THE JULIUS BAER UK STAFF PENSION & LIFE ASSURANCE SCHEME

ANNUAL REPORT

FOR THE YEAR ENDED 28 FEBRUARY 2026

Scheme Registration Number: 10007780

The Julius Baer UK Staff Pension & Life Assurance Scheme

Annual Report for the year ended 28 February 2026

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Trustee, Principal Employer and Advisers

Trustee

Capital Cranfield Pension Trustees Limited - represented by Ingrid Kirby - Professional Trustee

Principal Employer

Bank Julius Baer & Co. Limited

Scheme Actuary

Matt Smith, FIA C.Act
Mercer Limited

Independent Auditors

PricewaterhouseCoopers LLP

Administrator

Aptia UK Limited

Pension Consultant

Mercer Limited

Investment Adviser

Mercer Limited

Annuity Provider

Aviva Life and Pensions UK Limited

Additional Voluntary Contribution (AVC) Providers

Prudential Assurance Company Limited

ReAssure

Bank

HSBC Bank plc

Contact for further information and complaints about the Scheme

The Julius Baer UK Staff Pension & Life Assurance Scheme
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Trustee's Report

Introduction

The Trustee of The Julius Baer UK Staff Pension & Life Assurance Scheme (the Scheme) is pleased to present its report together with the audited financial statements for the year ended 28 February 2026. The Scheme is a defined benefit Scheme however due to a notional DC underpin the Pensions Regulator (tPR) defines the Scheme as hybrid for the purposes of the Scheme return. As the DC underpin did not apply in relation to at least one member, tPR do not expect a Chair statement to be produced and this will be confirmed to tPR.

The Scheme closed to future accrual from 31 July 2013.

Constitution

The Scheme was established on 1 January 1969 and is governed by a definitive trust deed dated 2 February 1996, with subsequent amendments.

Management of the Scheme

Trustee

The Trustee who served during the year is listed on page 1.

In accordance with the trust deed, the Principal Employer, Bank Julius Baer & Co. Limited, has the power to appoint and remove the Trustee of the Scheme.

Statement of Trustee's Responsibilities

The Statement of Trustee's Responsibilities is set out on page 10 and forms part of this Trustee's Report.

Governance and risk management

The Trustee has in place a business plan which sets out its objectives in areas such as administration, investment and communication. This, together with a list of the main priorities and timetable for completion, helps the Trustee to run the Scheme efficiently and serves as a useful reference document.

The Trustee has also focused on risk management. A risk register has been put in place which sets out the key risks to which the Scheme is subject to along with the controls in place to mitigate these. The register is regularly reviewed and updated by the Trustee.

Trustee knowledge and understanding

The Pensions Act 2004 requires trustees to have sufficient knowledge and understanding of pensions and trust law and be conversant with scheme documentation. In March 2024, the Pensions Regulator published their new General Code of Practice to assist trustees on these matters, combining ten existing codes and introducing new obligations not covered by the existing codes, intending to improve scheme governance and administration. The Trustee's appointed representative has undertaken training and reviewed Scheme policies in order to meet these requirements.

The Trustee's appointed representative is an Accredited Professional Trustee.

Principal Employer

The Principal Employer's registered address is Bank Julius Baer & Co. Limited, Bahnhofstrasse 36, 8010 Zurich, Switzerland.

Financial development

The financial statements on pages 14 to 23 have been prepared and audited in accordance with the Regulations made under Section 41 (1) and (6) of the Pensions Act 1995. They show that the value of the fund decreased from £32,431,334 at 28 February 2025 to £32,100,652 at 28 February 2026.

The decrease shown above comprised net withdrawals from dealings with members of £2,096,685 offset by net returns on investments of £1,766,006.

Report on actuarial liabilities

Under Section 222 of the Pensions Act 2004, every scheme is subject to the Statutory Funding Objective, which is to have sufficient and appropriate assets to cover its technical provisions. The technical provisions represent the present value of the benefits members are entitled to based on pensionable service to the valuation date. This is assessed using the assumptions agreed between the Trustee and the Principal Employer and set out in the Statement of Funding Principles, which is available to Scheme members on request.

The most recent full actuarial valuation of the Scheme was carried out as at 28 February 2023. The annual updated valuations were performed on 29 February 2024 and 28 February 2025. These showed:

	Actuarial Valuation 28 February 2023	**Actuarial Report 29 February 2024**	**Actuarial Report 28 February 2025**
The value of Technical Provisions was	£37.2 million	£35.5 million	£33.3 million
The value of assets was	£35.5 million	£33.8 million	£33.2 million
Percentage of Technical Provisions	95%	95%	99%

The method and significant actuarial assumptions used to determine the technical provisions are as follows (all assumptions adopted are set out in the Appendix to the Statement of Funding Principles).

The next full actuarial valuation is due as at 28 February 2026 and work for this is currently underway.

Method

The actuarial method to be used in the calculation of the technical provisions is the Projected Unit Method.

Significant actuarial assumptions

Principal actuarial assumptions as at 28 February 2023	
Discount interest rate:	Pre-retirement: 3.70% p.a. Post-retirement: 4.00% p.a.
Future Retail Price Inflation (RPI):	3.40% p.a.
Future Consumer Price Inflation (CPI)	3.25% p.a.
Pension increases in payment:	3.05% p.a. LRPI max 5%. 2.35% p.a. LCPI max 3%.
Mortality:	**Baseline:** S3PA YoB tables (middle for females) adjusted by 95%/90% for males (non-pensioners and pensioners) and 87% for females (non-pensioners and pensioners). **Future improvements:** In line with the CMI 2022 model (core parameters) with a long-term improvement rate of 1.75% p.a.

