Ulster Bank Pension Scheme

Statement of Investment Principles

Contents

1. Introduction

This document contains the Statement of Investment Principles (the "SIP") required under the Pensions (Northern Ireland) Order 1995, subsequently amended by the Pensions (Northern Ireland) Order 2005 ("the Act") for the Ulster Bank Pension Scheme (the "Scheme"). The SIP sets out the investment principles for the Scheme as decided by the Ulster Bank Pension Trustees Limited (the "Trustee").

In preparing the SIP, the Trustee Board has consulted National Westminster Bank Plc (the "Employer"), and the Trustee will consult the Employer when revising this document. However, the ultimate power and responsibility for deciding investment policy lies solely with the Trustee.

The Trustee has sought written advice from Isio Services Limited ("Isio") in its role as Investment Consultant to the Scheme in preparing the SIP.

The Trustee will review the SIP at least every three years and without delay after any significant change in investment policy. In preparing the SIP, the Trustee has had regard to the requirements of the Act and any subsequent amendments and will consider those requirements on any review of this document or any change in their investment policy. The Trustee will refer to the SIP where necessary to ensure that it exercises its powers of investment so as to give effect to the principles set out in it as far as is reasonable.

The Trustee will approve general investment policy. Those implementing that investment policy shall provide the skill and expertise necessary to manage the investments of the Scheme competently.

When deciding policy and choosing investments, with advice from Isio, the Trustee and the Integrated Risk Management Committee ("IRMC") and the Investment Managers (to the extent delegated) are required to have regard to the criteria for investment set out in the Occupational Pension Schemes (Investment) Regulations (Northern Ireland) 2005 (S.R. 2005 No. 569) and the principles contained in this statement.

The Pension Protection Fund (Pensionable Service) and Occupational Pension Schemes (Investment and Disclosure)(Amendment and Modification) Regulations (Northern Ireland) 2018, as amended from time to time, require that trustees disclose their policies in relation to (a) financially material considerations over the appropriate time horizon of the investments, including how those considerations are taken into account in the selection, retention and realisation of investments; and (b) the extent (if at all) to which non-financial matters are taken into account in the selection, retention and realisation of investments. They also require trustees to disclose their policies in relation to undertaking engagement activities in respect of investments (including methods by which, and the circumstances under which, trustees would monitor and engage with relevant persons about relevant matters).

2. Division of Responsibilities

The Trustee Board has appointed the IRMC and Isio, as Investment Consultant, to exercise certain responsibilities in relation to the investment of the Scheme's assets, although the Trustee Board retains direct responsibility for approving key policy decisions. Isio is an authorised firm regulated by the FCA.

Day to day management of the assets of the Scheme is delegated to a number of Investment Managers. Each manager/portfolio has investment guidelines which are consistent with the overall objectives of the Scheme and with manager's duties to act in accordance with the investment regulations when exercising discretion.

Those key responsibilities of the Trustee Board, and the delegated responsibilities to the IRMC, ESGC, Isio and the Investment Managers are:

Trustee Board:

- Approving the overall investment objectives and investment strategy (together being the "Investment Strategy").
- Selecting Investment Consultants.

Integrated Risk Management Committee ("IRMC"):

- Recommending to the Trustee Board the Investment Strategy.
- Implementing the Investment Strategy including:
  - (a) Monitoring and adjusting the liability hedge ratios.
  - (b) Agreeing permitted asset classes and corresponding limits.
- Overseeing all financially material risks including identifying, assessing and managing climate-related risks and opportunities.

ESG Committee ("ESGC"):

- Overseeing compliance with the climate and other ESG-related governance and disclosure requirements of the Scheme.

Isio:

- Advising the Trustee Board and IRMC on all aspects of the Investment Strategy.
- Overseeing implementation of the Investment Strategy.
- Monitoring asset allocation and arranging any rebalancing to meet the Trustee's investment objectives.
- Monitoring the liability hedging programme.
- Identifying new investment opportunities and asset classes.
- Supporting with the identification of climate-related risks and opportunities.
- Supporting with the preparation of climate-related disclosures.
- Monitoring and advising on the selection and deselection of Investment Managers, custodians, transition managers and any other suppliers of services related to the design or management of the Investment Strategy as may be required.
- Reporting to the Trustee Board and IRMC on progress and performance.
- Monitoring the AVC investments and reporting to the IRMC at least annually.

Investment Managers:

- Making investment selection decisions within the investment guidelines agreed for their portfolio.

