

ROSSBOROUGH PENSION SOLUTIONS (ZILL)

Investment Guide

June 2025
(figures to end May 2025)

INVESTMENT GUIDE

This Guide provides an overview of the key factors which should be considered when making investment decisions and to assist you with your investment selection in your pension arrangement administered by Rossborough Financial.

- Risk Definitions
- Asset Classes and Associated Risks
- Investment Fund Performance
- Investment Fund Choice

Risk Definitions

The risks associated with the investment of your pension fund can be broadly categorised as follows:

Capital Risk - this is the risk that the value of the underlying investment funds in which your Plan is invested may go down. This should be of particular concern as you approach your selected retirement age and is why the Pre-Set Investment Strategies seek to reduce capital risk from before your retirement date.

Investment Risk - this is the risk that your pension fund might not achieve your retirement objectives if you do not invest in assets that have the potential to produce

higher returns. Although such assets tend to be more volatile in the short to medium term i.e. greater 'capital risk', historical performance indicates that these asset classes have produced significantly superior returns over the longer term.

Inflation Risk - this is the risk that the erosive effects of inflation may steadily reduce the value of your pension fund in 'real' terms and, as a consequence, the value of your pension income in retirement. Investment in higher risk assets will provide greater opportunity for your Plan to benefit from long-term growth in excess of inflation and so ultimately enhance your pension income.

ASSET CLASSES & ASSOCIATED RISKS

An overview of the investment asset classes available through The Occupational Retirement Plan, the Rossborough Personal Retirement Plan (including Group Personal Retirement Plans) and The Guernsey Retirement Plan (the Plans) together with their associated risks are set out below:

Equities - These are quoted shares in companies that are traded on stock exchanges worldwide. They are assets which tend to produce the highest level of return but with higher risk. Over the longer term these assets should generate superior growth. There will be greater fluctuations in value, which at times may be dramatic. Equity investments may be further subdivided as follows:

- **Active Equity Investment** - The managers of active equity funds buy and sell equities with the objective of outperforming a particular index or benchmark. There are a number of such funds available which primarily invest in equities.

- **Passive Equity Investment** - The managers of passive equity funds attempt to replicate the movement of a particular index by buying the constituent components of that index or by purchasing and selling derivatives to provide an equivalent exposure to that index. The managers do not select the companies that are in an index and so investment returns are dependent upon how the index performs. The funds which adopt this approach are marked "***" in the investment fund choice section of this guide.

ASSET CLASSES & ASSOCIATED RISKS *CONTD.*

Property - This is an asset class which tends to produce a higher level of return but with higher risk. Over the longer term these assets should generate superior growth. There will be greater fluctuations in value, which at times may be dramatic.

Balanced Managed / Mixed Asset Funds -

These are funds that can invest across the major asset classes as described in this guide. Such funds can vary as to their levels of risk, from “Real Return” funds that look to produce steady growth but with reduced risk, i.e. BNY Mellon Real Return, to funds that can hold up to 85% in equities, which aim to produce higher levels of return but with more risk.

