



Central Trade Union Committee Update

For all TU members employed by Nuvia

Number 149

3rd March 2026

No Companywide Bonus Payment for Financial Year 2025

Following enquiries from a number of members in relation to any potential Company bonus payment payout in 2026 for Financial Year (FY) 2025, the CTUC contacted the Company.

The response is that there will be **no general companywide bonus payout in 2026**. However, there will be discretionary bonus payments to those employees who are eligible to participate through their T&Cs (e.g. personal contract holders – NPCs).

The general bonus scheme is discretionary, subject to company performance. In recent years, the company's performance has not been sufficient to generate a companywide bonus. The CTUC believes the last general companywide bonus payment was for FY2016, paid in 2017. However, there have been intermittent discretionary bonus payments to those employees who are eligible to participate through their T&Cs.

Over the last two financial years, 2024 and 2025, Nuvia has been able to declare a profit, though falling short of Vinci expectations, but is most welcomed and an indication of the progress the company has been making going forward, particularly with FY 2025 profit more than doubling that of 2024. The profit levels in both years have been sufficient to trigger discretionary bonus payments to the groups mentioned above.

Those employees who sit outside these groups, and have also contributed in the delivery on such an improved performance, will be disappointed that they will not receive recognition of that in terms of a bonus, unlike those few, but a significant number, who will be receiving perhaps up to 10% of their salary for FY2025.

This has been conveyed to the company.

The company has stated that they would like to review with the CTUC, the general bonus scheme rules currently in place. These are available for view on the company intranet, but perhaps can be summarised as;-

Individual Bonus Payments

Individual bonus payments are linked to company and financial performance and will be split evenly from the bonus pot, by dividing the bonus pot total by the number of eligible employees. The company will communicate what the pot is based on, by detailing the percentage of the overall pay bill, and detailing what this equates to as a figure in advance of payment to all eligible employees via a company notice in advance of payment

This was introduced back in 2017 following a members proposal adopted at the 2017 Annual Delegate Conference (ADC) which instructed the CTUC to raise with company. After some discussion, it was subsequently implemented by the company.

Regards,

John Ambrose
CTUC Chair
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The three unions recognised by Nuvia under the Enabling Agreement are listed below, with a link to their relevant web sites: -

- GMB - <https://www.gmb.org.uk/join-gmb>
- Prospect - <https://prospect.org.uk/join/>
- Unite - <https://join.unitetheunion.org/>

The company is supportive of Trade Union membership, with higher levels of membership bringing advantages to the employment relationship.