record.

Looking after your pension

The Trustee Board consists of six Trustee directors, who are collectively referred to as the 'Trustee'. Two are nominated by the members and the remaining four are appointed by GXO.

The Trustee has a duty to run the Scheme in line with the Trust Deed and Rules and current pensions law. The Board holds regular meetings throughout the year to discuss the affairs of the Scheme. Support is available to the Trustee from the GXO Pensions Team and a range of professional advisers.

Your Trustee directors

Dalriada Trustees Ltd, represented by Vassos Vassou (Chair)
Peter Shaw*

Christopher (Chris) Wells*

James Gill (appointed 4 February 2025)

Zeeshan Naqvi (resigned 3 February 2025)

Sarah Oxford (appointed 4 February 2025)

Michael Shea (appointed 4 February 2025)

*nominated by members.

In-house support

Pensions Manager

Margo Green (joined 1 September 2025)

Secretary to the Trustee

Suzanne Johnson

Appointment of new Pensions Manager



Robert Egginton left GXO early in 2025 after six years as our Pensions Manager. His replacement, Margo Green, was appointed in September and has been busy getting to know the team and the ins and outs of the GXO Logistics Pension Scheme. Margo has over 22 years' experience as a Pensions Manager. We'd like to thank Robert for his many years of service and welcome Margo to the GXO Pensions Team.

Appointment of member-nominated Trustee

In the summer, we issued a communication inviting our members to apply for the position of member-nominated Trustee (MNT).

A number of applications were received, and selection panel interviews were held in November. We were delighted to have several strong candidates applying for the role.

After careful consideration, we are pleased to report that Chris Wells has been re-appointed as the Scheme's MNT for a further term.

Chris has served as an MNT for a number of years and is actively involved in a number of Board committees.

We would like to extend our thanks to all the members who took an interest in the role and applied for the position.

Advisers to the Trustee

The Trustee has appointed the following professional advisers to help run the Scheme.

Actuary	Will Rice, Barnett Waddingham LLP
Administrator	Barnett Waddingham LLP
Auditor	Crowe UK LLP
Fiduciary manager	BlackRock
Legal adviser	Squire Patton Boggs (UK) LLP
Banker	Lloyds Bank



Investment update

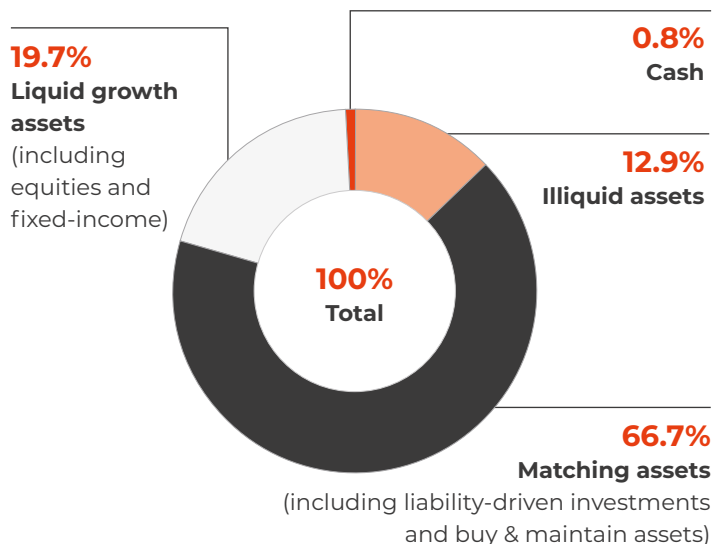
The Trustee has delegated the day-to-day investment of the Scheme's assets to the fiduciary investment manager, BlackRock, but is still responsible for setting the investment strategy.

The overall objective of the Scheme is to invest the assets prudently with the intention that the benefits promised to members are provided. The Trustee seeks to achieve this by using an investment strategy that offers protection against changes in interest rates and inflation (referred to as matching assets) and invests in a diversified portfolio of growth assets that balance risk and reward.

In the last quarter of 2024, BlackRock took steps to de-risk the portfolio further, given the improved funding level (see [page 20](#)). This was achieved by selling liquid growth assets and reinvesting them in matching assets, which seek to provide protection against changes to the funding level.

Split of assets

The assets of the Scheme as at 31 December 2024 were invested as follows:



Total does not sum to 100% due to rounding.

Investment performance (as at 31 December 2024)

Due to the transition to fiduciary investment management in 2023, performance data is only available since the inception date. Performance of the total portfolio and the underlying managers is provided to the Trustee on a quarterly basis.

