



Statement of Investment Principles

For the Trustees of the Percy Hedley Pension Scheme

February 2025

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01 Introduction

Purpose

This document constitutes the Statement of Investment Principles ('the SIP') required under Section 35 of the Pensions Act 1995 for the Percy Hedley Pension Scheme ('the Scheme'). It describes the investment policy being pursued by the Trustees of the Scheme. This SIP complies with the requirements of the Occupational Pension Schemes (Investment) Regulations 2005.

Scheme details

The exclusive purpose of the Scheme is to provide retirement and death benefits to eligible participants and beneficiaries. It qualifies as a registered pension scheme, registered under Chapter 2 of Part 4 of the Finance Act 2004.

Advice and consultation

Before preparing this Statement, the Trustees have sought advice from the Scheme's Investment Consultant, XPS Investment Limited. The Trustees have also consulted the Principal Employer in relation to the investment strategy and investment policy for the Scheme. The Trustees will consult the Principal Employer on any future changes in investment policy as set out in this Statement.

Investment powers

The Scheme's Trust Deed and Rules set out the investment powers of the Trustees. This Statement is consistent with those powers. Neither this Statement nor the Trust Deed and Rules restricts the Trustees' investment powers by requiring the consent of the Principal Employer.

In accordance with the Financial Services and Markets Act 2000, the Trustees set general investment policy but delegate responsibility for the selection of the specific securities and any financial instruments in which the Scheme invests to investment managers.

Review of the Statement

The Trustees will review this Statement and its investment policy at least every three years in conjunction with each triennial valuation or immediately following any significant changes in investment policy. The Trustees will also review this Statement in response to any material changes to any aspect of the Scheme, its liabilities, finances and attitude to risk of either the Trustees or Principal Employer which it judges to have a bearing on the stated investment policy.

The Trustees will receive confirmation from its Investment Consultant, of the continued appropriateness of this Statement annually, or more frequently, if appropriate.

Definitions

Capitalised terms in this document mean the following:

Act - The Pensions Act 1995 (as amended by section 244 of the Pensions Act 2004);

AVCs - Additional Voluntary Contributions;

Investment Consultant - A person/organisation that is reasonably believed by the Trustees to be qualified and have the appropriate knowledge and experience of the management of the investments of such schemes, to provide advice to the Trustees on the Scheme's investment matters as required by the Pensions Act 1995;

Investment Manager - An organisation appointed by the Trustees to manage investments on behalf of the Scheme;

Principal Employer - The Percy Hedley Foundation;

Recovery Plan - The agreement between the Trustees and the Principal Employer to address the funding deficit;

Scheme - The Percy Hedley Pension;

Statement - This document, including any appendices, which is the Trustees' Statement of Investment Principles;

Technical Provisions - The amount required, on an actuarial calculation, to make provision for the Scheme's liabilities;

Trust Deed and Rules - the Scheme's Trust Deed and Rules dated 19 September 2002, as subsequently amended;

Trustees - The Percy Hedley Pension Scheme Trustees, the group of individuals responsible for the investment of the Scheme's assets and managing the administration of the Scheme;

Value at Risk (VAR) - a technique which uses historical correlations of asset class returns and volatilities to estimate the likely worst-case scenario loss for a given portfolio of assets.

02 Strategic investment policy and objectives

Choosing investments

The Trustees rely on professional investment managers for the day-to-day management of the Scheme's investible assets. However, the Trustees retain control over some investments. In particular, the Trustees make decisions about pooled investment vehicles in which the Scheme invests and any AVC investment vehicles.

The Trustees' policy is to regularly review the investments over which they retain control and to obtain written advice about them when necessary. When deciding whether or not to make any new investments the Trustees will obtain written advice and consider whether future decisions about those investments should be delegated to investment managers. The written advice will consider suitability of the investments, the need for diversification and the principles within this Statement. The adviser will have the knowledge and experience required under Section 36(6) of the Act.