Where appropriate, the Trustee Board and IRMC obtain written advice from the Scheme Actuary to assist in discharging their respective responsibilities.

3. Investment Objectives

The general investment objective of the Trustee is to maximise the security of benefits for members by:

- Setting an integrated investment strategy which takes account of funding and covenant risk.
- Achieving investment returns which are sufficient to pay the liabilities over the long term.
- Holding sufficient liquid assets to meet the ongoing liquidity needs of the Scheme and to pay benefits as they fall due.
- Controlling the cost of the Scheme by taking risk efficiently.

4. Investment Strategy

The investment strategy has been set to take an appropriate level of risk to meet the liabilities allowing for the funding risks (including demographic risks) and covenant risks which exist.

Investment objective: The Trustee aims to run low investment risk whilst seeking to achieve a return of at least 0.7% p.a. above the self-sufficiency liabilities to meet the long term funding target with a reasonable allowance for expenses.

To meet the strategic investment objective the Scheme will hold a mix of return seeking assets and hedging assets which aim to hedge 95% of the interest rate and inflation risk of the self-sufficiency liabilities and to meet the liquidity requirements of the Scheme e.g. cash, government bonds and swaps.

The Scheme does not have a “fixed” strategic benchmark. The asset allocation will be adjusted from time to time within control ranges based on the following considerations:

- Meeting the stated strategic investment objective.
- Maintaining adequate liquidity to meet near-term pension payments and other outgoings.
- Ensuring the Scheme is on track to meet all the pension payments into the long term taking account of the cost of the Scheme to the employer and the ability for the employer to make good any shortfall if it arises.

The control ranges for asset allocation are outlined below.

Asset Class	Allocation
Hedging assets	Maximum 65%
Return seeking assets	Maximum 50%
Global credit	Maximum 30%
Asset-backed securities	Maximum 15%
Global equities	Maximum 10%
Alternatives	Maximum 25%
Private market debt	Maximum 30%
Property	Maximum 10%
Life-linked reinsurance	Maximum 5%
Non-life reinsurance	Maximum 2%
Private equity	Maximum 2%

As well as the asset class control ranges above, the Scheme will not invest more than 30% of total assets in illiquid investments. Illiquid investments are those which cannot be directly redeemed within 6 months in normal market conditions.

5. Realisation of Investments

Measures are in place to ensure the Scheme holds sufficient investments in liquid or realisable assets to meet the cash-flow needs arising from benefit and other payments from the Scheme.

The Trustee's policy in relation to the retention and realisation of investments is that:

- Investments should be retained and realised at a time considered by the Trustee after obtaining advice, unless earlier realisation is required or considered advisable as part of the overall risk management of the Scheme or is otherwise required to be realised to meet benefit payments or transfer values.
- In retaining any investment, it is the Trustee's policy to periodically review whether the continued retention of that investment is appropriate and to obtain advice on whether retention is appropriate given the matters referred to in this SIP.

The Trustee's policy on the duration of arrangements with investment managers is set out below. The Trustee, with guidance from its investment advisor, has chosen to invest in a combination of open-ended pooled funds and illiquid closed-ended funds.

- For open ended pooled funds the Trustee's policy is to enter arrangements with no fixed end date. However, in this case the Trustee will seek to enter arrangements where it has the power to terminate these in line with the liquidity of the underlying assets and as agreed in the mandate.
- For closed ended arrangements the Trustee's policy is to enter arrangements of a length commensurate to the nature of the underlying investments, taking advice from its investment advisor.

6. Scheme Specific Funding Standard

The Act requires that the value of the assets of pension schemes is not less than the value of their liabilities as calculated on a prescribed basis, and sets out the procedure for dealing with shortfalls. The Trustee will consult the Scheme Actuary and the employer when deciding upon the appropriate response to any shortfall. The Trustee considers that the investment principles described in this statement are consistent with complying with their obligations under the Act. In addition, the Trustee will review its investment policy in the light of actuarial valuations and certificates and schedules of contributions produced in order to comply with the Act.

7. Policy on ESG and Stewardship

The Trustee takes account of financially material considerations when setting its investment strategy. Both the Trustee and the Employer have a strong commitment to operating to the highest standard of business conduct and to the sustainability of their activities taking account of the impact of environmental, social and governance (ESG) issues.

The Trustee believes ESG issues can represent significant sources of risk and opportunity for the companies in which the Scheme invests. The Trustee believes that companies that manage these issues effectively are more likely to be successful businesses and are better able to protect and enhance the value of investments.