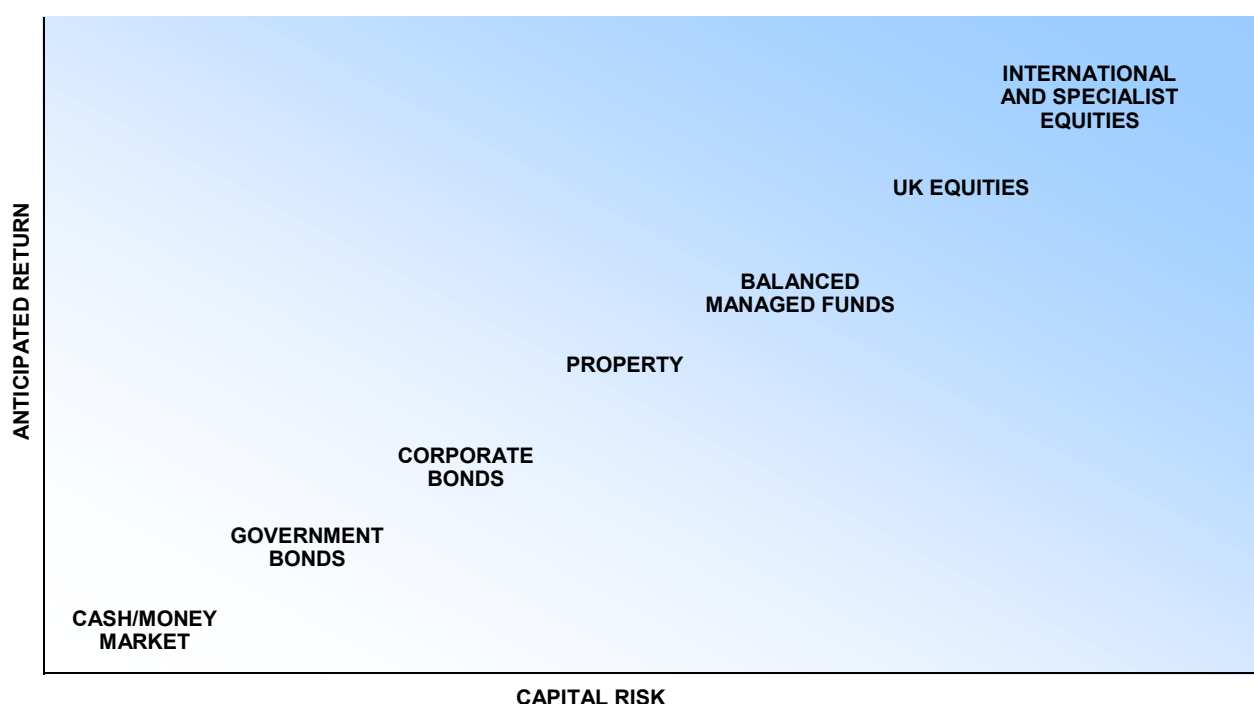
Bonds - Also known as “Fixed Interest”, these investments are basically IOUs issued by a government or a company. In general, each bond is issued for a set period at a set interest rate but they can be traded. These are assets which tend to produce more stable returns, although Corporate Bond funds will tend to be more volatile than government bonds (UK government bonds are known as Gilts). Over the longer term these assets should give lower but steady growth, with some fluctuation in value.

Cash/Money Market - This is a market in which cash lending and borrowing takes place on a short term basis, ordinarily less than 1 year. This is an asset class which tends to produce more stable returns. Over the longer term these assets should give lower but steady growth with some fluctuation in value.

