

Merchant Investors Staff Pension Scheme
Statement of Investment Principles (“SIP”)

Purpose of this Statement

This SIP has been prepared by the Trustee of the Merchant Investors Staff Pension Scheme (the “Scheme”). This statement sets out the principles governing the Trustee’s decisions to invest the assets of the Scheme.

The Scheme’s investment strategy is derived from the Trustee’s investment objectives. The objectives have been taken into account at all stages of planning, implementation and monitoring of the investment strategy.

Details on the Scheme’s investment arrangements are set out in the Investment Implementation Document (“IID”).

In reviewing and revising this Statement, the Trustee has consulted with Sanlam Investments Holdings UK Limited (the “Company”) and will do so whenever it intends to review this Statement. However, responsibility for maintaining the Statement and deciding the investment policy rests solely with the Trustee.

Governance

The Trustee of the Scheme makes all major strategic decisions including, but not limited to, the Scheme’s asset allocation and the appointment and termination of investment managers.

When making such decisions, and when appropriate, the Trustee takes proper written advice. The Trustee’s investment advisers, Isio Group Limited, are qualified by their ability in, and practical experience, of financial matters, and have the appropriate knowledge and experience. The investment advisers’ remuneration may be a fixed fee or based on time worked, as negotiated by the Trustee in the interests of obtaining best value for the Scheme.

Investment objectives

The Trustee invests the assets of the Scheme with the aim of ensuring that all members’ current and future benefits can be paid. The Scheme’s funding position will be reviewed on an ongoing basis to assess the position relative to the funding target and whether the investment arrangements remain appropriate to the Scheme’s circumstances. The Scheme’s funding target is specified in the Statement of Funding Principles.

The Scheme’s present investment objective is to achieve a return of around 0.8% per annum above the return on UK Government bonds.

Investment strategy

The Trustee takes a holistic approach to considering and managing risks when formulating the Scheme’s investment strategy.

The Scheme’s investment strategy was derived following careful consideration of the factors set out in Appendix A. The considerations include the nature and duration of the Scheme’s liabilities, the risks of investing in the various asset classes, the implications of the strategy

(under various scenarios) for the level of employer contributions required to fund the Scheme, and also the strength of the sponsoring employer. The Trustee considered the merits of a range of asset classes.

The Trustee recognises that the investment strategy is subject to risks, in particular the risk of a mismatch between the performance of the assets and the calculated value of the liabilities. This risk is monitored by regularly assessing the funding position and the characteristics of the assets and liabilities. This risk is managed by investing in assets which are expected to perform in excess of the liabilities over the long term, and also by investing in a suitably diversified portfolio of assets with the aim of minimising (as far as possible) volatility relative to the liabilities.

The assets of the Scheme consist of investments which are predominantly traded on regulated markets.

Leverage and collateral management

The Trustee will adhere to all relevant regulatory guidance and requirements in relation to leverage and collateral management within the Scheme's liability hedging (LDI) portfolio.

The Trustee has a stated collateral management policy / framework. The Trustee has agreed a process for meeting collateral calls should these be made by the Scheme's LDI investment manager. The Trustee will review and stress test this policy / framework on a regular basis.

Further details on this can be found in the Scheme's IID.

Investment Management Arrangements

The Trustee has appointed one investment manager to manage the assets of the Scheme as listed in the IID. The investment manager is regulated under the Financial Services and Markets Act 2000.

All decisions about the day-to-day management of the assets have been delegated to the investment manager via a written agreement. The delegation includes decisions about:

- Selection, retention and realisation of investments including taking into account all financially material considerations in making these decisions;
- The exercise of rights (including voting rights) attaching to the investments;
- Undertaking engagement activities with investee companies and other stakeholders, where appropriate.

The Trustee takes the investment manager's policies into account when selecting and monitoring the manager. The Trustee also takes into account the performance targets the investment manager is evaluated on. The investment manager is expected to exercise powers of investment delegated to them, with a view to following the principles contained within this statement, so far as is reasonably practicable.

As the Scheme's assets are invested in pooled vehicles, the custody of the holdings is arranged by the investment manager.