Where it is able to do so, the Trustee has directed the Investment Managers to take account of the principles set out in the UK Stewardship Code when interacting with current or potential investee companies. The principles set out in the UK Stewardship Code aim to improve interaction between investors and companies in order to promote long term value.

The Trustee has delegated day to day decisions in share voting to its Investment Managers. The Investment Managers are expected to exercise voting rights wherever practical; in certain markets it will not be practical to vote because of onerous documentation requirements or restrictions on trading shares around the dates of voting. It should be noted that at the time of writing the Scheme did not hold any equity investments with attaching voting rights.

The Trustee has delegated day to day decisions in relation to company engagement to its Investment Managers. The Investment Managers are encouraged to engage with companies wherever necessary in order to protect and promote the value of the investments.

Where applicable, the Trustee expects the investment manager to engage with investee companies (and other relevant persons including, but not limited to, investment managers, issuers/other holders of debt and equity and other stakeholders) on aspects such as performance, strategy, capital structure, management of actual or potential conflicts of interest**,** risks, corporate governance, social and environmental issues concerning the Trustee's investments. The Trustee believes that such engagement will protect and enhance the long-term value of its investments.

The Investment Managers report to the Trustee on ESG matters from time to time. Where applicable, the Trustee expects the Investment Managers to provide regular updates on how it exercises any voting rights and actively engages with the companies in which it invests. The Trustee will review this on a regular basis in line with its monitoring policy detailed in section 8 below.

When determining investment strategy, the Trustee considers expected returns for relevant asset classes and for the portfolio in aggregate. Those expected returns are intended to account for all known financially material considerations based on historic experience as well as future uncertainties. The Trustee will include asset classes in its portfolio where expected returns and risk are appropriate to its strategy and will remain invested in those asset classes where realised returns are approximately in line with expected returns and risk appetite. The Trustee may remove asset classes where it needs to rebalance its portfolio or where expected and/or realised returns or risk are no longer in line with strategy.

The Scheme's pensioner members currently represent just over a third of the membership population with the remaining two thirds being deferred and actives, many of whom are still accruing benefits. The age profile of members and current funding position require the Trustee to continue to invest in a portfolio of return-seeking assets. Scheme membership characteristics dictate that the Trustee should be a long-term investor and this means the Trustee will seek assets with appropriately long maturity profiles or assets with low reinvestment risk or assets where uncertain residual values have less of an impact on total return. The Trustee also holds an amount of cash sufficient to meet its immediate payment obligations to members and potential collateral obligations.

The Trustee has appointed its investment managers to deploy capital within approved asset classes according to their relevant expertise. Isio monitors portfolio returns on an ongoing basis and reports to the Trustee regularly allowing for oversight of portfolio performance against strategy and facilitating strategy change where necessary. The Trustee expects its investment managers to have due regard to all financially material considerations in the selection, retention and realisation of assets and also to have regard to non-financial matters which could manifest as a risk to asset value and returns. The Trustee's need to diversify means that it invests in assets with a range of maturities and therefore expects decisions made by its investment managers to take account of all known and relevant financial factors that may affect an asset over the applicable investment period and in the processes of acquisition and disposal. Isio will recommend investment managers to the Trustee based on evidence of their ability to run a successful investment operation. Over the life of the Scheme, certainty of returns and security of assets is a material concern as is ensuring the Scheme's liabilities can be met from asset cashflows or asset sales over time and investment decisions are motivated by these fundamental issues.

When setting the investment strategy, the Trustee primarily focuses on financial matters. The Trustee focusses on financially material considerations in order to achieve an appropriate return for the level of risk being taken. The Trustee is also sensitive to the reputational risk associated with investing in certain asset classes and may adapt its asset allocation accordingly. The Trustee requires its investment managers to have due regard to ESG issues in its portfolio and to engage with companies with a view to protecting its assets and promoting the sustainability of its investment programme. The Trustee does not currently direct or promote that investments be undertaken other than in accordance with the investment strategy agreed with its investment managers subject to the application of investment manager ESG policies. To confirm, the Trustee's policy is not to take into account non-financial matters in the selection, retention, and realisation of investments unless it is appropriate from a risk versus return perspective, nor has the Scheme's membership been consulted on such issues.

