



EDFG Trustee Nominations

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EDF Group of the ESPS (EDFG)

Member Nominated Trustee Director Vacancies - Frequently Asked Questions

Thinking of standing as a **Member-Nominated Trustee Director (MNTD)**? Here's what you need to know:

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1. The role of a Trustee Director

a) Why is having an effective Trustee Board important?

For the Trustee Board to fulfil its responsibilities and run the Scheme effectively for its members, it needs to be managed by a strong Trustee Board made up of a diverse mix of capable people with the right range of skills, experience and knowledge.

b) What is an MNTD?

- An MNTD is a Trustee Director who is elected by eligible members of EDFG.
- Six of the 10 Trustee Directors of the Trustee Board are MNTDs. The remaining four Trustee Directors are appointed by EDF.
- In addition, there is an Independent Trustee (separate from the Trustee company).
- Trustee Directors are required to act in the best interests of beneficiaries of EDFG regardless of how they were appointed and which category of member they are.

c) Who can stand as an MNTD?

- Most members of EDFG can stand as a candidate.
- There are some reasons that may stop a member from becoming an MNTD e.g. legally prohibited, does not meet the EDFG fit and proper person test or is a deferred member who works or provides services in competition with EDF. You will be asked to complete and sign a form as part of the nomination process.
- Individuals in receipt of EDFG dependant's, spouse's and children's pensions are not classed as Members for the purpose of MNTD elections. Therefore, they are unable to stand as a candidate and cannot vote in the elections.
- Please see the "Eligibility requirements for Members" document.

d) Who can vote in the 2026 elections?

- All eligible Members of EDFG can vote in the 2026 elections.
- Individuals in receipt of EDFG dependant's, spouse's or children's pensions are not classed as Members for the purpose of MNTD elections. Therefore, they are unable to vote in the elections.

e) How long is the term of office for an MNTD?

The normal term of office for an MNTD is six years.

f) Where can I find out more information about the role of an MNTD?

- Take a look at the "What does being a Trustee Director involve" document
- Visit the Pension's Regulator (www.thepensionsregulator.gov.uk) website
- The Candidate Day will also provide more information about the role of a Trustee Director.

2. Knowledge, training & time required

a) Do I need to have any specific skills or knowledge to apply?

No specific qualifications are needed. You should have an interest in pensions and be willing to invest the time to develop your knowledge and understanding.

If you have any relevant experience this can be useful. This might include financial, legal, administrative and communications experience. You may have other experience which could also be useful. Soft skills such as the ability to listen, work collaboratively, grasp concepts quickly, the ability to digest a large volume of materials and identify critical issues, act impartially, understand other people's points of view and be open minded and pragmatic are equally important.

To give you an idea of some of the experiences and soft skills on the current Trustee Board include:

- Financial, pensions, investment, legal experience
- Interpersonal, communication skills
- Strategic thinking
- Critical thinking
- Internal controls
- Risk management
- Social awareness
- Historical scheme knowledge
- Commercial awareness
- Emotional intelligence
- Experience of being on a decision-making committee
- Willingness to work collaboratively with others (enquire, listen, analyse, challenge if necessary and make collective decisions)

The Candidate Day will help you understand more about the requirements of the role of a Trustee Director and provide you with the opportunity to ask any questions you may have.

To stand for election, you'll need to complete the Trustee's Role and Running a Scheme modules of the Pensions Regulator's Trustee toolkit.

b) Is there training and support?

- o All new Trustee Directors will be asked to attend an induction training course, which will set out the basics of the Trustee role and provide information about EDFG.
- o New Trustee Directors are required to complete the Pensions Regulator's Trustee Toolkit within six months of becoming a Trustee Director. This is an online training course with 16-20 hours of free trustee learning, designed to help new trustees develop their understanding and keep up to date with legislation.
- o EDFG specific and ongoing training is also provided to the Trustee Board.
- o The Trustee Board has professional advisers who advise on specific areas, such as investment, legal, actuarial, covenant and audit work. However, the Trustee Board remains ultimately responsible and accountable for the decisions it makes.
- o Support is available to new Trustee Directors and the Trustee Board as a whole from the EDF Pensions Management Team - they are a dedicated team of pensions specialists covering investment, finance, governance, communications and operations who assist the Trustee Board.

c) How many hours a week is the Trustee role likely to require?