Report on actuarial liabilities - continued

The derivation of these key assumptions and an explanation of the other assumptions to be used in the calculation of the technical provisions are set out below.

Derivation of actuarial assumptions for valuation as at 28 February 2023	
Discount interest rate:	**Investment return pre-retirement (discount rate):** An estimate of the yield available on a notional portfolio of UK Government conventional gilt stocks whose cash flows approximately match the Scheme's estimated benefit cash flows less a prudent allowance of 0.3% p.a. **Investment return post-retirement (discount rate):** An estimate of the yield available on a notional portfolio of UK Government conventional gilt stocks whose cash flows approximately match the Scheme's estimated benefit cash flows.
Pension increases in payment:	Pension increases are subject to a number of caps and collars. For the 28 February 2023 valuation, the assumptions for increases subject to cap and collar has been derived by allowing for the impact of the limits using Jarrow Yildirim model. No allowance has been made for any discretionary increases.
Mortality:	The mortality assumptions will be based on up to date information published by the Continuous Mortality Investigation (CMI) and National Statistics, making allowance for future improvements in longevity and the experience of the Scheme. The mortality tables for the 28 February 2023 valuation are S3PA Year of Birth tables (middle for females) with future improvements based on the CMI_2022 model with a long-term improvement rate of 1.75% p.a. The base table is adjusted to reflect weightings of 95%/90% for males (non-pensioners/pensioners) and 87%/87% for females (non-pensioners and pensioners).
Future Inflation (RPI and CPI):	The assumption for the future rate of increase in the Retail Prices Index (RPI) will be taken to be the investment market's expectation for inflation as indicated by the difference between an estimate of the yields available on notional portfolios of conventional and index-linked UK Government bonds whose cashflows approximately match the Scheme's estimated benefit cashflows. The assumption for the future rate of increase in the Consumer Prices Index (CPI) will be derived from the RPI inflation assumption with an appropriate adjustment to recognise the difference between expectations of future RPI increases and future CPI increases. The adjustment will be reviewed at each valuation; as at the 28 February 2023 valuation the adjustment was a deduction of 0.5% p.a. prior to 2030 with no deduction made post 2030. This approach results in a single equivalent deduction of 0.15% p.a. as at 28 February 2023.

Membership

The membership movements of the Scheme for the year are given below:

	Deferreds	Pensioners	Total
At 1 March 2025	115	117	232
Retirements	(9)	9	-
Deaths	-	(2)	(2)
Transfers out	(1)	-	(1)
Spouses and dependants	-	1	1
At 28 February 2026	105	125	230

Pensioners include 15 beneficiaries (2025: 14) receiving a pension.

These membership figures do not include movements notified to the Administrator after the completion of the annual renewal.

The Trustee has a buy-in annuity policy with Aviva Life and Pensions UK Limited. As at 28 February 2026, there were 105 deferred members (2025: 115) and 125 (2025: 117) pensioner members covered by the policy.

Pension increases

Pension increases are effective from 1 June. All pensions in payment in excess of preserved pensions were increased in the following manner:

- Pre 2 February 1996 service at 3.0% (2025: 3.0%).
- Post 1 February 1996 service at 2.70% (2025: 5.0%).

Preserved pensions and Guaranteed Minimum Pensions (GMPs) were increased in accordance with statutory requirements.

There were no discretionary increases awarded in the year.

Calculation of transfer values

Transfer values paid during the year were calculated and verified in the manner required by the Regulations made under Section 97 of the Pension Schemes Act 1993 and do not include discretionary benefits. None of the transfer values paid were less than the amount provided by the Regulations.

GMP equalisation

On 26 October 2018, the High Court ruled that pension schemes are obliged to equalise benefits for the effects of Guaranteed Minimum Pension (GMPs). A GMP equalisation and conversion exercise occurred during 2022 for pensioners at that point in time. The remaining members are to be equalised via dual records (method B) which is expected to be finalised in late 2026.

On 20 November 2020, there was a further High Court ruling which provided clarification on the obligations of pension plan trustees to equalise past transfer values allowing for inequalities in GMP. This ruling required the Trustee to take pro-active steps to revisit previous transfers paid from the Scheme and potentially pay 'top-ups' where it is found that these are due. An exercise was carried out in 2022 which settled top-ups due to any members the Scheme was successfully able to contact.

Investment Management

General

In January 2020, the Trustee entered into a bulk annuity insurance policy with Aviva Life & Pensions UK Limited ("Aviva"). The Trustee selected Aviva having considered appropriate advice from Mercer Limited and their legal advisers. The additional voluntary contributions ("AVC") providers are detailed in the Trustee, Principal Employer and Advisers section on page 1.

Investment principles

The Trustee has produced a Statement of Investment Principles ("SIP") in accordance with Section 35 of the Pensions Act 1995, the Occupational Pension Scheme's (Investment) Regulations 2005 and subsequent legislation.

The latest SIP is dated May 2024. A copy of the SIP is available to view at:

https://capitalcranfield.com/wp-content/uploads/2024/05/Julius-Baer-UK-Staff-PLAS-2024-SIP.pdf

The main priority of the Trustee when considering the Scheme's investment policy is to meet all obligations relating to payment of members' pensions.