Long-term objectives

The primary investment objective of the Trustees is to seek to ensure the Scheme is able to meet the benefit payments promised as they fall due from a combination of investment returns and planned contributions.

Having regard to the primary investment objective and subject to the strength of the employer covenant, the Trustees will seek to achieve:

- a level of investment return which mitigates the cost of the Scheme to the employer over the long term.
- a level of investment return which is consistent with that assumed in the Recovery Plan from the most recent Actuarial Valuation.
- a balance between return seeking asset assets and liability matching assets consistent with the profile of the members of the Scheme and the profile of the liabilities.

The Trustees will seek to:

- keep the costs and the manager risk in implementing the investment strategy to a minimum.

- utilise the skills of investment managers to enhance returns to the extent they reasonably expect that the manager will be able to add value in excess of the extra fees over time.
- use the skills of investment managers to reduce volatility and to increase diversity across asset classes where prudent to do so given the other investment objectives.
- use the skills of investment managers and hedging strategies to reduce the interest rate risk and inflation risk of the Scheme so far as practicable.
- manage currency risk as part of the overall investment risk of the portfolio where they reasonably consider such an approach has the potential to reduce volatility.

Expected returns

By undertaking the investment policy described in this Statement, the Trustees expect future investment returns will be consistent with the rate of return underlying the Recovery Plan. The Trustees do not intend to make strategic changes as a result of short-term deviations in expected asset class returns, although opportunities will be considered to opportunistically reduce target returns if it is possible to do so without extending the term to full funding in the Recovery Plan.

Investment Policy

Following advice from the Investment Consultant, the Trustees have set the investment policy and objectives with regard to the Scheme's liabilities and funding level.

The Trustees intend to achieve these objectives through investing in a diversified portfolio of return-seeking assets (e.g. property, credit and multi asset funds) and liability matching assets (e.g. passive gilt-only LDI funds). The Trustees recognise that the return on return-seeking assets, whilst expected to be greater over the long-term than that on liability matching assets, is likely to be more volatile. A mixture across asset classes should nevertheless provide the level of returns required by the Scheme to meet its liabilities at an acceptable level of risk (of underperforming the

Strategic investment policy and objectives continued

liabilities) for the Trustees, and an acceptable level of cost to the Principal Employer.

The investment policy the Trustees have adopted is detailed in Appendix I. The specific investment mandates against which performance of the assets will be assessed are specified in Appendix II.

Range of assets

The Trustees consider that the combination of the investment policy detailed in Appendix I and the specific fund mandates detailed in Appendix II will ensure that the assets of the Scheme include suitable investments that are appropriately diversified and provide a reasonable expectation of meeting the objectives. In setting out the mandates for the Investment Manager, the Trustees will ensure that the Scheme holds a suitably diversified range of securities in each category, avoiding an undue concentration of assets.

Based on the structure set out in Appendix I, the Trustees consider the arrangements with the Investment Manager to be aligned with the Scheme's overall strategic objectives. Details of the specific mandate are set out in agreements and pooled fund documentation with the Investment Manager. The amounts allocated to any individual category or security will be influenced by the overall benchmark and objectives, varied through the Investment Manager's tactical asset allocation preferences at any time, within any scope given to them

through the asset allocation parameters/guidelines set by the Trustees or governing the pooled funds in which the Scheme is invested.

The Trustees will ensure that the Scheme's assets are predominantly invested in regulated markets to maximise their security.

The Investment Manager is incentivised to perform in line with expectations for their mandate as part of the Scheme's investment strategy – and hence the fees they receive – are dependent upon them doing so. They are therefore subject to performance monitoring and reviews based on a number of factors linked to the Trustees' expectations, including the selection / deselection criteria set out in Section 6.

The Trustees encourage the Investment Manager to make decisions in the long-term interests of the Scheme. The Trustees expect engagement with management of the underlying issuers of debt or equity and the exercising of voting rights. This expectation is based on the belief that such engagement can be expected to help the Investment Manager to mitigate risk and improve long term returns. As covered in more detail in Section 3, the Trustees also require the Investment Manager to take ESG factors and climate change risks into consideration within their decision-making as the Trustees believe these factors could have a material financial impact in the long-term. The Trustees therefore make decisions about the retention of investment managers, accordingly.