	1 year	Since inception* (p.a.)
Total portfolio	-3.22%	3.33%
Total liability	-5.49%	0.22%

*Inception date: 30 November 2023

The Trustee monitors the investment performance in the context of the overall funding of the Scheme. The Trustee invests a portion of the assets in matching assets, which are designed to move in line with the value placed on the benefits to be paid out in the future (liabilities). This means the value of those matching assets fall and rise broadly in line with the value placed on the benefits due.

Latest climate change (TCFD) report available now

Climate change can create both risks and opportunities that could materially impact the financial interests of the Scheme’s beneficiaries. As long-term investors, it’s therefore important that the Trustee considers the short and long-term implications of climate change, when making investment decisions.

We’ve published our third climate change risk assessment report, covering the year from 1 January 2024 to 31 December 2024. The report has been prepared in line with the recommendations of the Taskforce on Climate-related Financial Disclosures (TCFD), which aims to improve and increase reporting of climate-related financial information.

You can view the report at www.GXOUKpensions.co.uk/documents under Documents. There is also an updated copy of the Implementation Statement; this shows how the Trustee has fulfilled its investment responsibilities.

Financial highlights

This table summarises the Trustee's annual report and financial statements for the year to 31 December 2024. The accounts have been independently audited by Crowe UK LLP.

You can view a full copy of the report on Clarity from BW. If you haven't registered for Clarity from BW yet, you can contact Barnett Waddingham on 0141 447 0799 - they'll be happy to help you get online. Alternatively, you can ask Barnett Waddingham for a copy.



	£'000
Value of the Scheme at the start of the year	697,618
Money in less money out	(40,366)
Return on investments	(22,825)
Value of the Scheme at the end of the year*	634,427
MONEY IN	£'000
Scheme Employer contributions	1,000
Total money in	1,000
MONEY OUT	£'000
Pensions paid to members	(39,379)
Payments to leavers	(450)
Administration costs	(1,537)
Total money out	(41,366)

* includes members' Additional Voluntary Contributions (AVCs).



Membership

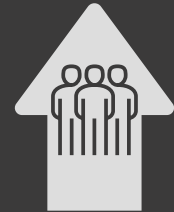
The latest report and accounts for the year ending 31 December 2024 showed that there were 9,761 members in the Scheme on that date.

Deferred members



3,315
(2023: 3,589)

Pensioners



6,446
(2023: 6,396)

Company news

GXO is set for continued growth into 2026 and beyond, driven by strong performance, expansion in high-growth sectors like healthcare and aerospace, and leadership in warehouse AI and automation.

2025 has been transformative for the business: in Q3, Patrick Kelleher joined as CEO, bringing fresh energy and ambition. We also launched GXO IQ, an AI-first platform revolutionising supply chain productivity.

In the UK & Ireland, we completed the £750 million acquisition of Wincanton, a major step in strengthening our market position. Integration is on track to complete by the end of the year, setting us up for continued growth and success.

If you want to know more about our financial performance, go to <https://investors.gxo.com>

On the ESG (environmental, social and governance) front, GXO remains committed to its ESG principles which are core to its operations and to its success. GXO has set bold environmental targets and is on track to meet or exceed its ESG goals. If you would like to find out more, please visit <https://gxo.com/esg>



Summary Funding Statement

The Summary Funding Statement sets out the GXO Pension Scheme's funding position as at 31 December 2022, the date of the last full triennial valuation of the Scheme. There is also an update of the most recent position as at 31 December 2024.

How is the Scheme's financial security measured?

An in-depth look at the Scheme's finances is carried out at least once every three years. It is an important part of checking the Scheme's financial health and is called an actuarial valuation.

A qualified, independent professional carries out this work for the Trustee and is appointed as the Scheme Actuary. In the years between actuarial valuations, the Scheme Actuary provides the Trustee with an approximate annual funding update.

To measure the Scheme's financial security, the Scheme Actuary compares the value of the Scheme's assets with

its liabilities. If the assets are less than the liabilities, the Scheme is said to have a 'shortfall'. If the assets are greater than the liabilities, it is said to have a 'surplus'.

The estimated funding position as at 31 December 2024 shows an improvement in the funding level since the actuarial valuation as at 31 December 2022 from 100% to 106%. The main reason for this change is the rise in long-term gilt yields over the two years, which has resulted in a reduction in the value of the liabilities. This was partially offset by a corresponding fall in the Scheme's matching assets.



What is the Scheme's financial position?

	Update 31 December 2024	Update 31 December 2023	Actuarial valuation 31 December 2022
The market value of the Scheme's assets*	£631 million	£693 million	£682 million
The market value of the Scheme's liabilities	£597 million	£667 million	£679 million
Surplus	£34 million	£26 million	£3 million
Funding level	106%	104%	100%

*Excluding members' Additional Voluntary Contributions (AVCs).