8. Asset Manager Arrangements

A number of Investment Managers have been appointed to manage the assets of the Scheme on a day to day basis. Investment Managers are selected taking account of the investment objectives of the Scheme. The Investment Manager structure is intended to ensure the suitability and appropriate diversification of the Scheme's investments. The Trustee takes account of manager's ESG policies and strategy when appointing them.

If the Trustee believes that any of the Scheme's Investment Managers is no longer acting in accordance with the Trustee's policies (as set out in this SIP), including those regarding ESG and engagement with investee organisations to assess and improve their medium to long-term financial and non-financial performance, the Trustee will take the following steps:

- engage with the Investment Manager in the first instance, in an attempt to influence its policies on ESG and stewardship; and

- if necessary, look to appoint a replacement Investment Manager or managers which are more closely aligned with the Trustee's policies and views.

The Trustee believes that this approach will incentivise the Investment Manager to align its actions with the Trustee's policies.

The Trustee recognises the importance of ESG factors on long term investment performance and both immediate and future downside risks. The Trustee has set an appropriate monitoring framework to ensure the Scheme's Investment Managers are regularly reviewed. This is to promote greater transparency in understanding the reasons behind performance trends and key risk exposures, and also engagement activity and compliance with the Trustee's stated ESG policy above.

Regular monitoring, should incentivise the Scheme's Investment Managers to assess and improve the medium to long-term performance of investee companies, both financial and non-financial.

The Trustee also recognises the importance of regular monitoring of the Investment Managers' performance, remuneration and compliance against the Trustee's ESG policy to ensure that the

Scheme's assets are being managed appropriately. The Trustee believes that regular monitoring ensures that key risks to longer term performance, including those relating to ESG factors, are identified and concerns communicated with the relevant Investment Manager.

It is the Trustee's policy that each quarter the performance of the Scheme's assets should be monitored and compared with the Scheme's performance objectives.

The Trustee receives quarterly performance and risk monitoring reports from Isio showing:

- actual estimated funding level versus the Scheme specific funding objective;

- performance for the assets in totality and for individual investment vehicles versus their respective benchmarks and targets;

- any significant issues with the investment vehicles and their manager or operators that may impact their ability to meet the performance targets set by the Trustee; and

- any significant issues or developments with the organisations appointed by the Trustee to manage the investments that could have an impact on the security of the Scheme's assets.

In addition to performance measures, the Trustee will review the engagement activity of the Investment Managers on an annual basis to ensure that active engagement is taking place where possible to influence positive change in relation to ESG factors within investee companies. The Trustee will, where applicable, also monitor the voting activity of the Investment Managers to ensure votes are being used and are aligned to their views.

The Trustee also reviews the fees charged by its Investment Managers on an annual basis as part of its monitoring framework to ensure fees remain reasonable in the context of the Scheme's size and complexity.

The Trustee reviews Investment Manager costs and charges (including the portfolio turnover costs incurred as a result of the buying, selling, lending or borrowing of investments) on a regular basis, and on the selection of any mandate, to ensure that they are appropriate and competitive for the service being provided. The Trustee also monitors the portfolio turnover (the frequency that assets of the Scheme are bought and sold) in the context of what the Trustee expects given the nature of each mandate. By also monitoring performance net of all costs, Investment Managers are incentivised to consider the impact of portfolio turnover on investment performance.

The remuneration of the Investment Managers is not directly linked to performance, given the absence of performance related fees, or to ESG practices. However, the Trustee will review and replace the Investment Manager if net of fees investment performance and ESG practices are not in line with the Trustee's expectations and views. This incentivises the Investment Manager to act responsibly.

9. Investment Manager Selection and Deselection

Selection criteria for Investment Managers will include:

- **Business**
  - stable ownership structure with a clear commitment to investment management
  - evidence of clear strategic direction

- **People**
  - high calibre, experienced professionals
  - relatively low staff turnover
  - evidence of clear commitment to culture
  - strong recruitment/training plans

- **Process**
  - effective approach to accessing/interpreting research
  - robust, repeatable process
  - process consistent with the stated philosophy
  - where relevant, that consideration of ESG factors (including climate risk) is integrated into the Investment Managers' investment decision making process for selecting, retaining and realising investments

- **Risk management**
  - evidence of an independent risk management function with clear and consistent review methodologies and reporting internally.

- **Operations**
  - a well-resourced in-house or outsourced client servicing team.
  - independent third party verified assurance report on internal controls

- **Quantitative**
  - acceptable performance variability in relation to manager's style
  - competitive fee schedule relative to peers

Whilst past performance is a consideration in Investment Manager selection, it does not rank as importantly as the other criteria above.