- o Being a Trustee Director is an important role with responsibilities that require time and attention. Some periods may be busier than others. It is difficult to quantify exactly how many hours the role will take up each week but we will cover time commitments in more detail at the candidate day.
- o Trustee Directors are required to attend at least quarterly formal Trustee Board meetings throughout the year. These meetings are usually held over two days face-to-face in London, while other meetings are held either face-to-face or online via video conference. In addition, there are three Trustee committees which cover the following areas:
 - Investment
 - Audit, Risk & Budgeting
 - Member Services

You will be on at least one of these Trustee committees.

- There may also be other Trustee meetings throughout the year associated with strategy, planning, training and projects.
- You'll need to allow enough time to read and keep up to date with Trustee responsibilities – this includes not just attending meetings but also pre-reading and attending training.
- You'll receive regular updates to ensure you stay up to date with Trustee activities and pensions developments (e.g. legislative changes). Initially, for a new Trustee Director additional time will be required for training and getting up to speed generally.
- You'll be required to evidence 15 hours of Continuous Professional Development (CPD) over the course of a calendar year.

d) Will Member Nominated Directors who work for EDF get time off work to fulfil their duties?

EDF is fully supportive of its pension schemes and recognises the importance of EDF employees who are Trustee Directors being given time to fulfil their Trustee responsibilities and attend meetings. If as a Trustee Director, who is also employed by EDF, you require time off from your work to attend Trustee meetings or otherwise carry out Trustee responsibilities, you should discuss this with your line manager.

e) Will I be allowed time off work to attend the candidate day?

If you are employed by EDF and require time off from your work to attend the candidate day, you should discuss this with your line manager.

3. The elections process

a) Why are you holding this election?

Because the term of office for three of the current MNTDs are coming to an end.

b) Who will run the election?

The Trustee and their support team are running the election however, an external independent election provider, has been appointed manage the ballot and act as Returning Officer if we get sufficient candidates.

c) How do I stand for election?

- o Complete and submit your nomination form by **20 March 2026**.
- o Submit evidence that you've completed the Trustee's Role and Running a Scheme modules of the Pensions Regulator's Trustee toolkit by **10 April 2026**.
- o Attend the Candidate Day and individual interview being held during the week commencing **13 April 2026**. The Candidate Day and individual interviews will be held via Teams and may be on the same day or different days. Confirmation will be provided to eligible candidates once the nomination period closes.
- o Confirm after attending the Candidate Day and individual interview whether you wish to proceed as a candidate.

d) How do I vote?

Voting opportunity will be sent to eligible Members via email or by post to those members who have opted out of electronic communication.

- Voting opens on **30 April 2026**
- Voting closes at 5pm on **21 May 2026**

e) When will I know the results of the election process?

- o Candidates will be informed of the results by the end of May 2026.
- o Results will be announced to the EDFG membership in the Autumn 2026 Member Update.
- o New Member Nominated Directors will take up the role from 1st July 2026.

f) What happens if there are insufficient candidates to fill the vacancies?

Where the number of eligible candidates is less than the number of vacancies, the Trustee will re-run the nomination process for the unfilled vacancies after such reasonable period as is determined by the Trustee.

g) Will there definitely be a ballot?

- o A ballot will only be held where there are four or more eligible candidates for the three MNTD roles.
- o If there are fewer than four eligible candidates in total, then the eligible candidates will become MNTDs and no ballot will be required.

h) If a ballot is required, when will it take place?

If a ballot is required, ballot details will be sent to eligible Members via email or by post to those members who have opted out of electronic communication on **30 April 2026**. Full details of how to cast votes will be provided. Online voting will be available and is encouraged.

4. Completing the nomination pack

a) What is the nomination pack?

