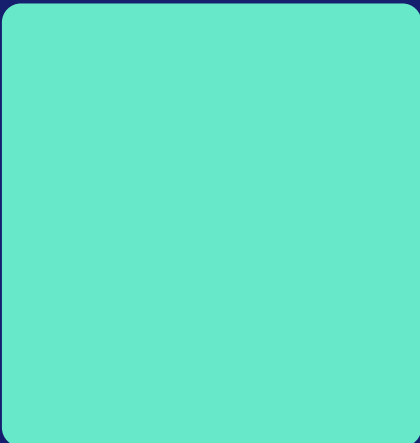




Retirement Solutions

# Candidate Pack

Becoming part of the TPT Team



# We are TPT Retirement Solutions

TPT Retirement Solutions (TPT) is one of the UK's leading providers of workplace pensions, with almost 80 years' experience of managing defined benefit (DB) and defined contribution (DC) pension schemes.

Our mission is to make pension schemes perform better for everyone, from sponsoring employers and trustees to the members who are saving for the future. We are innovative and forward thinking, investing in technology to improve the services we provide. The fact that we are owned by a pension fund enhances the way we work with our clients, and on behalf of their pension scheme members, to achieve their goals.

Better outcomes are just as important as they always have been, and TPT continues to play an important role in the changing pensions landscape.

## TPT milestones at a glance

### 2023

- David Lane appointed as CEO
- TPT wins 4 prestigious industry awards
- Nicholas Clapp appointed as Commercial Director
- TPT launches new DB Multi-Trust solution
- FCA approval to set up a commercial investment company - TPT Investment Management (TPTIM)

### 2024

- TPTIM launches 7 new funds
- Reading Buses joins the DB Master Trust
- TPT launches standalone Fiduciary Management service
- TPTIM launches new LDI solution
- Paddy Lye joins as TPT's Chief Operating Officer
- TPT wins 2 industry awards

### 2025

- New digital improvements launched for members
- TPT announces the development of a new type of pension scheme - CDC
- TPT moves to new office premises in Leeds
- TPT announces it is developing a Superfund
- TPT wins 2 industry awards

# What makes us different?

Pension schemes are our core expertise. We focus on making pension schemes perform better. We know exactly what it takes to cut through the complexity and keep things simple, to get the best outcome for members, employers, and trustees. We collaborate closely with our clients to deliver robust governance and investment expertise they can trust.

## Our membership\*



2,422 employers



492,378 members



134,217 active members



51,786 pensioners

## Our financials\*



revenue in 2025



4.3/5 Stars

"[TPT's] professionalism, knowledge, and attention to detail gave me great confidence that everything was completed accurately. Excellent support."



Rated 'Very Good' by Best Companies in 2025

## Our brand



pensions news articles mentions TPT



27% increase on 2024

## Our assets under management\*



defined benefit



defined contribution

## Our recent awards



Winner Professional Pensions Rising Star Awards 2025



Winner UK Pensions Awards 2025



Winner IPE Awards 2025



Winner Pension Age Awards 2026

\*As at 30 September 2025



# A message from our CEO

## Thank you for taking an interest in becoming part of TPT.

We may have been around for 80 years, but we've not stood still and will continue to change and innovate to bring value for members, employers, and professional trustees with a view to growth and career development for our people too.

We employ people who do the right things in the right way. It's an approach that means TPT is a great place to work. This pack is designed to help you get a feel for what it's like to work with us and help you decide whether you can see yourself as part of our team.

At TPT we have an important job to do and that's to secure the best possible future for our members. We make pensions perform better for all our stakeholders; delivering pension schemes that members, employers, and trustees can have complete confidence in, safe in the hands of experts with a passion to support them and engage with them.

We manage schemes based on knowledge and insight, so they can achieve better outcomes now and in the future. For the things we can't always predict, like market turbulence or new legislation, we have a long track record of adapting and innovating. It's what makes us one of today's leading pension providers.

Our purpose is ingrained into everything we do, the people we employ and the investments we choose.

We have a bold vision for our future that makes more of our capabilities, will grow our business and deliver innovative products all the while delivering customer excellence in everything we do.

During 2024/25, we further broadened our range of solutions to include standalone fiduciary management, delivered by TPT Investment Management and launched our first of its kind managed retirement income for life offer.