03 Responsible investment

The Trustees have considered their approach to environmental, social and corporate governance (“ESG”) factors for the long term time horizon of the Scheme and believe there can be financially material risks relating to them. The Trustees have delegated the ongoing monitoring and management of ESG risks and those related to climate change to the Scheme’s Investment Manager. The Trustees require the Scheme’s Investment Manager to take ESG and climate change risks into consideration within their decision-making, in relation to the selection, retention or realisation of investments, recognising that how they do this will be dependent on factors including the characteristics of the asset classes in which they invest.

The Trustees will seek advice from the Investment Consultant on the extent to which their views on ESG and climate change risks may be taken into account in any future investment manager selection exercises. Furthermore, the Trustees, with the assistance of the Investment Consultant, will monitor the processes and operational behaviour of the Investment Manager from time to time, to ensure they remain appropriate and in line with the Trustees’ requirements as set out in this Statement.

As the Scheme invests in pooled funds, the Trustees acknowledge that they cannot directly influence the policies and practices of the companies in which the pooled funds invest. They have therefore delegated responsibility for the exercise of rights (including voting rights and the management of any potential or actual conflicts) attached to the Scheme’s investments to the Investment Manager. The Trustees encourage them to engage with investee companies and vote whenever it is practical to do so on financially material matters such as strategy, capital structure, conflicts of interest policies, risks, social and environmental impact and corporate governance as part of their decision-making

processes. The Trustees require the Investment Manager to report on significant votes made on behalf of the Trustees.

If the Trustees become aware of the Investment Manager engaging with the underlying issuers of debt or equity in ways that they deem inadequate or that the results of such engagement are mis-aligned with the Trustees’ expectation and the investment mandate guidelines provided, then the Trustees may consider terminating the relationship with the Investment Manager.

When considering the selection, retention or realisation of investments, the Trustees have a fiduciary responsibility to act in the best interests of the beneficiaries of the Scheme, although they have neither sought, nor taken into account, the beneficiaries’ views on matters including (but not limited to) ethical issues and social and environmental impact. The Trustees will review this policy if any beneficiary views are raised in future.

In order to ensure sufficient oversight of the engagement and voting practices of their manager, the Trustees may periodically meet with the Investment Manager to discuss engagement which has taken place. The Trustees will also expect the Investment Consultant to engage with the Investment Manager from time to time as needed and report back to the Trustees on the stewardship credentials of the Investment Manager. The Trustees will then discuss the findings with the Investment Consultant, in the context of their own preferences, where relevant. This will include considering whether the Investment Manager is a signatory to the UK Stewardship Code. The Trustees recognise the Code as an indication of an investment manager’s compliance with best practice stewardship standards.

04 Risk measurement and management

The Trustees recognise a number of risks involved in the investment of the assets of the Scheme. The Trustees measure and manage these risks as follows:

Solvency risk - The risk that at some future point the assets will be insufficient to meet the present value of the liabilities. To assess this risk the Trustees will consider (for example) the VAR.

Mismatching risk - The risk that the assets do not respond to market changes in the same way as the liabilities. This mismatch may occur either in the movement in total assets and liabilities or at particular durations. This is addressed through the strategic asset allocation and through ongoing triennial actuarial valuations. In setting the investment strategy, the Trustees will also consider the VAR.

Strategy risk - The risk that the Investment Manager's asset allocation deviates from the Trustees' investment policy is addressed through regular review of the asset allocation. In reviewing the investment strategy on a periodic basis, the Trustees will consider the current economic factors affecting the asset classes in which they have invested and the short to medium term outlook for performance by reference to e.g. current and historic yields, GDP growth forecasts and other relevant factors. The Trustees will also consider how far the actual asset allocation has drifted from the strategic asset allocation and take action to rebalance if necessary.