Employer Related Investments

The Trustee is satisfied that there are no employer-related investments as at 28 February 2026 (2025: nil).

Socially Responsible Investment and Corporate Governance

The Trustee believes that ESG factors may have a material impact on investment risk and return outcomes, and that good stewardship can create and preserve value for companies and markets as a whole. The Trustee also recognises that long term sustainability issues, particularly climate change, present risks and opportunities that increasingly may require explicit consideration in the investment decision-making process.

However, the Trustee notes that all of the assets of the Scheme are held within an annuity policy with Aviva Plc and hence the Trustee retains no responsibility for the investment of the assets held within the annuity policy. Aviva Plc is responsible for the investment arrangements of the annuity policy and therefore also for integration of ESG, Stewardship and Climate Change considerations within the investments.

Investment report

During the Scheme year, all invested assets were held in a bulk annuity policy and therefore all investment decisions are delegated to Aviva Plc in their capacity as the annuity provider.

Distribution of Assets

The distribution of the Scheme's investments as at 28 February 2025 and 28 February 2026 are as below:

Manager	28 February 2025 %	28 February 2026 %
Aviva Plc - Bulk Annuity Policy	100.0	100.0
Total	**100.0**	**100.0**

Assets held in the Trustee Bank account and AVC's have been excluded.

Review of investment performance

The valuation of the Bulk Annuity Policy as at 28 February 2025 was £32.3m and has fallen around 0.9% in the year to 28 February 2026 to £32.0m, primarily reflecting benefits paid during the period which has been offset, to some extent, by the unwinding of the discount rate.

The value of insured annuities as at 28 February 2026 is based on the assumptions adopted in the formal 28 February 2023 triennial actuarial valuation for funding purposes (updated to reflect market conditions as at 28 February 2026, but with no allowance for any obligations associated with GMP equalisation).

The performance figures for 1 and 3 years are shown in the table below:

Manager	1 Year (%)	3 Years (% p.a.)
Aviva Plc - Bulk Annuity Policy	5.4	(1.4)

Custodial arrangements

The Scheme's Bank Account is held with HSBC Bank plc.

The Trustee is responsible for ensuring the Scheme's assets continue to be securely held.

Implementation Statement

Annual Engagement Policy Implementation Statement for the year ended 28 February 2026

1. Introduction

This statement sets out how, and the extent to which, the policies in the Statement of Investment Principles ('SIP') produced by the Trustee of the Julius Baer UK Staff & Life Assurance Scheme have been followed during the year. This statement has been produced in accordance with The Occupational and Personal Pension Schemes (Disclosure of Information) Regulations 2013 and the guidance published by the Pensions Regulator.

In completing this statement the Trustee believes it has followed the policies required under regulation 2(3)(c) of the Occupational Pension Schemes (Investment) Regulations 2005 during the relevant Scheme year.

2. Investment Objectives of the Scheme

The Trustee's main objective is to invest the Scheme's assets in the best interest of the members and beneficiaries. To this end, the Trustee has set a long-term objective to buy-out all of the Scheme's liabilities. As an interim step, a bulk annuity policy for all remaining members has been purchased in the form of a buy-in with an annuity provider (i.e. an insurance company). The insurance company selected is Aviva Life & Pensions UK Limited ("Aviva").

3. Policy on ESG, Stewardship and Climate Change

The Scheme's SIP includes the Trustee's policy on Environmental, Social and Governance ('ESG') factors, stewardship and Climate Change. This policy sets out the Trustee beliefs on ESG and climate change and the processes followed by the Trustee in relation to voting rights and stewardship. This was last reviewed in May 2024.

The Trustee believes that ESG factors may have a material impact on investment risk and return outcomes, and that good stewardship can create and preserve value for companies and markets as a whole. The Trustee also recognises that long term sustainability issues, particularly climate change, present risks and opportunities that increasingly may require explicit consideration.

However, the Trustee notes that all of the assets of the Scheme are held within a bulk annuity policy and hence there is no longer any scope to directly integrate ESG, Stewardship and Climate Change considerations into their investment strategy. The annuity provider is empowered to manage ESG risk, assess ESG factors as a potential source of return (where appropriate), and exercise stewardship obligations in accordance with current best practice, including the UK Corporate Governance Code and UK Stewardship Code.

Aviva's own Sustainable Investing Policy can be found at the following link:
https://www.aviva.com/sustainability/sustainability-resources-overview/resources-and-reporting-hub/#sustainability-policies.

The below sets out how the Trustee's stewardship, engagement and voting policies were followed and implemented during the year.

4. Stewardship monitoring

Stewardship activities were not a relevant consideration for the Trustee over the Scheme year given the nature of the investments. It is possible that Aviva may at times hold equity as part of the portfolio of assets that backs the annuity policy (although these holdings would be expected to be minimal, Aviva does not share this information).

5. Engagement

Over the year, engagement activities were not a relevant consideration for the Trustee given the nature of the investments. It is possible that Aviva may at times hold equity as part of the portfolio of assets that backs the annuity policy (although these holdings would be expected to be minimal, Aviva does not share this information).

6. Voting

Voting activities were not a relevant consideration for the Trustee over the Scheme year given the nature of the investments. Aviva do have a set voting policy which may, at Aviva's discretion, apply to a portion of the assets backing the annuity policy. However, Aviva are not able to provide this information to the Trustee.