Investment Managers may be replaced if:

- Isio believes that the Investment Manager is not capable of achieving the performance and risk objectives on an ongoing basis.
- Isio considers that it is desirable in the interest of the Scheme, for example following a change of strategy or a decision to invest in a new asset class.

10. Employer Related Investments

Investment in the shares or debt securities of National Westminster Bank plc and their associated companies is prohibited except in the following circumstances:

- Passively managed portfolios tracking an index which may contain such securities; and
- Collective investment schemes operated by the bank for the purposes of cash management.

In no circumstances shall investment in Employer Related Investments exceed 5% of the assets of the Scheme.

11. Risks and Risk Management

In its approach to the risk management of the Scheme the Trustee Board recognises that:

- the risks to which the Scheme is exposed can be measured and controlled to varying degrees
- there is an economic cost associated with reducing certain risks and in some cases the cost may outweigh the benefit
- it has to take a level of investment risk in order to meet its investment objectives

Key risks identified include

a. Underperformance risk (assets underperforming the liabilities)

Together with contributions from the Employer the assets for the defined benefit section must produce a level of return which is sufficient to meet the cost of benefits (provided on a defined benefit basis) paid from the Scheme over the long term. If the assets underperform the liability this objective may be jeopardised.

This risk is measured by regular monitoring of the Funding Position and exposure to key risk factors relative to the liabilities which include interest rates, inflation, equities as well as demographic risks inherent to the liabilities.

This risk is controlled primarily through the level of return seeking assets and the Hedging Programme which should allow the Scheme to achieve the returns it requires over the long term whilst controlling the volatility of the Funding Position.

b. Concentration risk

Asset classes and investments can perform in an unpredictable manner. Without adequate diversification the Scheme would be exposed to an unacceptable level of risk from any given asset class or investment.

This risk is primarily measured by regular assessment of Value at Risk.

This risk is controlled by setting exposure limits for each asset class as well as investment guidelines adopted at portfolio level, to ensure adequate diversification and to limit concentration of exposures.

c. Manager risk

The Scheme employs a number of Investment Managers for specific portfolios. The Investment Managers can take varying degrees of risk to achieve the performance objective for the portfolios they manage.

This risk is measured by quantitative and qualitative assessment of the progress, performance and strategy employed by each investment manager.

This risk is controlled by investment guidelines which limit the amount of risk the Investment Managers can take and regular monitoring of the Investment Managers.

d. Liquidity risk

The Scheme has to meet ongoing benefits and other payments, as well as making provision for any funding requirement of the derivative positions held as part of the Hedging Programme. The Scheme has to hold sufficient liquid or realisable assets to enable it to meet its short term obligations without compromising its longer term investment programme (e.g. by becoming a forced seller of assets).

This risk is measured through regular assessment of the ongoing benefits and other payments required to be made from the Scheme and by assessment of the funding requirements on derivative positions under a range of scenarios.

This risk is controlled by holding adequate assets in cash, and as other forms of liquid asset, in order to meet the liquidity needs identified above.

e. Currency risk

The benefits and other obligations of the Scheme are primarily Sterling denominated. To the extent that the Scheme holds non-Sterling assets there is a currency risk.

This risk is measured by regular monitoring of the exposure to non-Sterling assets.

This risk is controlled by a hedging programme that is designed to reduce non-Sterling currency exposures on a selective basis.

f. Covenant risk

The Employer makes contributions to the Scheme to meet the cost of future benefits and, to the extent that there is one, to reduce any deficit in the Scheme.

Covenant risk is measured by quantitative and qualitative assessment of the strength of the sponsor covenant, including the financial strength of the Employer.

This risk is controlled by setting an integrated investment strategy which takes account of the Trustees' views of covenant risk and affordability.

g. Asset safekeeping and custody risk

The Scheme holds title to the assets which have to be managed over the period until they are required to pay the benefits from the Scheme. The safekeeping of the assets is integral to meeting this objective.

This risk is measured by quantitative assessment of the value of assets held by the Scheme in any particular investment and qualitative assessment of the nature of that investment (e.g. a tangible, immovable property investment versus an electronic record of a share ownership).