Liquidity risk - The risk that assets cannot be sold quickly enough to enable benefits to be paid or that the Trustees cannot exit a particular investment is addressed through the process by which the administrator estimates the benefit outgo and ensures that sufficient cash balances are available, and through the Trustees' policy on realisation of assets (see below).

Inappropriate investments - The risk that the Investment Manager invests in assets or instruments that are not considered to be appropriate by the Trustees is addressed through the Trustees' policy on the range of assets in which the Scheme can invest (see section 2).

Counterparty risk - The risk that a third party fails to deliver cash or other assets owed to the Scheme is addressed through the Investment Manager's guidelines with respect to cash and counterparty management.

Political risk - The risk of an adverse influence on investment values from political intervention is reduced by diversification of the assets across many countries.

Custodian risk - The risk that the custodian fails to provide the services expected is addressed through the agreement with the third party custodian and ongoing monitoring of the custodial arrangements. In pooled arrangements this is invariably delegated to the investment managers.

Manager risk - The risk that the Investment Manager fails to meet their stated objective is addressed through the performance objectives set out in Appendix II and through the monitoring of the Investment Manager as set out in section 6. In monitoring the performance of the Investment Manager, the Trustees measure the returns relative to the benchmark, objective and the volatility of returns. In addition, the Trustees will regularly review the Investment Manager's approach to risk within each fund in order to highlight any unintended risk being taken. For example:

- > For property, the Trustees will consider the spread of assets across various geographic sectors and property types. The Trustees will also review how each fund operates within its own defined risk controls and limits;
- > For credit funds, the Trustees will consider the type and quality of the underlying assets and the volatility of each fund both in absolute terms and in comparison, to the volatility of traditional credit markets;
- > For multi-asset funds, the Trustees will consider the weightings within the fund to different asset classes;
- > For liability driven investment (LDI) funds, the Trustees will review risk through the type of instruments held and the risks associated with these investments.

Fraud/Dishonesty - The risk that the Scheme assets are reduced by illegal actions is addressed through restrictions applied as to who can authorise transfer of cash and the account to which transfers can be made.

Currency risk - The risk of losses through depreciation of non-sterling currencies is measured by reference to the exposure of the Scheme to pooled funds with unhedged currency risk and is managed by investing predominantly in sterling assets and only taking currency risk where it increases the level of diversification.

05 Realisation of assets and investment restrictions

Realisation of investments

In recognition of the fact that funds may need to be realised for a number of unanticipated reasons at any time, and the desirability of retaining as high a degree of flexibility as possible to cater for unexpected changes in circumstances, the Trustees will monitor closely the extent to which any assets not readily realisable are held by the Investment Manager and will limit such assets to a level where they are not expected to prejudice the proper operation of the Scheme.

The Trustees have considered how easily investments can be realised for the types of assets in which the Scheme is currently invested. As such, the Trustees believe that the Scheme currently holds an acceptable level of readily realisable assets. The Trustees will also take into account how easily investments can be realised for any new investment classes they consider investing in, to ensure that this position is maintained in the future.

The Trustees will hold cash to the extent that they consider necessary to meet impending anticipated liability outflows. A bank account is used to facilitate the holding of cash awaiting investment or payment.

Investment restrictions

The Trustees have established the following investment restrictions:

- > The Trustees or the Investment Manager may not hold in excess of 5% of the Scheme's assets in investments related to the Principal Employer;
- > Whilst the Trustees recognise that borrowing on a temporary basis is permitted, this option will only be utilised where it is deemed absolutely necessary or where the Trustees have received advice from the Investment Consultant that the Scheme's overall exposure to risk can be reduced through temporary borrowing, e.g. during an asset transfer;
- > Investment in derivative instruments may be made only insofar as they contribute to the reduction in risk or facilitate efficient portfolio management.

The Investment Manager imposes internal restrictions that are consistent with their house style. In some instances, the Trustees may impose additional restrictions and any such restrictions are specified in Appendix II.