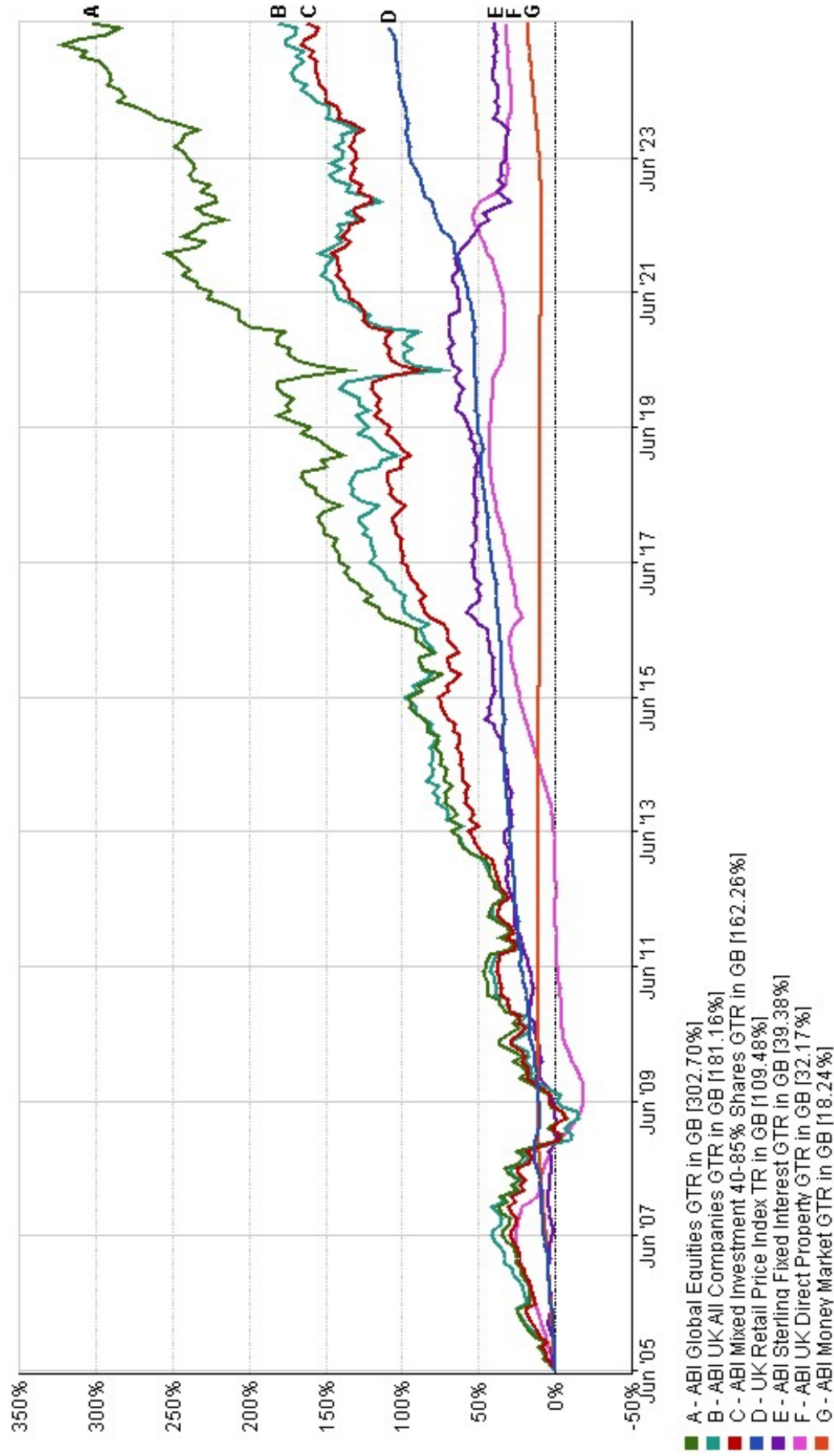
The chart overleaf shows the long term performance and volatility of the asset classes described and inflation (UK Retail Price Index). ABI stands for “Association of British Insurers” and these indices show the average performance of pension funds that have invested in these different assets.

fig 7. Asset Classes and Associated Risks

The relative risk profiles of these Asset classes compared to their expected returns over the longer term can be demonstrated as follows:



ASSET CLASSES & ASSOCIATED RISKS CONTD.



NB “ABI UK All Companies” is the sector of funds that invest in UK Equities

PRE-SET INVESTMENT STRATEGIES

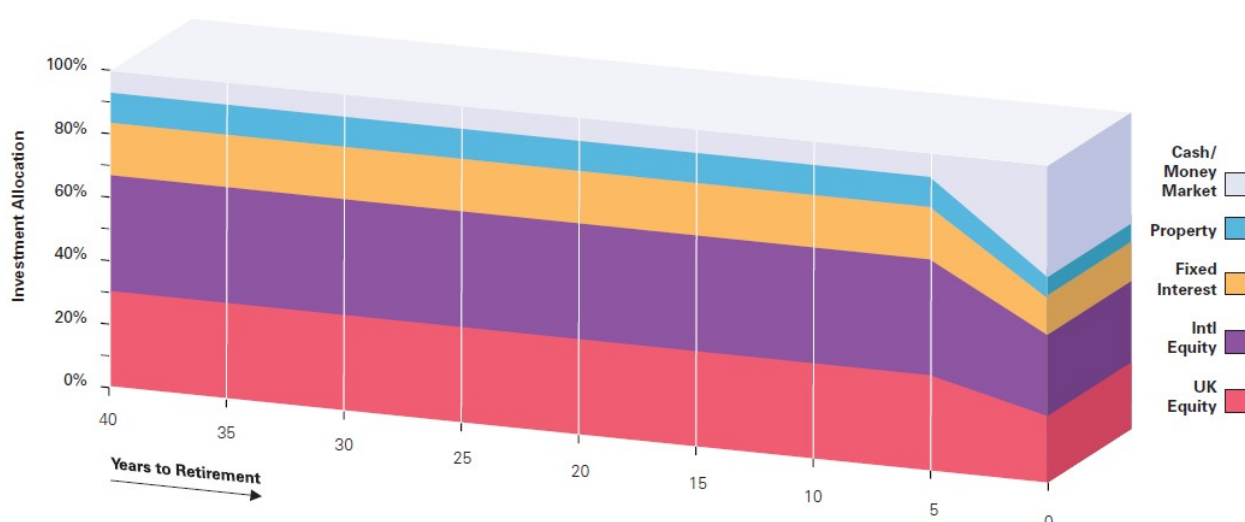
The Plans offer 3 Pre-Set Investment Strategies each designed to meet the differing investment requirements depending on how you may choose to access or secure your pension benefits at your selected retirement age.

