Misys Retirement Benefits Plan ("the Plan"):
Statement of Investment Principles ("SIP") – May 2026

All you need to know about how the Trustee goes about managing the assets of the Plan.

1. Scope of the SIP

This SIP has been prepared in accordance with Section 35 of the Pensions Act 1995 (the "Act") (as amended by the Pensions Act 2004, and the Occupational Pension Plans (Investment) Regulations 2005).

The effective date of this SIP is 06 May 2026. The Trustee of the Misys Retirement Benefits Plan (the "Trustee") will review this SIP and the Plan's investment strategy no later than three years after the effective date of this SIP and without delay after any significant change in investment policy.

2. Consultations Made

As required by the Act, the Trustee has consulted with the Employer, Finastra Group Holdings Limited, prior to agreeing the SIP and has considered their recommendations, and will take the Employer's comments into account when it believe it is appropriate to do so.

The Trustee is responsible for the investment strategy of the Plan. The Trustee has obtained written advice on the investment strategy appropriate for the Plan and on the preparation of this SIP. This advice was provided by its investment adviser, Aon Investments Limited who is authorised and regulated by the Financial Conduct Authority ("FCA").

A copy of this SIP is available to the appointed investment manager and to the members of the Plan.

3. Investment Objectives, Risk and Investment Strategy

The Trustee aims to invest the assets prudently to ensure that the benefits promised to members are provided. The assets of the Plan are invested in the best interests of the members and beneficiaries.

In July 2025, the Trustee invested in a second Bulk Purchase Annuity Agreement ("Annuity Policy") with The Legal & General Assurance Society Limited ("L&G"), who also hold an existing policy. Together, these two bulk purchase annuity policies (collectively "the Annuity Policies") insure the liabilities of all members of the Plan. These Annuity Policies are assets of the Plan which will pay amounts to the Trustee to exactly match the benefit payments due. The Trustee received advice on the suitability of these contracts from its Risk Settlement Consultants, Aon Investments Limited (“Aon”).

The types of investments held and the balance between them is deemed appropriate given the liability profile of the Plan, its cashflow requirements, and the Trustee’s objectives. The assets of the Plan are invested in the best interests of the members and beneficiaries.

4. Risk

The Trustee recognises that the key risk to the Plan is that it has insufficient assets to make provisions for its liabilities (“funding risk”). The Annuity Policies held by the Plan provide a match for the key investment and non-investment risks for members of the Plan (i.e. interest rate, inflation and longevity risks). Whilst the key investment and non-investment risks are removed by the Annuity Policies, the Trustee is still exposed to the counterparty risk of the insurance company, i.e., the risk that L&G fails to make the pension payments covered by the Annuity Policies as they fall due.

The Trustee considered the credit strength of L&G as part of its due diligence process and is entirely comfortable with the financial strength of the selected insurance company. Having considered this, in addition to several other factors including the regulatory environment provided by the Financial Conduct Authority, the Prudential Regulation Authority and following advice from its Risk Settlement Consultants, the Trustee considered this to be an appropriate investment for the Plan.

5. The Balance Between Different Kinds of Investments

The primary assets of the Plan are the Annuity Policies. In addition, the Trustee holds residual assets within the Trustee’s Bank Account to manage immediate cashflow requirements.

The Trustee’s policy is to monitor these risks on a regular basis.

6. Expected Returns on Assets

The Plan’s long term asset allocation is investments in the Annuity Policies with L&G, with residual assets held within the Trustee’s Bank Account for meeting cashflow requirements. The Plan’s assets do not have an explicit return objective; rather, the assets aim to deliver the benefits promised to members. No performance monitoring is carried out in relation to the Annuity Policies, however, checks are carried out to ensure the payments received from the Annuity Policies are in line with expectations.

7. Realisation of Investments/Liquidity

Liquidity risk refers to the ease with which assets are marketable and realisable. Assets held within the Annuity Policies will pay amounts to the Trustee to match the benefit payments due.

The residual cash held in the Trustee’s Bank Account is realisable at short notice should the Trustee need to meet any further cashflow requirements.

8. Other Risks

Across the Plan’s investments, the Trustee is aware of the potential for regulatory and political risks. Regulatory risk arises from investing in a market environment where regulatory regimes may change. This may be compounded by political risk.