We've also announced our plans to launch our own pioneering CDC scheme and our intention to launch a new Defined Benefit (DB) Superfund.

And, finally, we delivered our much-improved DC offering. The on-line servicing platform and "to-and-through retirement journey" we have created sets a new standard for DC members. It's the kind of innovation that government, regulators and the wider industry are looking for, and we are delighted to bring these to market.

There is much and more to do. It's an exciting time to join us.

**David Lane**  
Chief Executive Officer, TPT

# What we can offer



A competitive salary and a generous pension scheme – you pay 3% and we'll pay 9%. Between 4% and 6% we'll pay 12% to your account.



Bonus scheme



Death in service cover at four times salary



Group income protection insurance



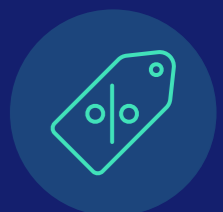
Personal accident and permanent health insurance



Employee Assistance Programme



Option to join health cash plan for FREE



Discounts on gym, travel insurance, electronics & more



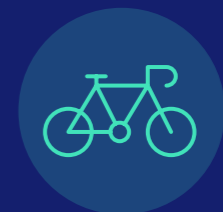
35-hour working week



Flexible working options & hybrid working



A holiday purchase and sale scheme



A range of salary sacrifice options



Help@Hand Assistance Programme



Interest-free travel loans



FREE parking (limited spaces bookable)



Volunteering — One paid day a year to support a local charity



Adora Digital Health App for perimenopause and menopause personalised support



Professional membership fees and funding for required professional qualifications

# Why join TPT?

We think that TPT is an exceptional business, and it always has been. But now more than ever it is an exciting place where you will have the autonomy to deliver in your role, have the support to flourish and develop your career ambitions.

We've grown in so many ways in recent years. To the outside world, we've expanded our range of products and services, and that's driven interest from the industry, clients and the media.

Our recent growth has broadened our product range and increased industry interest. Joining us at this exciting time means contributing to our vision, developing your skills, and enjoying a caring, inclusive culture.

You'll play a vital part in our growth ambitions, have the chance to progress your career, develop your skills and enjoy a culture where people really care about what they do.

Our annual colleague survey revealed a lot of positive insights into our work environment and highlighted some areas that we can continue to enhance. We're proud to have a culture where people feel confident to share their thoughts, knowing their feedback will be heard and valued.

## In 2025...



84 new joiners



13 internal moves



160 colleagues trained in change management



354 hours of time given back to local causes

*"We can't achieve a fraction of our gifting goals without volunteering teams like TPT's. They went above and beyond to pack almost 4,500 books for five schools in and around Leeds."*

**Laura Thompson**  
Volunteer Manager,  
Children's Book Project

## Employees of the Year 2025



**Tim Fairclough,**  
Actuarial Services Managers



**Elizabeth Gray,**  
Administration Team Leader

*"I've recently joined TPT and have been impressed with the welcoming, supportive environment. Things are moving very quickly and there is a need to perform, but colleagues have been clear with their expectations and support one another."*



*"The company wants to do the right thing, either socially, for its staff or for its customers"*

*"Good learning opportunities, flexible culture, strong sense of collaboration"*



*"The company seems to go out of its way to provide benefits and incentives that help make working here more rewarding. I enjoy my work and can also directly see the impact my contribution has"*

*"The ambition of the business to grow, through new solutions and strong governance. There are many opportunities to get involved in this ambition, individuals have the freedom to take responsibility and show accountability."*

*"The organisation cares about its staff and offers interesting career opportunities."*





### Leeds

5th Floor,  
3 South Brook St,  
Aire Park, Leeds,  
LS10 1FT



### London

1st Floor, 4 St  
Paul's Churchyard,  
London,  
EC4M 8AY



Follow us on LinkedIn:



TPT Retirement Solutions



TPT Investment Management



Take a virtual tour of our  
Leeds City Centre Head Office

**t|p|t**

Retirement Solutions



[www.tpt.co.uk](http://www.tpt.co.uk)



0113 234 5500



[enquiries@tpt.co.uk](mailto:enquiries@tpt.co.uk)

### Our ownership

TPT Retirement Solutions Limited is wholly owned by **Verity Trustees Limited** in its capacity as trustee of The Pensions Trust.

TPT Investment Management Limited is a wholly owned subsidiary of TPT Retirement Solutions Limited.