The Income Drawdown Pre-Set Investment Strategy (IDPRE) (Retirement Trust Safe-Age Strategy)

This Strategy is designed for members who intend to take 30% of their pension fund as a tax free lump sum but may wish to leave the balance of their pension fund invested with the intention of making withdrawals directly from their fund in retirement through the use of a Retirement Trust Scheme. It currently consists of:

- A 100% weighting to the Zurich International Life Managed Fund until 5 years prior to retirement.
- At the 5 year point, cash/money market (Insight GBP Liquidity Fund) is gradually introduced and the Zurich International Life Managed Fund commensurately reduced.
- This change in asset allocation is automatically phased over a period of 60 months on the 1st day of each month.
- This gradual, measured approach to disinvestment/reinvestment ensures a smooth transition over the 5 year period. The objective is to achieve 30% in cash and 70% actively managed through the assets held in the Zurich International Life Managed Fund at the retirement date.

The asset allocation of the Income Drawdown Pre-Set Investment Strategy is illustrated below and at its core is the Zurich International Life Managed Fund which is actively managed and as such its asset allocation is dynamic. Therefore, the following should be seen as illustrative of the typical asset allocation, rather than a literal representation:



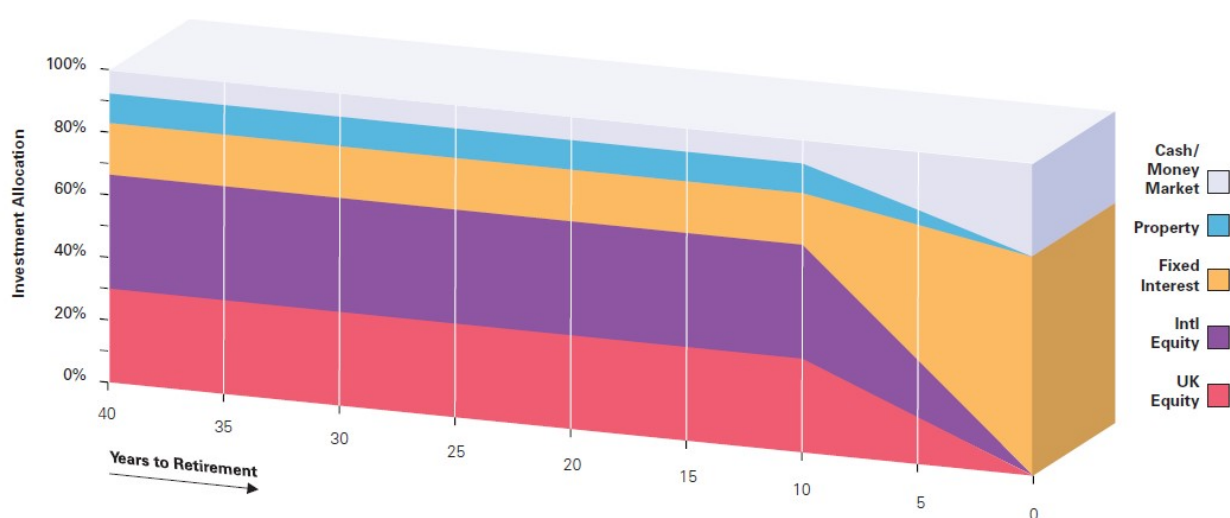
PRE-SET INVESTMENT STRATEGIES *CONTD*

The Traditional Pre-Set Investment Strategy (TDPRE) (Annuity Safe Age Strategy)

