



Aon Minet Pension Scheme

As a reminder:

Becoming a Trustee

If you're reading this, it means you're interested in a role on the Trustee board of our Scheme.

We're looking for one member of the Scheme to join the Trustee board from 27 July 2026.

If you'd like to:

- try something a bit different from your normal job;
- build your knowledge and widen your experience; and
- make a difference to your fellow members and their families,

...You could be the person we need.



We want our board to truly represent our membership, and feature Trustees with a wide range of knowledge, background and experiences.

We're looking for candidates who will bring a fresh perspective to how we think and act.

It's as much about what you can bring to the role, as what it will do for you.

Trustee checklist

Before reading more about the typical tasks and activities Trustees carry out, it's worth spending a few minutes thinking about your own qualities, and considering whether you may be a good fit for the role.

Here are some typical characteristics we look for:

- You are discreet, and we can rely on you to treat Scheme business as confidential.
- You work well in a team and enjoy building relationships.
- You consider yourself to be open, fair and honest.
- You are enthusiastic – and willing to commit a certain amount of time to the role.
- You have a fresh perspective to offer. You can think creatively and you're happy to join in the discussion.
- You trust others to help you and carry out tasks on your behalf.
- You are sympathetic towards others' views, but you know your own mind. You will query advice if necessary.

If some of these sound like you, **please read on.** You would probably make a good Trustee.

The board

There are currently six Trustees on the board.

At least one third of any trustee board is chosen by the members, but we have three member-nominated Trustees. The Company appoints the rest of us.

The term in office for one of the member-nominated Trustees, Chris Kynaston, is ending on 26 July 2026. Chris will be resubmitting his nomination to serve another term as a member-nominated Trustee, but we would also welcome nominations from the membership for this post. We will consider all nominations received.

Our main duty as Trustees is to run the Scheme in line with its rules and current pension law – while safeguarding the best interests of all its members. We are jointly responsible for carrying out this duty, whether we are 'company' or 'member' Trustees.

Each trustee normally serves a six-year term of office.

What we do

You'll be involved in some or all of the following areas of our governance arrangements:

- Planning the Scheme's future, based on its funding and membership, economic conditions and pension law changes.
- Working on communications with members and developing how we keep them up-to-date.
- Working with the administration team, to make sure members experience a high standard of service.
- Deciding the recipient of certain discretionary benefits under the Scheme.
- Working with expert advisers like the Scheme actuary and our investment advisers on the funding and investment approaches for the Scheme.

We normally meet several times a year as a full board, often with other colleagues and our advisers taking part.

You will need to spend some time between these meetings on Trustee work. This will include:

- reading through any documents or information (for example, about legal matters, or Scheme investments) we are due to discuss; and
- receiving any training required to keep abreast of pension developments.

The Pension Regulator offers an online 'Trustee training' toolkit for learning about different aspects of managing pension schemes. You will need to complete this toolkit within six months of taking up the role.

Training will also be available throughout your term to ensure you keep up to date with developments in the pension world.

Myth buster

You may have a Trustee 'stereotype' in your head as you read this. But the truth is different, and we want it to stay that way. Allow us to set the record straight...

You DON'T need to be a current Aon employee, or have worked there for a long time.

While the Scheme depends on the company for financial support, it is completely separate. The choices and issues we think about as Trustees naturally focus on members and their pension savings – including pensioners, who may not have worked at the company for some time. We want to provide you with a useful learning experience. For our part, we're keen to learn from the new points of view, different backgrounds, and ways of thinking you can bring to the board. In fact, the fresher your perspective, the better.

You DON'T need to be a financial expert.

We're not looking for people who 'know it all' already. You'll receive the training you need once you join the board. We want people who can engage with and respond to the issues, bringing new perspectives, particularly when taking part in our meetings and asking questions of our advisers.

You DON'T need to be a Scheme expert.

The Scheme has a complex history, but you're not expected to become an expert overnight. There will be plenty of opportunities to learn from the current Trustees and advisers.

You DON'T need to be close to retirement.

Pensions are no longer a matter for the older generation only. It's well known that the earlier you start planning ahead for life after work, the better. We need to understand the financial concerns facing people at all stages of their lives, whatever their personal circumstances.

Some practical points

- If you are required to attend an interview, don't worry if your personal situation means that travel or attendance in person is difficult. We have the technology in place to allow you to attend remotely and we can accommodate your work and personal schedules (where possible).
- As a Trustee, you will receive any reasonable expenses – for example, any travel costs.
- Please double check that you meet the conditions in the 'Alert' box below.

Alert: conditions for standing as a Trustee

You must be over 18, and a member of the Scheme before applying.

There are also rules in place to make sure that trustees are fit to carry out the role. So, you cannot put yourself forward if:

- You are disqualified from being a company director.
- You are suspended, banned or disqualified from being a pension scheme trustee.
- You have any 'unspent' convictions for financial crime, such as theft or fraud. ('Unspent' means that they still appear on your criminal record.)
- You are personally insolvent (for example, if you are going through bankruptcy).



Any questions?

This guide gives you a summary of our activities and responsibilities. For a more in-depth look at the Trustee role, visit the [Pensions Regulator's website](#).

If you can't find an answer to your query, don't worry – please ask and someone will help. Contact the Secretary to the Trustees in the first instance:

Email: aonminetpensiontrustees@aon.com

Write to:

Mrs Parmjit Minhas, Secretary to the Aon Minet Pension Scheme,
Aon, Verulam Point, Station Way, St Albans, Hertfordshire, AL1 5HE.

If they cannot help you directly, they will find the answer, or arrange for one of the Trustees to get in touch with you.