Further information

Further information about the Scheme is given in the explanatory booklets which have been issued to all the members.

Approval

The Trustee's Report on pages 2 to 9 was approved by the Trustee and signed on their behalf by:

Capital Cranfield Trustee Representative

Date: 16 September 2026

Statement of Trustee's Responsibilities

The Trustee's responsibilities in respect of the financial statements

The financial statements, which are prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including the Financial Reporting Standard applicable in the UK and Republic of Ireland ("FRS 102"), are the responsibility of the Trustee. Pension scheme regulations require, and the Trustee is responsible for ensuring, that those financial statements:

- show a true and fair view of the financial transactions of the Scheme during the Scheme year and of the amount and disposition at the end of the Scheme year of its assets and liabilities, other than liabilities to pay pensions and benefits after the end of the Scheme year; and
- contain the information specified in Regulation 3A of the Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996, including making a statement whether the financial statements have been prepared in accordance with the relevant financial reporting framework applicable to occupational pension schemes.

In discharging these responsibilities, the Trustee is responsible for selecting suitable accounting policies, to be applied consistently, making any estimates and judgements on a prudent and reasonable basis, and for ensuring that the financial statements are prepared on a going concern basis unless it is inappropriate to presume that the Scheme will continue as a going concern.

The Trustee is also responsible for making available certain other information about the Scheme in the form of an Annual Report.

The Trustee has a general responsibility for ensuring that accounting records are kept and for taking such steps as are reasonably open to it to safeguard the assets of the Scheme and to prevent and detect fraud and other irregularities, including the maintenance of an appropriate system of internal control.

The Trustee is also responsible for the maintenance and integrity of the annual report on the Capital Cranfield website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The Trustee's responsibilities in respect of contributions

The Trustee is responsible under pensions legislation for preparing, and from time to time reviewing and if necessary revising, a schedule of contributions showing the rates of contributions payable to the Scheme by or on behalf of employers and the active members of the Scheme and the dates on or before which such contributions are to be paid.

The Trustee is also responsible for keeping records in respect of contributions received in respect of any active member of the Scheme and for adopting risk-based processes to monitor whether contributions that fall due to be paid are paid into the Scheme in accordance with the schedule of contributions.

Where breaches of the schedule occur, the Trustee is required by the Pensions Acts 1995 and 2004 to consider making reports to the Pensions Regulator and to members.

Independent auditors' report to the Trustee of The Julius Baer UK Staff Pension & Life Assurance Scheme

Report on the audit of the financial statements

Opinion

In our opinion, The Julius Baer UK Staff Pension & Life Assurance Scheme's financial statements:

- show a true and fair view of the financial transactions of the Scheme during the year ended 28 February 2026, and of the amount and disposition at that date of its assets and liabilities, other than liabilities to pay pensions and benefits after the end of the year;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards comprising FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", and applicable law); and
- contain the information specified in Regulation 3A of the Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996.

We have audited the financial statements, included within the Annual Report, which comprise:

- the Statement of Net Assets available for benefits as at 28 February 2026;
- the Fund Account for the year then ended; and
- the notes to the financial statements, which include a description of the significant accounting policies.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) ("ISAs (UK)") and applicable law. Our responsibilities under ISAs (UK) are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We remained independent of the Scheme in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, which includes the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Conclusions relating to going concern

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Scheme's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

In auditing the financial statements, we have concluded that the Trustee's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

However, because not all future events or conditions can be predicted, this conclusion is not a guarantee as to the Scheme's ability to continue as a going concern.

Our responsibilities and the responsibilities of the Trustee with respect to going concern are described in the relevant sections of this report.

Reporting on other information

The other information comprises all of the information in the Annual Report other than the financial statements, our auditors' report thereon and our auditors' statement about contributions. The Trustee is responsible for the other information. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or any form of assurance thereon.

Reporting on other information - continued

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify an apparent material inconsistency or material misstatement, we are required to perform procedures to conclude whether there is a material misstatement of the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report based on these responsibilities.

Responsibilities for the financial statements and the audit

Responsibilities of the Trustee for the financial statements

As explained more fully in the statement of Trustee's responsibilities, the Trustee is responsible for ensuring that the financial statements are prepared in accordance with the applicable framework and for being satisfied that they show a true and fair view. The Trustee is also responsible for such internal control as it determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In the preparation of the financial statements, the Trustee is responsible for assessing the Scheme's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustee either intends to wind up the Scheme, or has no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

Based on our understanding of the Scheme and its environment, we identified that the principal risks of non-compliance with laws and regulations related to the administration of the Scheme in accordance with the Pensions Acts 1995 and 2004 and regulations made under them, and codes of practice issued by the Pensions Regulator; and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered the direct impact of these laws and regulations on the financial statements. We evaluated incentives and opportunities for fraudulent manipulation of the financial statements, including the risk of override of controls, by the Trustee and those responsible for, or involved in, the preparation of the underlying accounting records and financial statements, and determined that the principal risks were related to posting inappropriate journals to conceal misappropriation of assets. Audit procedures performed by the engagement team included:

- Testing journal entries where we identified particular fraud risk criteria.
- Obtaining independent confirmations of material investment valuations and cash balances at the year end.
- Reviewing meeting minutes, any correspondence with the Pensions Regulator, and significant contracts and agreements.
- Holding discussions with the Trustee to identify significant or unusual transactions and known or suspected instances of fraud or non-compliance with applicable laws and regulations.
- Assessing financial statement disclosures, and agreeing these to supporting evidence, for compliance with the Pensions Acts 1995 and 2004 and regulations made under them.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

Responsibilities for the financial statements and the audit - continued

A further description of our responsibilities for the audit of the financial statements is located on the FRC's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditors' report.