06 Investment Manager Arrangements and fee structure

Delegation to Investment Manager

In accordance with the Act, the Trustees have appointed an Investment Manager and delegated to them the responsibility for investing the Scheme's assets in a manner consistent with this Statement.

The Investment Manager is authorised and regulated to provide investment management services to the Scheme. Within the UK, the authorisation and regulation of investment managers falls under the Financial Conduct Authority (FCA). Specific products in which the Scheme invests may also be regulated by the Prudential Regulatory Authority (PRA). For non-UK investment managers, authorisation and regulation is undertaken by the home state regulator.

Where an investment manager is delegated discretion under section 34 of the Pensions Act 1995, the investment manager will exercise their investment powers with a view to giving effect to the principles contained in this Statement so far as reasonably practicable. In particular, the investment manager must have regard to the suitability and diversification of the investments made on behalf of the Scheme.

The Investment Manager will ensure that suitable internal operating procedures are in place to control individuals making investments for the Scheme.

Performance objectives

The individual benchmarks and objectives against which each investment mandate is assessed are given in Appendix II.

Review process

Appointments of investment managers are expected to be long-term, but the Trustees will review the appointment of the Investment Manager in accordance with their responsibilities. Such reviews will include analysis of the Investment Manager's performance and processes and an assessment of the diversification of the assets held by the Investment Manager. The review will include consideration of the continued appropriateness of the mandate given to the Investment Manager within the framework of the Trustees' investment policies.

The Trustees receive quarterly performance monitoring reports from the Investment Consultant which consider

performance over the quarter, one and three year periods. In addition, any significant changes relating to the criteria below that the Investment Consultant is aware of will be highlighted, which may lead to a change in the Investment Consultant's rating for a particular mandate. These ratings will help to determine the Investment Manager's ongoing role in implementing the investment strategy. If there are concerns, the Trustees may carry out a more in-depth review of the Investment Manager. The Investment Manager will also attend Trustees meetings as requested.

The Investment Consultant has also carried out a review of how well ESG factors are incorporated into the Investment Manager's processes for some of the funds and the Trustee will re-assess progress on ESG issues periodically.

Investment manager remuneration is considered as part of the manager selection process. It is also monitored regularly with the help of the Investment Consultant to ensure it is in line with the Trustees' policies and with fee levels deemed by the Investment Consultant to be appropriate for the particular asset class and fund type.

Selection / Deselection Criteria

The criteria by which the Trustees will select (or deselect) investment managers include:

- > Parent - Ownership of the business;
- > People - Leadership/team managing the strategy and client service;
- > Product - Key features of the investment and the role it performs in a portfolio;
- > Process - Philosophy and approach to selecting underlying investments including operational risk management and systems;
- > Positioning - Current and historical asset allocation of the fund;
- > Performance - Past performance and track record;
- > Pricing - The underlying cost structure of the strategy;
- > ESG – Consistency and extent to which ESG analysis is incorporated into the process of selecting underlying investments.

The Investment Manager may be replaced, for example (but not exclusively), for one or more of the following:

- > The Investment Manager fails to meet the performance objectives set out in Appendix II;
- > The Trustees believe that the Investment Manager is not capable of achieving the performance objectives in the future;

> The Investment Manager fails to comply with this Statement.

Investment Manager Arrangements and fee structure continued

Investment Manager's fee structure

The Investment Manager is remunerated by receiving a percentage of the Scheme's assets under management and, in some cases, through the application of a flat fee. Details of the fee arrangements are set out in Appendix II.

It is felt that this method of remuneration provides appropriate incentives for the Investment Manager to target the agreed level of outperformance whilst adhering to the level of risk specified by the Trustees.

Portfolio turnover

The Trustees require the Investment Manager to report on actual portfolio turnover at least annually, including details of the costs associated with turnover, how turnover compares with the range that the Investment Manager expects and the reasons for any divergence.