- All candidates who wish to stand as an MNTD are required to complete and sign a nomination form. This includes an election statement and a declaration.
- Electronic nomination forms are available for completion via the election hub and paper copies are available on request by contacting the Fund Secretary.
- Candidates must submit their completed nomination form to the Fund Secretary by **20 March 2026**.
- Each candidate must sign a declaration to confirm that they:
 - are eligible to stand
 - understand that they are required to complete the Trustees Role and Running a Scheme modules of the Pensions Regulator's Toolkit prior to **10 April 2026** and provide evidence of this
 - understand the role
 - are willing to sign a confidentiality agreement
 - are aware they can be removed if a majority of the other MNTDs agree
 - understand that, if they are a deferred member, the Trustee Board and EDF may prohibit them from standing as an MNTD, or remove them as an MNTD, where they are engaged in providing services to any company that is in competition with EDF, or any of its group undertakings
 - agree to complete the Pensions Regulator's online Trustee Toolkit within six months of appointment
 - agree to sit the PMI's certificate of pension trusteeship within a reasonable time of appointment
 - agree to complete 15 hours of relevant continuing professional development each year and complete any new or updated modules in the Pensions Regulator's Trustee Toolkit
 - will declare any conflicts of interest and comply with the Trustee Board's policy on conflicts of interest
 - understand that any election statement they make will be circulated to voting members
 - understand the declaration they are signing and the undertaking they have taken in respect of the EDFG Fit & Proper Person test
 - are not prohibited from standing as a Trustee Director as a result of being:
 - convicted of any offences involving dishonesty or deception
 - an undischarged bankrupt
 - disqualified from being a company director
 - disqualified from acting as a Trustee by the Pensions Regulator
- To proceed to the election stage a candidate must have:
 - fully completed the nomination form
 - provided evidence that they have completed the Trustees Role and Running a Scheme modules of the Pensions Regulator's Toolkit
 - provided an election statement (see election statement guidance below). Failure to provide an election statement will not invalidate candidacy. Instead, the words 'Statement not received' will be published in the space which would have contained the statement
- The EDF Pensions Management Team, in conjunction with the Trustee's legal advisor and the Independent Trustee, reserves the right to edit election statements which exceed the 200-word limit, or edit or exclude statements which are considered to be factually inaccurate, defamatory or constituting lobbying or grandstanding.

b) Do I need other Scheme members to nominate me for election?

- No, eligible candidates are only required to nominate themselves

c) Will my nomination be verified?

- Yes, the EDF Pensions Management Team, in conjunction with the Trustee's legal advisor and the Independent Trustee will verify that you are eligible to stand as a candidate.

The Candidate Day

a) When is the Candidate Day?

This will take place in the week commencing **13 April 2026** and will be held via Teams.

b) What will happen at the Candidate Day?

- o During the Candidate Day there will be a variety of sessions covering the following areas:
 - An overview of an occupational pension scheme
 - Brief overview of EDFG
 - What being a Trustee Director involves – duties and responsibilities
 - Experience as a Member Nominated Director
 - An individual interview (this may be held on a day following the candidate day)

c) Who will attend the Candidate Day?

- o Apart from the candidates considering putting themselves forward, attendees at the Candidate Day will include, as a minimum:
 - The Independent Trustee
 - A current or previous Member Nominated Director who is not standing for re-election
 - EDFG's Fund Secretary
 - Representative from EDFG's legal adviser
 - A member of the EDF Pensions Management Team
 - A Company representative

d) What will happen at the individual interviews and who will I be meeting?

- o At the interview you will have the opportunity to find out more information and ask questions relevant to the Trustee Director role to help you decide if you want to be put forward for election.
- o The interview will also give us the opportunity to explore more about you, so far as relevant to the Trustee role, for example your reasons for wanting to be and your ability to effectively carry out the duties of an MNTD.
- o The Interview Panel will comprise EDFG's Independent Trustee and EDF's Head of Equity, Diversity and Inclusion and/or such other persons as the Trustee determines. In the case of a large number of candidates, the Trustee may operate more than one Interview Panel.

e) What happens if I cannot attend the Candidate Day?

It is a requirement that any person wishing to put themselves forward as a candidate attends the Candidate Day. However, in exceptional circumstances, the Trustee Board may agree to make alternative arrangements for candidates who cannot attend on the designated date. If you are unable to attend on the designated date you should inform the Fund Secretary immediately.

f) What happens if I don't want to stand for election after attending the Candidate Day?

One of the reasons for the Candidate Day is to help you decide if you are suited for the Trustee role. You are not in any way committed to putting yourself forward for election and you are free to decide after the candidate day not to stand for election.

We welcome nominations from people who have a disability. Reasonable adjustments will be made to the nomination procedure as required in consultation with the applicant to ensure no-one is disadvantaged because of their disability. If a person with a disability is selected for a position, reasonable adjustments will be made as appropriate. If you would like to discuss this further, please contact the Fund Secretary.

5. General questions

a) Will existing Member Nominated Directors have an advantage?

No. All candidates will enter this process on an equal footing.

b) I live overseas, can I stand as a candidate?

In principle yes, although you will be required to attend meetings face-to-face and you should therefore consider the practicalities of this before you decide to stand.

Ready to make a difference? Start your nomination today!