Use of this report

This report, including the opinion, has been prepared for and only for the Trustee as a body in accordance with section 41 of the Pensions Act 1995 and for no other purpose. We do not, in giving this opinion, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.

PricewaterhouseCoopers LLP

PricewaterhouseCoopers LLP
Chartered Accountants and Statutory Auditors
Southampton

Date: 16 September 2026

Fund Account

	Note	2026 Total £	2025 Total £
Employer contributions	4	**-**	1,935,000
Other income	5	**566**	10,486
		566	1,945,486
Benefits paid or payable	6	**(1,477,904)**	(1,309,368)
Payments to and on account of leavers	7	**(619,350)**	(848,468)
Administrative expenses	8	**(1,000)**	(553)
		(2,098,254)	(2,158,389)
Net withdrawals from dealings with members		**(2,097,688)**	(212,903)
Returns on investments			
Investment income	9	**1,102,965**	1,001,845
Change in market value of investments	10	**663,041**	(2,182,426)
Net returns on investments		**1,766,006**	(1,180,581)
Net decrease in the fund during the year		**(331,682)**	(1,393,484)
Net assets at 1 March		**32,431,334**	33,824,818
Net assets at 28 February		**32,099,652**	32,431,334

The notes on pages 16 to 23 form part of these financial statements.

Statement of Net Assets available for benefits

	Note	2026 Total £	2025 Total £
Investment assets			
Insurance policies	12	**32,000,000**	32,300,000
AVC investments	13	**27,041**	39,236
Total investments	10	**32,027,041**	32,339,236
Current assets	18	**123,692**	143,098
Current liabilities	19	**(51,081)**	(51,000)
Net assets at 28 February		**32,099,652**	32,431,334

The financial statements summarise the transactions of the Scheme and deal with the net assets at the disposal of the Trustee. They do not take account of obligations to pay pensions and benefits which fall due after the end of the Scheme year. The actuarial position of the Scheme, which takes into account such obligations, is dealt with in the report on actuarial liabilities on pages 3 to 4 of the annual report and these financial statements should be read in conjunction with this report.

The notes on pages 16 to 23 form part of these financial statements.

The financial statements on pages 14 to 23 were approved by the Trustee and signed on their behalf by:

Capital Cranfield Trustee Representative

Date: 16 September 2026

1. Identification of the financial statements

The Scheme is established as a trust under English law.

The Scheme was established to provide retirement benefits to certain groups of employees of Bank Julius Baer & Co. Ltd. The address of the Scheme's principal office is Bank Julius Baer & Co. Limited, Bahnhofstrasse 36, 8010 Zurich, Switzerland.

The Scheme is a defined benefit Scheme. However, due to a notional DC underpin, the Pensions Regulator defines the Scheme as hybrid for the purposes of the Scheme return.

2. Basis of preparation

The individual financial statements of The Julius Baer UK Staff Pension & Life Assurance Scheme have been prepared in accordance with the Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996, Financial Reporting Standard (FRS) 102 - The Financial Reporting Standard applicable in the UK and Republic of Ireland issued by the Financial Reporting Council ("FRS 102") and the guidance set out in the Statement of Recommended Practice "Financial Reports of Pension Schemes" (revised June 2018) ("the SORP").

3. Accounting policies

The principal accounting policies are set out below. Unless otherwise stated, they have been applied consistently year on year.

3.1 Accruals concept

The financial statements have been prepared on an accruals basis.

3.2 Currency

The Scheme's functional currency and presentational currency is Pounds Sterling (GBP).

3.3 Contributions

Employer deficit funding contributions are accounted for in the period to which they relate, in accordance with the Schedule of Contributions, or on receipt if earlier, with the agreement of the employer and Trustee.

3.4 Transfers

Individual transfers in or out of the Scheme are accounted for when member liability is accepted or discharged which is normally when the transfer amount is received or paid.

3.5 Other income

Income is accounted for in the period in which it falls due on an accruals basis.

3.6 Payments to members

Pensions in payment are accounted for in the period to which they relate.

Other benefits, and any associated tax liabilities, are accounted for in the period in which they fall due for payment. Where there is a choice, benefits are accounted for on the later of the date of leaving, retirement or death and the date on which any option or notification is communicated to the Trustee. If there is no choice, they are accounted for on the date of retirement or leaving.

3.7 Administrative and other expenses

Administrative expenses are accounted for in the period in which they fall due on an accruals basis.

3.8 Investment income

Receipts from annuity policies are accounted for as investment income on an accruals basis.

3.9 Change in market value of investments

The changes in investment market values are accounted for in the year in which they arise and include profits and losses on investments sold as well as unrealised gains and losses in the value of investments held at the year end.

3.10 Valuation of investments

Investments are included at fair value as follows:

Annuities purchased in the name of the Trustee which fully provide the pension benefits for certain members are shown in the financial statements at the amount of the related obligation calculated on a technical provisions basis.

The AVC investments include policies of assurance. The market value of these policies has been taken as the surrender values of the policies at the annual renewal date of the policy, as advised by the AVC providers.