Investment Consultant's fee structure

The Investment Consultant is remunerated for work completed on a fixed fee basis or via a project fee. It is felt that this method of remuneration is appropriate because it enables the Investment Consultant to provide the necessary advice and information to facilitate the Trustees in undertaking their responsibilities.

07 Additional Voluntary Contribution arrangements

Provision of AVCs

The Scheme provides a facility for members to pay additional voluntary contributions (AVCs) to enhance their benefits at retirement. The Trustees' objective is to provide vehicles that enabled members to generate suitable long-term returns, consistent with their reasonable expectations.

The investment funds are managed by Standard Life

The Trustees selected these vehicles as they were believed to meet the Trustees' objective of providing investment options that enabled AVC members to generate suitable long-term returns, consistent with their reasonable expectations.

Review process

The appointment of the AVC providers and the choice of AVC funds offered to members will be reviewed by the Trustees in accordance with their responsibilities, based on the result of the monitoring of performance and process. The Trustees will review the appointment of the AVC providers periodically in the light of their performance.

Where possible, performance of the AVC providers will be measured relative to the individual benchmarks and objectives for the funds offered and/or to other providers offering similar fund options as measured in industry AVC surveys.

08 Compliance Statement

Confirmation of advice

Before a Statement of Investment Principles, as required by the Pensions Act 1995, is prepared or revised by the trustees of a pension scheme, they must have consulted with the principal employer and obtained and considered the written advice of a person who is reasonably believed by them to be qualified by his/her ability in and practical experience of financial matters and to have the appropriate knowledge and experience of the management of the investments of such schemes.

The Investment Consultant hereby confirms to the Trustees that they have the appropriate knowledge and experience to give the advice required by the Act.

Signatures

On behalf of XPS Investment Limited:

André Kerr – Investment Partner

Date: 19 February 2025

Trustees' declaration

The Trustees confirm that this Statement of Investment Principles reflects the Investment Strategy they have decided to implement. The Trustees acknowledge that it is their responsibility, with guidance from the Investment Consultant, to ensure the assets of the Scheme are invested in accordance with these Principles.

On behalf of the Trustees:

Print Name: Peter McDonald

Date: 11/4/2025

Appendix I

Investment Strategy & Structure

Overall strategy

The Trustees have adopted a strategy where assets are invested in liability matching assets (LDI) along with growth assets (property, credit and multi asset funds).

The Trustees have identified the following long term structure as appropriate to meet the objectives of the Scheme:

| Asset Class | Strategic Allocation (%) | Ranges (%) |
|---|--------------------------|-----------------------------------|
| Matching Assets | | |
| Leveraged Liability Driven Investments (LDI) Funds and LDI Cash | 40.0 40.0 | 25.0 - 55.0 25.0 - 55.0 |
| Return Seeking Assets | | |
| Multi Asset Fund | 40.0 | 25.0 - 55.0 |
| Absolute Return Bond Fund | 9.0 | 0.0 - 20.0 |
| Buy-and-maintain Credit | 1.0 | 0.0 - 15.0 |
| Commercial Property | 10.0 | 0.0 - 20.0 |
| Total | 100.0 | 100.0 |
| Target Return* | Gilts + 1.5% p.a. | - |
| Target Hedge Ratio** | | |
| Interest rate | 100% | 95%-105% |
| Inflation | 100% | 90%-110% |

* Based on XPS' asset class return assumptions as at 30 September 2024, the strategic allocation is expected to return gilts + 1.7% p.a.

** As a % of funded liabilities (interest rate and inflation)

Liability matching assets

The Scheme invests in LDI funds to provide a hedge against the Scheme's interest rate and inflation sensitivities. The LDI funds can be leveraged in order to increase the degree of hedging.

The leveraged nature of some of the funds means that there is an expectation that additional collateral will be required to be paid into these funds from time to time (and any excess collateral repaid to the Trustees). Where any additional collateral payments are required, it is the Trustees' intention that these will be met through disinvestments from cash or the Scheme's return seeking assets.

The cash fund held within the LDI portfolio will also be utilised for any cash distributions from the LDI funds.