Investment Manager Monitoring and Engagement

The Trustee monitors and engages with the Scheme's investment manager and other stakeholders on a variety of issues. Below is a summary of the areas covered and how the Trustee seeks to engage on these matters with the investment manager.

| Areas for engagement | Method for monitoring and engagement | Circumstances for additional monitoring and engagement |
|--|--|---|
| Performance, Strategy and Risk | <ul style="list-style-type: none"> • The Trustee receives an annual performance report which details information on the underlying investments' performance, strategy and overall risks, which are considered at the relevant Trustee meeting. • The Scheme's investment manager is sometimes invited, in person, to present to the Trustee on their performance, strategy and risk exposures. | <ul style="list-style-type: none"> • There are significant changes made to the investment strategy. • The risk levels within the assets managed by the investment manager has increased to a level above and beyond the Trustee's expectations. • Underperformance vs the performance objective over the period that this objective applies. |
| Environmental, Social, Corporate Governance factors and the exercising of rights | <ul style="list-style-type: none"> • The Trustee receives information from the investment manager on their approach to engagement. • The Trustee receives information from their investment adviser about relevant matters. • The Trustee will engage, via their investment adviser, with investment managers and/or other relevant persons about relevant matters. | <ul style="list-style-type: none"> • The manager has not acted in accordance with their policies and frameworks. • The manager's policies are not in line with the Trustee's policies in this area. |

Through the engagement described above, the Trustee will work with the investment manager to improve their alignment with the above policies. Where sufficient improvement is not observed, the Trustee will review the investment manager's appointment and will consider terminating the arrangement.

Employer-related investments

The policy of the Trustee is not to hold any employer-related investments as defined in the Pensions Act 1995 and the Occupational Pension Schemes (Investment) Regulations 2005 except where the Scheme invests in collective investment schemes that may hold employer-related investments. In this case, the total exposure to employer-related investments will not

exceed 5% of the Scheme's total asset value. The Trustee will monitor this on an ongoing basis to ensure compliance.

Direct investments

Direct investments, as defined by the Pensions Act 1995, are products purchased without delegation to an investment manager through a written contract. When selecting and reviewing any direct investments, the Trustee will obtain appropriate written advice from their investment advisers.

Additional Voluntary Contributions

The Scheme provided a facility for Additional Voluntary Contributions ("AVCs") to enhance members' benefits at retirement. These funds are held separately to the final salary assets of the Scheme and members can choose to invest in Sanlam's Pinnacle range of funds mainly consisting of in-house and links to external investment managers OEIC's, investment and unit trusts.

Compliance

This Statement has been prepared in compliance with the Pensions Act 1995, the Pensions Act 2004, and the Occupational Pension Schemes (Investment) Regulations 2005.

Before preparing or subsequently revising this Statement, the Trustee consulted with the sponsoring employer and took appropriate written advice. The Statement is reviewed at least every three years, and without delay after any significant change in the investment arrangements.

Signed

Date:

For and on behalf of the Trustee of the Merchant Investors Staff Pension Scheme

Appendix A – Risks, Financially Material Considerations (including ESG and climate change) and Non-Financial matters

A non-exhaustive list of risks and financially material considerations that the Trustee has considered and sought to manage is shown below.

The Trustee adopts an integrated risk management approach. The three key risks associated within this framework and how they are managed are stated below:

| Risks | Definition | Policy |
|--------------|--|--|
| Investment | The risk that the Scheme's position deteriorates due to the assets underperforming. | Selecting an investment objective that is achievable and is consistent with the Scheme's funding basis and the sponsoring employer's covenant strength. Investing in a diversified portfolio of assets. |
| Funding | The extent to which there are insufficient Scheme assets available to cover ongoing and future liability cash flows. | Funding risk is considered as part of the investment strategy review and the actuarial valuation. The Trustee will agree an appropriate basis, in conjunction with the investment strategy, to ensure an appropriate journey plan is agreed to manage funding risk over time. |
| Covenant | The risk that the sponsoring employer becomes unable to continue providing the required financial support to the Scheme. | When developing the Scheme's investment and funding objectives, the Trustee has taken into account the strength of the covenant, ensuring the level of risk the Scheme is exposed to is at an appropriate level for the covenant to support. |

The Scheme is exposed to a number of underlying risks relating to the investment strategy, these are summarised below:

| Risk | Definition | Policy |
|------------------------------|---|---|
| Interest rates and inflation | The risk of mismatch between the value of the Scheme assets and present value of liabilities from changes in interest rates and inflation expectations. | To broadly hedge 100% of the Scheme's interest rate and inflation risk (using a combination of pooled LDI and Buy and Maintain Funds) as measured on the Technical Provisions basis, whilst ensuring compliance with all regulatory guidance in relation to leverage and collateral management. |
| Liquidity | Difficulties in raising sufficient cash when required without adversely | To maintain a sufficient allocation to liquid assets so that there is a prudent buffer to pay members benefits as they fall due (including transfer values) and to |