3.11 Critical accounting judgements and estimation uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

For the Scheme, the Trustee believes the only estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next financial year are related to the valuation of the Scheme investments and, in particular, those classified in level 3 of the fair value hierarchy. Explanation of the key assumptions underpinning the valuation of investments are included within the above and within note 12 on page 19.

4. Contributions

	2026 Total £	2025 Total £
Employer contributions:		
Deficit funding	**-**	1,935,000

In accordance with the Schedule of Contributions certified by the Scheme Actuary on 1 November 2023, the Employer had agreed to make a contribution to cover the balancing premium that the Trustee has committed to pay Aviva Life & Pension UK Limited under the terms of the buy-in contract. The balancing premium was calculated to be £2,084,829 and in accordance with the agreement, the Employer made a contribution of £1,935,000 on 11 October 2024 towards settlement of the balancing premium.

The balancing premium was paid by the Scheme to Aviva Life & Pension UK Limited on 14 October 2024. With the GMP equalisation top-up exercise now complete for the pensioner members, any further contributions in respect of the deferred members that may be required will be confirmed by the Trustee to the Employer and will be payable as soon as practically possible.

5. Other income

	2026 Total £	2025 Total £
Interest on cash deposits held by the Trustee	**566**	10,486

6. Benefits paid or payable

	2026 Total £	2025 Total £
Pensions	**1,122,018**	1,039,194
Commutation of pensions and lump sum retirement benefits	**355,886**	270,174
	1,477,904	1,309,368

7. Payments to and on account of leavers

	2026 Total £	2025 Total £
Individual transfers out to other schemes	**619,350**	848,468

8. Administrative expenses

	2026 Total £	2025 Total £
Miscellaneous expenses	**1,000**	-
Bank charges paid	**-**	553
	1,000	553

Except as noted above, all other administration costs are borne directly by the Principal Employer.

Miscellaneous expenses relates to a penalty charge for the period 2024 - 2025 by HMRC.

9. Investment income

	2026 Total £	2025 Total £
Annuity income	**1,102,965**	1,001,845

Annuity income relates to the monthly funding received from Aviva in order to settle the pension payroll due to pensioners.

10. Reconciliation of investments

	Market value at 1 March 2025 £	Cost of investments purchased £	Proceeds of sales of investments £	Change in market value £	**Market value at 28 February 2026 £**
Insurance policies	32,300,000	-	(959,860)	659,860	**32,000,000**
AVC investments	39,236	-	(15,376)	3,181	**27,041**
	32,339,236	-	(975,236)	663,041	**32,027,041**

11. Taxation

The Scheme is a registered pension scheme under Chapter 2 of Part 4 of the Finance Act 2004 and is therefore exempt from income tax and capital gains tax.

12. Insurance policies

A bulk buy-in policy was purchased with Aviva Life and Pensions UK Limited on 9 January 2020 to provide monthly annuity income for pensioners. They have been valued by the Scheme Actuary at the amount of the related obligation calculated using the technical provisions basis, this being consistent with the most recent scheme funding valuation assumptions, updated for market conditions at the reporting date. The assumptions are set out in the table below:

	2026 Total £	2025 Total £
Aviva Life and Pensions UK Limited	**32,000,000**	32,300,000

Assumptions

A summary of the assumptions adopted for the annuity valuation, as of 28 February 2026, is set out below:

28 February 2026	
Discount Rate: - Pre-retirement - Post-retirement	 4.60% p.a. 4.90% p.a.
RPI inflation:	3.30% p.a.
CPI inflation:	3.20% p.a.
Deferred revaluation:	In line with CPI inflation subject to the relevant maximums and minimums.
Pension Increases: - 5% or RPI if less - 3% or CPI if less	 3.05% p.a. 2.35% p.a.
Mortality - Base Table:	Sx3PA (middle for females) adjusted by 95%/90% for male non-pensioners/pensioners and 87% for females (non-pensioners and pensioners).
Mortality - Future Improvements:	In line with the CMI 2022 model (core) with a long-term improvement rate of 1.75%.
Commutation:	No explicit allowance.
Proportions Married:	115% of the ONS_2008 tables.
Spouse's Age Difference:	Male members are 3 years older than female spouses (and vice versa).

13. AVC investments

The Trustee holds assets which are separately invested from the main fund in the form of individual policies of assurance. These secure additional benefits, on a money purchase basis, for those members who have elected to pay additional voluntary contributions. Members participating in this arrangement with ReAssure receive a valuation statement each year at 28 February. For those members with a Prudential Assurance Company Limited policy, the members receive an annual statement made up to the annual renewal date for the policy on 31 January each year. The annual statements confirm the amounts held to their account and the movements during the year. The valuations below are stated at the annual renewal dates of each of the policies: ReAssure as at 28 February and Prudential Assurance Company Limited as at 31 January.

The total amount of AVC investments at the year end is shown below:

	2026 Total £	2025 Total £
Prudential Assurance Company Limited	**8,200**	7,825
ReAssure	**18,841**	31,411
	27,041	39,236

14. Fair value hierarchy

The fair value of financial instruments has been disclosed using the following fair value hierarchy:

Level 1	Unadjusted quoted prices in active markets for identical assets or liabilities which the reporting entity can access at the assessment dates.
Level 2	Inputs other than quoted prices included within Level 1 which are observable for the asset or liability, either directly or indirectly. Observable inputs are inputs which reflect the assumptions market participants would use in pricing the asset or liability developed based on market data obtained from sources independent of the reporting entity.
Level 3	Unobservable inputs for the asset or liability. Unobservable inputs are inputs which reflect the reporting entity's own assumptions about the assumptions market participants would use in pricing the asset or liability developed based on the best information available.