This Strategy is designed for members who intend to take 30% of their pension fund as a tax free lump sum and may use the balance to purchase an annuity to provide an income in retirement. It currently consists of:

- A 100% weighting to the Zurich International Life Managed Fund until 10 years prior to retirement.
- At the 10 year point, fixed interest (iShares GiltTrak Fund) and cash/money market (Insight GBP Liquidity Fund) are gradually introduced and the Zurich International Life Managed Fund commensurately reduced.
- This change in asset allocation is automatically phased over a period of 120 months on the 1st day of each month.
- This gradual, measured approach to disinvestment/reinvestment ensures a smooth transition over the 10 year period. The objective is to achieve 30% in cash, with the 70% remainder in fixed interest at the retirement date.

The asset allocation of the Traditional Pre-Set Investment Strategy is illustrated below and at its core is the Zurich International Life Managed Fund which is actively managed and as such its asset allocation is dynamic. Therefore, the following should be seen as illustrative of the typical asset allocation, rather than a literal representation:



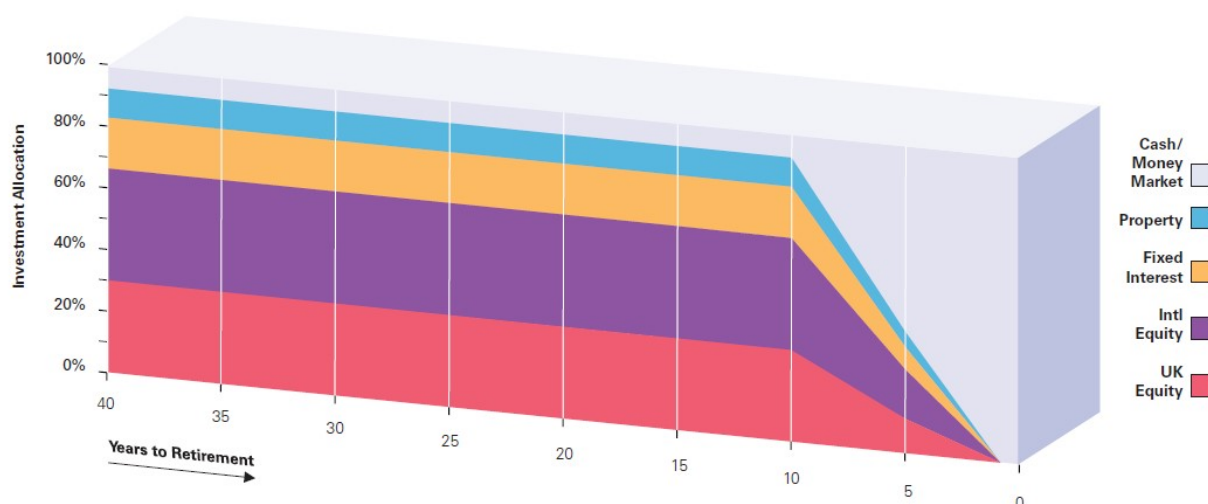
PRE-SET INVESTMENT STRATEGIES *CONTD*

The 100% Money Fund Pre-Set Investment Strategy (MFPRE)

This Strategy is designed for members who may be unsure how they might secure their pension benefits or who are risk adverse and wish to protect the accrued value of their pension fund as they approach their selected retirement age. It currently consists of:

- A 100% weighting to the Zurich International Life Managed Fund until 10 years prior to retirement.
- At the 10 year point, cash/money market (Insight GBP Liquidity Fund) is gradually introduced and the Zurich International Life Managed Fund commensurately reduced.
- This change in asset allocation is automatically phased over a period of 108 months on the 1st day of each month.
- This gradual, measured approach to disinvestment/reinvestment ensures a smooth transition over the 10 year period. The objective is to achieve 100% in cash 12 months prior to your retirement date.