This risk is managed by:

- selecting a credit-worthy custodian bank with strong financial strength, operational infrastructure and control framework to provide safekeeping of assets, where assets are invested in "direct investments"; and
- ensuring that there are robust processes in place to provide safekeeping of the underlying investments, where assets are in "indirect investments" such as collective investment schemes.

h. Operational risk

The management of the assets and the complex processes that involves introduces substantial risk of losses arising from human error, damage to infrastructure or other events which may be hard to predict.

This risk is measured by quantitative and qualitative assessment of the key areas of risk associated with each investment.

This risk is managed by:

- selecting only Investment Managers who have the expertise, infrastructure and control framework required to properly manage the assets of the Scheme;
- regular monitoring of Investment Managers, including independent valuation/verification of assets and reporting of performance; and
- regular assessment of Investment Manager internal control policies relating to operational risks.

i. Fraud & dishonesty risk

The Scheme is exposed to the risk of losses arising from fraud or dishonesty.

This risk is measured by quantitative and qualitative assessment of the key areas of risk associated with each investment.

This risk is managed by:

- controls relating to the movement of assets outside of the Scheme; and
- a crime insurance policy.

12. Additional Voluntary Contributions

The Trustee’s policy is to seek to provide a range of funds which together offer a suitable range of investment choices for members.

It is the Trustee’s policy in relation to AVC options to:

- Ensure that an appropriate range of fund choices are available to members;
- Review the operation of AVC investments to ensure compliance with relevant jurisdictional legislation / regulation and best practice;
- Monitor the investment performance and cost of the funds;
- Change the AVC fund choices as and when considered necessary.

13. Compliance with this Statement

In accordance with legislation, the Trustee will monitor compliance with this SIP on a regular basis. The Trustee will review the Statement at least every three years and in response to any material change to any aspects of the Scheme, its liabilities, finances and the attitude to risk of the Trustee and Sponsor, which they judge to have a bearing on the stated policy.

Signed:	Signed:
Name:	Name:
Date:	Date:

Signed on behalf of Ulster Bank Pension Trustees Limited as Trustee of the Ulster Bank Pension Scheme

January 2025

Glossary of terms

Isio Services Limited ("Isio")	An authorised firm regulated by the FCA.
Employer	National Westminster Bank plc
Employer Related Investments	Investments in the National Westminster Bank plc and its associated companies as defined by the Investment Regulations
ESG Committee ("ESGC")	A committee appointed by the Trustee Board and chaired by a Trustee director, and consisting of two or more Trustee directors and other members nominated by the chairperson., to fulfil certain responsibilities including compliance with the Scheme's climate-related disclosures
Funding Position	The ratio of assets to liabilities, expressed as a percentage. A Funding Position greater than 100% means the value of the assets is greater than value of the liabilities, while a Funding Position less than 100% means the value of the assets is less than value of the liabilities
Growth Assets	Assets designed to generate returns in excess of Liability Hedging Assets, thereby reducing the deficit
Hedging Programme	The investment strategies adopted for the risk management of the Fund by offsetting the sensitivity of the liability value to key risks including interest rates and inflation
Investment Risk Management Committee ("IRMC")	A committee appointed by the Trustee Board and chaired by a Trustee director, and consisting of two or more Trustee directors and other members nominated by the chairperson., to fulfil certain responsibilities in relation to the investment of the Fund's assets
Investment Consultant	Isio are employed by the Trustee Board to advise it on the investment of the Fund's assets
Investment Manager	External professional investment manager employed by the Trustee Board to manage a portfolio of assets and with discretion to select specific investments subject to investment guidelines agreed for their portfolio
Investment Objectives	A set of target objectives which the investment policies are designed to meet
Investment Regulations	The Occupational Pension Schemes (Investment) Regulations (Northern Ireland) 2005
Liability Hedging Assets	Assets designed to perform broadly in line with the mark to market movement in value of the liabilities
Liability Hedging Ratios	The percentage of the interest rate risk and/or inflation risk of the liabilities to be hedged by the Liability Hedging Assets
Pensions Act	Pensions (Northern Ireland) Order 1995, as subsequently amended by the Pensions (Northern Ireland) Order 2005
Scheme	The Ulster Bank Pension Scheme

Scheme Actuary	The actuary employed by the Trustee Board to value the liabilities of the Fund
SIP	Statement of Investment Principles
Trustee	Ulster Bank Pension Trustees Limited
Trustee Board	Board of Directors of the Trustee
Value at Risk	A measure of risk exposure which estimates the level of loss (or deficit increase relative to the liability) expected to be exceeded with a one-in-twenty year bad event