A fair value measurement is categorised in its entirety on the basis of the lowest level input which is significant to the fair value measurement in its entirety.

The Scheme's investment assets fall within the above hierarchy as follows:

	2026 Level 1 £	**2026 Level 2 £**	**2026 Level 3 £**	**2026 Total £**
Insurance policies	**-**	**-**	**32,000,000**	**32,000,000**
AVC investments	**-**	**8,200**	**18,841**	**27,041**
	-	**8,200**	**32,018,841**	**32,027,041**

Analysis for the prior year end is as follows:

	2025 Level 1 £	2025 Level 2 £	2025 Level 3 £	2025 Total £
Insurance policies	-	-	32,300,000	32,300,000
AVC investments	-	7,825	31,411	39,236
	-	7,825	32,331,411	32,339,236

15. Investment risks

FRS 102 requires the disclosure of information in relation to certain investment risks to which the Scheme is exposed to at the end of the reporting year. These risks are set out by FRS 102 as follows:

1. **Credit risk:** the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation.
2. **Market risk:** the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency risk, interest rate risk and other price risk.
   - **Currency risk:** the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates.
   - **Interest rate risk:** the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates.
   - **Other price risk:** the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices (other than those arising from interest rate risk or currency risk), whether those changes are caused by factors specific to the financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market, for example, inflation.

Overall investment policy falls into two parts. The strategic management of members' assets is fundamentally the responsibility of the Trustee acting on advice from their investment consultant, Mercer Limited, and is driven by their investment objectives as set out in the SIP. The remaining elements of policy are part of the day-to-day management of the assets which is delegated to professional investment managers. Decisions on appointment and retention of investment managers are taken by the Trustee on advice from their investment consultant. The Trustee manages investment risks, including credit risk and market risk, within agreed parameters which are set taking into account the Scheme's strategic investment objectives.

The annuity policy held by the Scheme provides a match for the key investment and non-investment risks for the members of the Scheme (i.e. interest rate, inflation and longevity risks). Whilst the key investment and non-investment risks are removed by the annuity policy, the Trustee is exposed to the counterparty risk of the insurance company (i.e. risk of default), albeit with regulatory protections in the form of supervision and intervention by the Prudential Regulatory Authority. The Trustee has considered and is adequately comfortable with the financial strength of the selected insurance company.

Whilst the Trustee's focus of managing and mitigating risks is primarily from the perspective of the impact on the funding position, the risks as noted below address the risks associated with the valuation of the assets of the Scheme specifically.

This does not include AVC investments and the Trustee Bank Account balance as these are not considered significant in relation to the overall investments of the Scheme.

The following table summarises the extent to which the various classes of investments are affected by financial risks:

	Credit risk	Currency risk	Interest rate risk	Other Price Risk	2026 £'000	2025 £'000
Insurance policy	P	H	P	P	32,000	32,300
Total					**32,000**	**32,300**

In the above table, the risk noted affects the asset class [S] significantly, [P] partially or [H] hardly/not at all.

Further information on the Trustee's approach to risk management, credit and market risk is set out on the following page.

15. Investment risks - continued

Investment Strategy

The Trustee sets the investment strategy taking into account considerations such as the strength of the employer covenant, the long term liabilities and the funding agreed with the Employer. The Scheme's investment objectives and strategy, agreed by the Trustee, is set out in its SIP with details of any changes during the year included in the Trustee report.

The Trustee's objective is to invest the Scheme's assets in the best interest of the members and beneficiaries. Within this framework the Trustee has agreed a number of objectives to help guide them in their strategic management of the assets and control of the various risks to which the Scheme is exposed.

As at the year end, all of the Scheme's assets were held via a buy in policy with an insurer. The Scheme had no invested assets.

1. Credit risk

The Scheme is subject to credit risk through the holding of a buy in policy with the insurer, albeit this is considered to be low risk due to the nature of the company. The Scheme is exposed to the counterparty risk of the insurance company (i.e. risk of default), albeit with regulatory protections in the form of supervision and intervention by the Prudential Regulatory Authority.

2. Market risk

For reference, market risk comprises three types of risk:

(a) Currency risk:

The Scheme's investments are not subject to currency risk.

(b) Interest rate risk:

The Scheme's investments are subject to interest rate risk, as the valuation of the buy in policy effectively reflects the future value of the cash flows received, discounted back to the Scheme's year end. This risk is accepted by the Trustee noting that in practice this does not alter the cash flows themselves which still match their associated liabilities and, as such, changes to interest rates have no impact on the ability of the Scheme to meet future liabilities.

(c) Other price risk:

The Scheme's investments are subject to inflation risk, as the valuation of the buy-in policy effectively reflects the future value of the cash flows received which are increased in relation to future inflation. This risk is accepted by the Trustee noting that in practice any changes in future inflation equally affect the associated liabilities to the same degree and, as such, changes to inflation have no impact on the ability of the Scheme to meet future liabilities.

16. Concentration of investments

The following investment accounts for more than 5% of the Scheme's net assets at the year end:

	2026		2025	
	£	**%**	£	%
Aviva Life and Pensions UK Limited - annuity policy	**32,000,000**	**99.7**	32,300,000	99.6

17. Employer-related investments

There were no employer-related investment as at 28 February 2026 (28 February 2025: none).