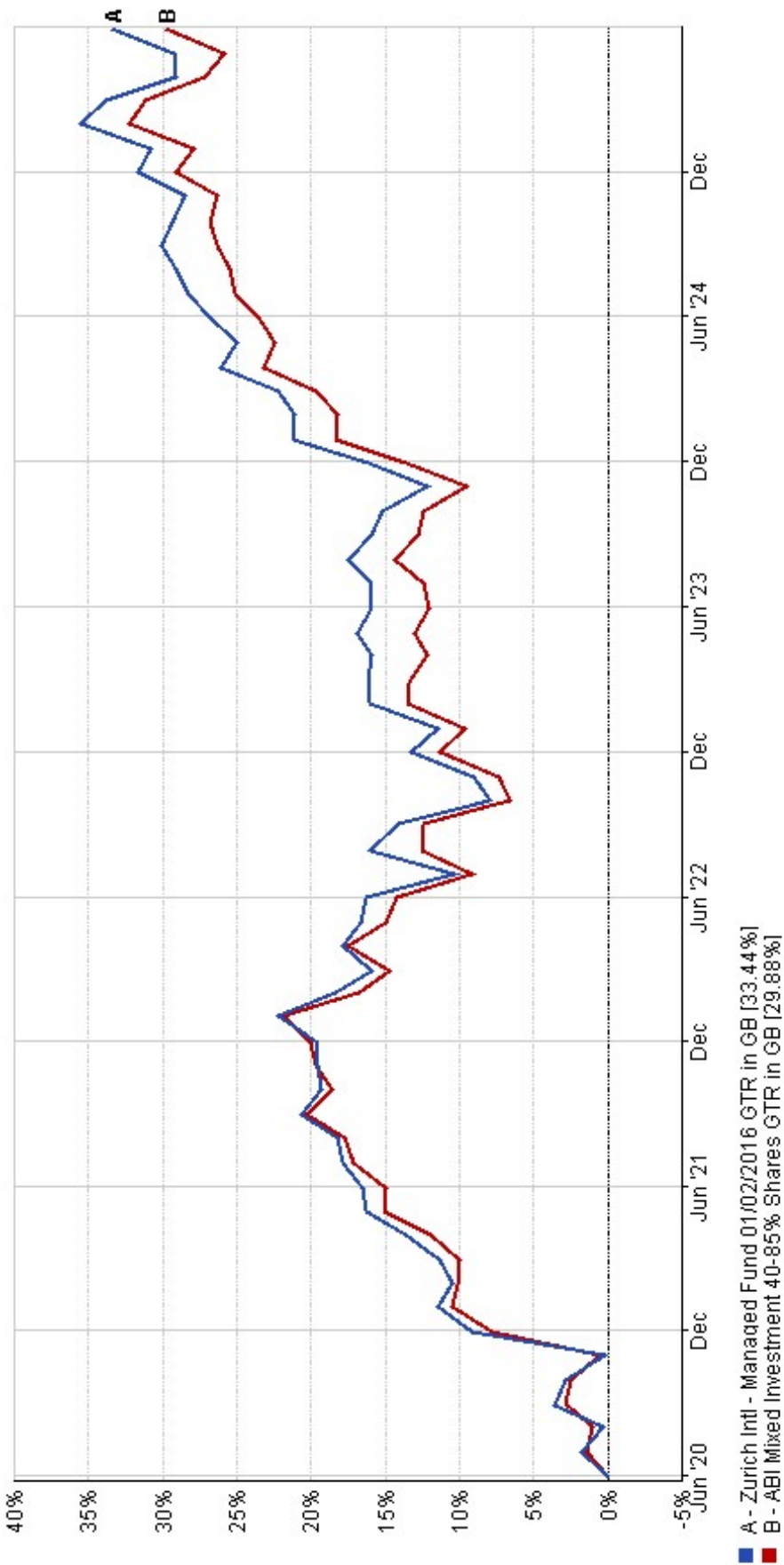
The asset allocation of the 100% Money Fund Pre-Set Investment Strategy is illustrated below and at its core is the Zurich International Life Managed Fund which is actively managed and as such its asset allocation is dynamic. Therefore, the following should be seen as illustrative of the typical asset allocation, rather than a literal representation:



PRE-SET INVESTMENT STRATEGIES *CONTD*

The Pre-Set Strategies

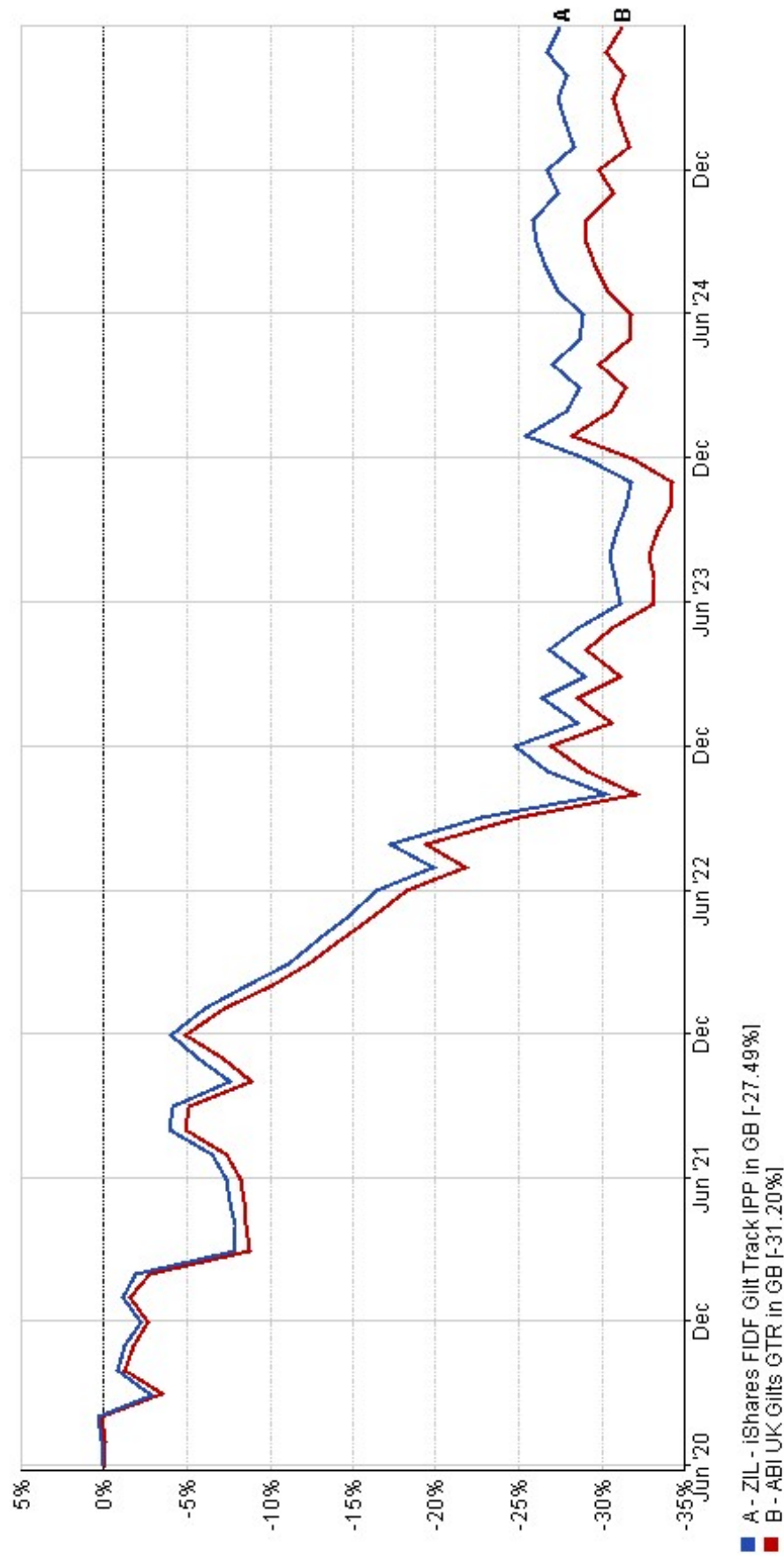
The graphs below show the 5 year Performance of the Zurich International Life Managed, iShares GiltTrack and Insight GBP Liquidity Funds, which collectively make up the 3 Pre-Set Investment Strategies, compared with the average performance of other pension funds in the same class.