The Trustee further recognises longevity risk. This refers to the risk that an individual will live longer than their expectancy according to the actuarial assumptions used within the triennial valuation. The Plan’s Annuity Policies with L&G mitigate this risk.

9. Arrangements with Asset Managers

Before entering into the Annuity Policies with L&G, the Trustee reviewed the governing documentation associated with the Annuity Policies and considered the extent to which it aligned with the Plan’s requirements.

Following the purchase of the Annuity Policies, and with the exception of the residual investments, the responsibility for managing arrangements with the investment managers lies with L&G. This responsibility may include ensuring that arrangements with appointed investment managers are aligned to achieving the long-term objectives of L&G and are established within the contractual terms of the Annuity Policy of the Plan.

There is no set duration for arrangements with L&G.

Targeted portfolio turnover is defined as the expected frequency with which an investment manager’s fund holdings change over a year. Given the majority of the Plan’s assets are invested in the Annuity Policies, the Trustee does not monitor portfolio turnover.

10. Cost Monitoring

The Trustee is aware of the importance of monitoring its asset managers' total costs and the impact these costs can have on the overall value of the Plan's assets.

Following the purchase of the Annuity Policies, responsibility for monitoring costs of the majority of the Plan's assets has been delegated to L&G. The Trustee therefore does not monitor costs relating to the Annuity Policies. The Trustee paid a premium to L&G when the Annuity Policies initiated, and there are no ongoing fees in respect to the Annuity Policies.

11. Environmental, Social, and Governance ("ESG") considerations

The Trustee acknowledges that an understanding of financially material considerations including environmental, social and corporate governance ("ESG") factors (such as climate change) and risks related to these factors can contribute to the identification of investment opportunities and financially material risks. The Trustee considers these risks by taking advice from its investment adviser.

In endeavouring to invest in the best financial interests of the beneficiaries, the Trustee has elected to invest the majority of the Plan's assets in the Annuity Policies and therefore, has limited ability to influence the ESG policies and practices of the companies in which L&G, as the provider of the Annuity Policies, invests.

Aon has been selected as investment adviser to the Trustees. Aon operates under an agreement to provide a service which ensures the Trustee is briefed to take decisions directly and to monitor those it has delegated. Aon is paid an annual fee for an agreed range of services needed on a regular basis. Any additional services falling outside those agreed will be charged for separately. This structure has been chosen to ensure that cost-effective, independent advice is received.

12. Stewardship – Voting and Engagement

The Trustee recognises the importance of its role as a steward of capital and the need to ensure the highest standards of governance and promotion of corporate responsibility in the underlying companies and assets in which the Plan invests, as ultimately this creates long-term financial value for the Plan and its beneficiaries.

Following the purchase of the Annuity Policy, the Trustee has delegated the management of the collateral backing the Annuity Policy to L&G. This includes responsibility for stewardship activities, including voting and engagement. The Trustee accepts responsibility for how L&G stewards assets on its behalf, including the casting of votes in line with their voting policies. The Trustee does not attempt to influence the ESG integration or stewardship policies and practices of L&G in managing these assets.

13. Members' Views and Non-Financial Factors

In setting and implementing the Plan’s investment strategy the Trustee does not explicitly take into account the views of Plan members and beneficiaries in relation to ethical considerations, social and environmental impact, or present and future quality of life matters (defined as "non-financial factors").

14. Direct Investments

The Pensions Act 1995 distinguishes between investments where the management is delegated to a fund manager with a written contract and those where a product is purchased directly, e.g. the purchase of an insurance policy or units in a pooled vehicle. The latter are known as direct investments.

The Trustee's policy is to review its direct investments and to obtain written advice about them regularly.

The written advice will consider the issues set out in the Occupational Pension Schemes (Investment) Regulations 2005 and the principles contained in this statement. The regulations require all investments to be considered by the Trustee (or, to the extent delegated, by the fund managers) against set criteria which takes into account the best interest of the member and beneficiaries, the security, quality, liquidity and profitability of the investments, as well as the nature and duration of liabilities. Also of consideration is diversification, the ability to trade on regulated markets and the use of derivatives.

Signed on behalf of the Misys Retirement Benefits Plan:

Signed	
Name	David Brickman
Date	16 June 2026