18. Current assets

	2026 Total	2025 Total
	£	£
Cash deposits held with HSBC Bank plc	**123,692**	143,098

19. Current liabilities

	2026 Total £	2025 Total £
Pensions payable	**2,789**	2,453
Taxation payable	**18,903**	20,158
Administrative expenses payable	**1,000**	-
GMP transfers out payable	**28,389**	28,389
	51,081	51,000

20. Related party transactions

(a) Entities with control, joint control or significant influence over the Scheme

Other than the fees shown in note 8, administrative and other expenses including the PPF levy, life assurance premiums and Trustee fees are borne by the Principal Employer. All the fees were paid in accordance with the Scheme rules.

(b) Key management personnel of the Scheme or its parent (in aggregate)

Capital Cranfield Pension Trustees Limited received £22,594 (2025: £20,888) for professional Trustee services to the Scheme.

21. Contingent liabilities

On 26 October 2018, the High Court ruled that pension schemes are obliged to equalise benefits for the effects of Guaranteed Minimum Pension (GMPs). A GMP equalisation and conversion exercise occurred during 2022 for pensioners at that point in time. The remaining members are to be equalised via dual records (method B) which is expected to be finalised later in 2026.

On 20 November 2020, there was a further High Court ruling which provided clarification on the obligations of pension plan trustees to equalise past transfer values allowing for inequalities in GMP. This ruling required the Trustee to take proactive steps to revisit previous transfers paid from the Scheme and potentially pay 'top-ups' where it is found that these are due. An exercise was carried out in 2022 which settled top-ups due to any members the Scheme was successfully able to contact. Those members who were not able to be traced have been accrued at the year end as shown in note 19.

Ruling on amendment of Contracted-Out-Salary-Related pension schemes

The Virgin Media Ltd v NTL Pension Trustees II case, which considered the implications of section 37 of the Pension Schemes Act 1993, which required that the rules of a salary-related contracted-out pension scheme cannot be altered, in relation to post April 1997 service, unless the actuary confirmed that the scheme would continue to satisfy the statutory standards. The High Court found that, where the required actuarial confirmation was not supplied, the effect of section 37 was to render the relevant amendment to any contracted-out right automatically void. It also held that references in the legislation included both past and future service rights and that the requirement for actuarial confirmation applied to all amendments to the rules of a contracted-out scheme.

Following an appeal on 25 July 2024, the Court of Appeal upheld the High Court's decision, that the statutory actuarial confirmation was required, and without this, alterations to schemes were void.

In April 2026, legislation was passed to give affected pension schemes the ability to retrospectively obtain written actuarial confirmation that historic benefit changes met the necessary standards.
The Trustee is actively working with its advisors with a view to obtaining such retrospective actuarial confirmations.

Independent auditors' statement about contributions to the Trustee of The Julius Baer UK Staff Pension & Life Assurance Scheme

Statement about contributions

Opinion

In our opinion, the contributions payable to the Scheme by the Employer required by the schedule of contributions for the Scheme year ended 28 February 2026 as reported in The Julius Baer UK Staff Pension & Life Assurance Scheme's summary of contributions have, in all material respects, been paid in accordance with the schedule of contributions certified by the Scheme actuary on 1 November 2023.

We have examined The Julius Baer UK Staff Pension & Life Assurance Scheme's summary of contributions for the Scheme year ended 28 February 2026 which is set out on the following page.

Basis for opinion

Our examination involves obtaining evidence sufficient to give reasonable assurance that contributions reported in the summary of contributions have, in all material respects, been paid in accordance with the relevant requirements. This includes an examination, on a test basis, of evidence relevant to the amounts of contributions payable to the Scheme under the schedule of contributions, and the timing of those payments.

Responsibilities for the statement about contributions

Responsibilities of the Trustee in respect of contributions

As explained more fully in the statement of Trustee's responsibilities, the Scheme's Trustee is responsible for preparing, and from time to time reviewing and if necessary revising, a schedule of contributions and for monitoring whether contributions are made to the Scheme by employers in accordance with relevant requirements.

Auditors' responsibilities in respect of the statement about contributions

It is our responsibility to provide a statement about contributions and to report our opinion to you.

Use of this report

This report, including the opinion, has been prepared for and only for the Trustee as a body in accordance with section 41 of the Pensions Act 1995 and for no other purpose. We do not, in giving this opinion, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.

PricewaterhouseCoopers LLP

PricewaterhouseCoopers LLP
Chartered Accountants and Statutory Auditors
Southampton

Date: 16 September 2026

Summary of Contributions

During the year ended 28 February 2026, the contributions payable to the Scheme by the Employer required by the schedule of contributions were £Nil.

Approved by the Trustee and signed on their behalf by:

Capital Cranfield Trustee Representative

Date: 16 September 2026

Actuarial Certificate

Certification of schedule of contributions

Adequacy of rates of contributions

1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective can be expected to be met by the end of the period specified in the recovery plan dated 1 November 2023.

Adherence to statement of funding principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the statement of funding principles dated 1 November 2023.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the scheme's liabilities by the purchase of annuities, if the scheme were to be wound-up.

Signature	*Matt Smith*
Scheme Actuary	Matt Smith
Qualification	Fellow of the Institute and Faculty of Actuaries
Date of signing	1 November 2023
Name of employer	Mercer Limited
Address	Tower Place West London EC3R 5BU