Return-seeking assets

In order to achieve the required rate of investment return with a lower level of expected volatility, the Trustees have decided to invest in a diversified range of return seeking assets comprising of the following:

Multi Asset Funds - The Trustees have decided to invest in this asset class in order to provide diversification and return. Multi asset funds are expected to provide a long term return similar to equities but with a lower degree of volatility.

Absolute Return Bonds – In order to diversify further, reduce the price impact of rising interest rates and to enhance returns by capturing yield premiums over investment grade corporate bonds, the Trustees have decided to invest in this asset class. The Fund held aims to provide an absolute return through a diversified allocation towards fixed income securities consistent with the preservation of capital over the medium term.

Buy & Maintain Credit - Provides further diversification by investing mainly in liquid, low duration, investment grade bonds, which can be used as LDI collateral whilst producing returns exceeding that of money market returns.

Property – The Scheme has a small allocation to property to provide further diversification.

Rebalancing and cashflow

The Trustees review the asset allocation on a periodic basis to ensure that the Scheme assets are allocated in a manner that is consistent with the objectives as detailed in this Statement.

There is no automatic rebalancing back to the strategic allocation, however the Trustees will review the asset allocation on a quarterly basis. The hedge ratios will also be reviewed annually as part of the LDI review. The Trustees will take action to rebalance if considered appropriate.

Appendix II

Fund benchmarks, objectives & fees

Columbia Threadneedle

Sterling Liquidity Fund

| | |
|------------------|---|
| <i>Benchmark</i> | Sterling Overnight Index Average (SONIA) |
| <i>Objective</i> | To maintain high levels of liquidity, preserve capital and generate a return in line with the benchmark |

Regular Profile Leveraged Nominal Gilt Fund

| | |
|------------------|---|
| <i>Benchmark</i> | Leveraged liability gilt benchmark |
| <i>Objective</i> | To provide a hedge against fixed liabilities. |

Regular Profile Leveraged Real Gilt Fund

| | |
|------------------|--|
| <i>Benchmark</i> | Leveraged liability gilt benchmark |
| <i>Objective</i> | To provide a hedge against inflation-linked liabilities. |

Short Profile Leveraged Nominal Gilt Fund

| | |
|------------------|---|
| <i>Benchmark</i> | Leveraged liability gilt benchmark |
| <i>Objective</i> | To provide a hedge against fixed liabilities. |

Short Profile Leveraged Real Gilt Fund

| | |
|------------------|--|
| <i>Benchmark</i> | Leveraged liability gilt benchmark |
| <i>Objective</i> | To provide a hedge against inflation-linked liabilities. |

Net Zero Transition Low Duration Credit Fund

| | |
|------------------|---|
| <i>Benchmark</i> | The Fund has no formal benchmark. Performance will be measured against a relevant market comparator e.g. ICE BofA 1-5yr Global Corporate Index (Hedged GBP) |
| <i>Objective</i> | To provide a total return commensurate with investment in low duration non-government bonds and other similar assets. |

Global Absolute Return Bond Fund

| | |
|------------------|---|
| <i>Benchmark</i> | SONIA |
| <i>Objective</i> | To provide an absolute return consistent with the preservation of capital over the medium term with low to medium volatility. |

Universal MAP Growth Fund

| | |
|------------------|---|
| <i>Benchmark</i> | IA Mixed Investment 40-85% Shares |
| <i>Objective</i> | Actively managed to provide long term growth (combining capital and income) consistent with high volatility level over the long term. |

UK Commercial Property Fund

| | |
|------------------|---|
| <i>Benchmark</i> | IA UK Direct Property Median |
| <i>Objective</i> | To provide income and capital growth over the long term (5-7 years) by investing directly in a diversified portfolio of UK commercial property. |

Note: AMC: Annual Management Charge
OCF: Ongoing Charges Figure
ADL: Anti-Dilution Levy

Any execution costs and OCFs stated above are the latest available at the time of writing and are subject to change



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