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| | impacting the fair market value of the investment. | meet regulatory guidance around providing collateral to the LDI mandate. |
| Market | Experiencing losses due to factors that affect the overall performance of the financial markets. | To remain appropriately diversified and hedge away any unrewarded risks, where practicable. |
| Credit | Default on payments due as part of a financial security contract. | To appoint an investment manager who actively manages this risk by seeking to invest only in debt securities where the yield available sufficiently compensates the Scheme for the risk of default. To diversify this risk by investing in a range of Buy and Maintain bucket funds. |
| Environmental, Social and Governance | Exposure to Environmental, Social and Governance factors, including but not limited to climate change, which can impact the performance of the Scheme's investments. | To appoint an investment manager who satisfies the following criteria, unless there is a good reason why the manager does not satisfy each criteria: 1. Responsible Investment ('RI') Policy / Framework 2. Implemented via Investment Process 3. A track record of using engagement and any voting rights to manage ESG factors 4. ESG specific reporting 5. UN PRI Signatory The Trustee monitors the manager on an ongoing basis. |
| Currency | The potential for adverse currency movements to have an impact on the Scheme's investments. | The Scheme invests solely in pooled funds that are denominated in GBP. The Scheme's manager hedges currency exposure from holding overseas assets back to GBP. |
| Non-financial | Any factor that is not expected to have a financial impact on the Scheme's investments. | Non-financial matters are not taken into account in the selection, retention or realisation of investments. |

Appendix B

The Trustee has the following policies in relation to the investment management arrangements for the Scheme:

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| <p>How the investment manager is incentivised to align their investment strategy and decisions with the Trustee’s policies.</p> | <p>As the Scheme is invested in pooled funds, there is no scope for these funds to tailor their strategy and decisions in line with the Trustee’s policies. However, the Trustee invests in a portfolio of pooled funds that are aligned to the agreed strategic objective.</p> |
| <p>How the investment manager is incentivised to make decisions based on assessments of medium to long-term financial and non-financial performance of an issuer of debt or equity and to engage with them to improve performance in the medium to long-term.</p> | <p>The Trustee reviews the investment manager’s performance relative to medium and long-term objectives. The Trustee monitors the investment manager’s engagement and voting activity on an annual basis as part of their ESG monitoring process.</p> |
| <p>How the method (and time horizon) of the evaluation of investment manager’s performance and the remuneration for their services are in line with the Trustee’s policies.</p> | <p>The Trustee reviews the performance of all of the Scheme’s investments on a net of cost basis to ensure a true measurement of performance versus investment objectives.</p> |
| <p>The method for monitoring portfolio turnover costs incurred by the investment manager and how they define and monitor targeted portfolio turnover or turnover range.</p> | <p>The Trustee does not directly monitor turnover costs. However, the investment manager is incentivised to minimise costs as they are measured on a net of cost basis.</p> |
| <p>The duration of the Scheme’s arrangements with the investment manager</p> | <p>For open-ended funds, the duration is flexible and the Trustee will from time-to-time consider the appropriateness of these investments and whether they should continue to be held.</p> |
| <p>Voting Policy - How the Trustees expect investment managers to vote on their behalf</p> | <p>The Trustee has acknowledged responsibility for the voting policies that are implemented by the Scheme’s investment manager on its behalf.</p> |
| <p>Engagement Policy - How the Trustees will engage with investment managers, direct assets and others about ‘relevant matters’</p> | <p>The Trustee has acknowledged responsibility for the engagement policies that are implemented by the Fund’s investment managers on their behalf.</p> <p>The Trustee, via their investment advisors, will engage with managers about relevant matters on a regular basis.</p> <p>Example stewardship activities that the Trustee has considered are listed below:</p> |

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| | <ul style="list-style-type: none">• Selecting and appointing asset managers – the Trustee will consider potential managers’ stewardship policies and activities.• Asset manager engagement and monitoring – on an annual basis, the Trustee assesses the voting and engagement activity of their asset managers. The results of this analysis feeds into the Trustee’s investment decision making. |
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