The next full actuarial valuation will take place as at 31 December 2025.



Liabilities: The estimated cost of providing the benefits earned by all the deferred members who are yet to draw their pensions, together with the pension benefits already in payment, is known as the Scheme's liabilities.



Assets: Any contributions the Scheme Employer has made, or will make, together with contributions paid by members in the past, forms part of the assets of the Scheme and are invested to provide the benefits that are due to members of the Scheme. The assets of the Scheme are held in an independent legal entity entirely separate from the Scheme Employer. They are held in a communal fund for all members of the Scheme.

What if the Scheme was wound up?

The financial objective for the Trustee is for the Scheme to have enough money to pay pensions now and in the future, but this largely depends on the Scheme Employer carrying on in business.

The Scheme Actuary has a statutory duty to calculate the level of Scheme assets required in the unlikely event that the GXO Logistics Pension Scheme was wound up. This would mean that all the Scheme liabilities (pensions and benefits) would be secured by purchasing a contract with an insurance company. The estimate of the value of the liabilities that would need to be secured with an insurer is called a 'buyout' estimate or 'solvency' estimate.

The latest valuation indicated that the estimated extra amount that would be needed to buy out the liabilities as at 31 December 2022 was in the region of £183 million (2019: £353 million). The Trustee is required to provide this information to you – it does not mean that any consideration is being given by GXO to winding up the Scheme. It is

common for most UK pension schemes to have a shortfall on a solvency basis.

In the unlikely event that the Scheme Employer failed and did not have enough money to cover the cost of buying all members' benefits with an insurer, the Pension Protection Fund (PPF) may take over the Scheme and pay compensation to members. There are certain limits on the amounts paid by the PPF, which would not give exactly the same benefits as those provided by the Scheme. Further information and guidance are available at www.ppf.co.uk

Recovery plan

The results of the valuation showed a small surplus, so deficit reduction contributions are not required. The Scheme Employer agreed to pay £1 million per annum into the Scheme towards the Scheme's running costs. However, as the Scheme's financial position has continued to improve, the Trustee has recently agreed to the Scheme Employer's request to suspend these payments until further review at the 31 December 2025 valuation. The Schedule of Contributions

was updated on 13 October 2025 and is available upon request. In the meantime, the Scheme Employer will continue to meet the cost of the PPF levy.

Why are you showing the solvency position?

The Trustee is required by law to provide you with information on the Scheme's solvency position. It does not imply that there is any intention, either by the Scheme Employer or the Trustee, to wind up or close the Scheme.

Why isn't the Scheme kept fully solvent at all times?

The full solvency position assumes that benefits will be secured by buying insurance policies. Insurers are obliged to take a very cautious view of the future when calculating the value of the liabilities and they include margins for profit and future administration expenses in their valuations.

By contrast, the Scheme's funding plan assumes that the Scheme Employer will continue in business and support the Scheme.

Additional information

The Trustee is required to report whether any repayment out of the Scheme has been made to the Scheme Employer during the year ending 31 December 2024. We can confirm that no such payment has been made.

The Pensions Regulator has wide-ranging powers: for example, it can impose funding plans or modify schemes. No such directions have been made for our Scheme.

Documents available on request

The following documents are available on request:

- Schedule of Contributions
- Annual Report and Accounts
- Scheme Funding Report
- Actuarial Report
- Statement of Investment Principles
- Privacy Policy
- Trust Deed and Rules.

If you want a copy of any of the Scheme documents or have a question about the Scheme or your benefits, please contact Barnett Waddingham, the administrator.



The latest versions of the Statement of Investment Principles (SIP), Implementation Statement and TCFD Report are available on the GXO Pensions microsite: **www.GXOUKPensions.co.uk/documents**

Thinking of transferring your benefits?

If you are thinking of leaving the Scheme by transferring your pension benefits to another pension scheme, you should consult an independent financial adviser before taking any action. Transferring your pension puts you at risk of a pension scam. Find out the warning signs of a scam on **page 8**.



Get in touch

If you have any questions about the Scheme or your benefits, please contact the administrator, Barnett Waddingham.



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Decimal Place
Chiltern Avenue
Amersham
HP6 5FG



0300 373 2448 (UK)
01494 923 245 (Overseas)



GXOPensions@Barnett-Waddingham.co.uk



www.GXOUKPensions.co.uk



Don't be a stranger

Remember to tell Barnett Waddingham if your contact details change. It's quick and easy to update your address on Clarity from BW.