29/05/2020 - 30/05/2025 Data from FE fundinfo 2025

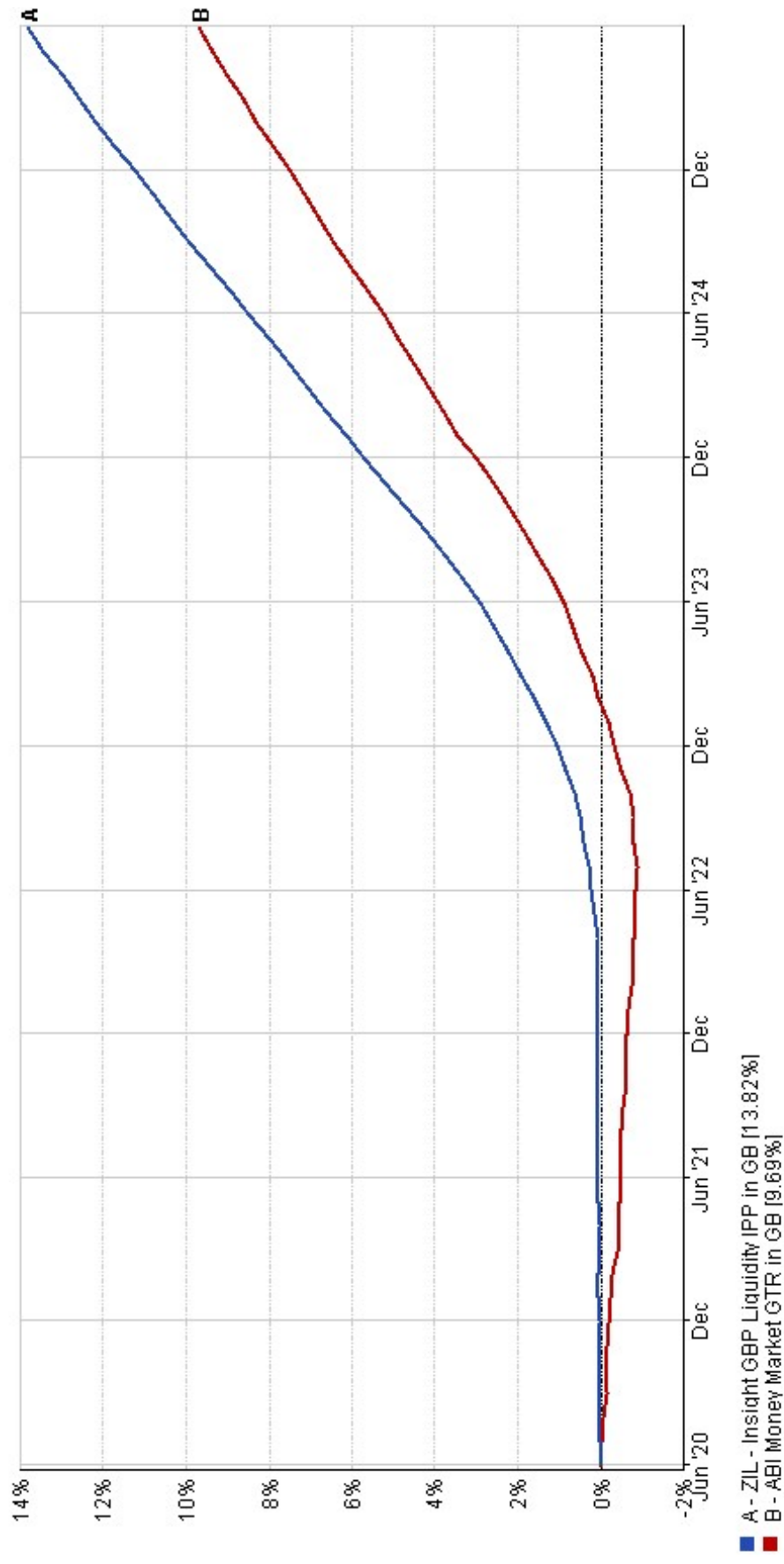
The Zurich International Life Managed Fund was launched in February 2016. It is run with the exact investment philosophy and management style, and by the same team as the long-standing Zurich Managed Fund, which has an exemplary performance over almost 30 years. The graph above uses the Zurich Managed Fund for all pre-February 2016 performance.

PRE-SET INVESTMENT STRATEGIES *CONTD*



29/05/2020 - 30/05/2025 Data from FE fundinfo 2025

PRE-SET INVESTMENT STRATEGIES *CONTD*



29/05/2020 - 30/05/2025 Data from FE fundinfo 2025

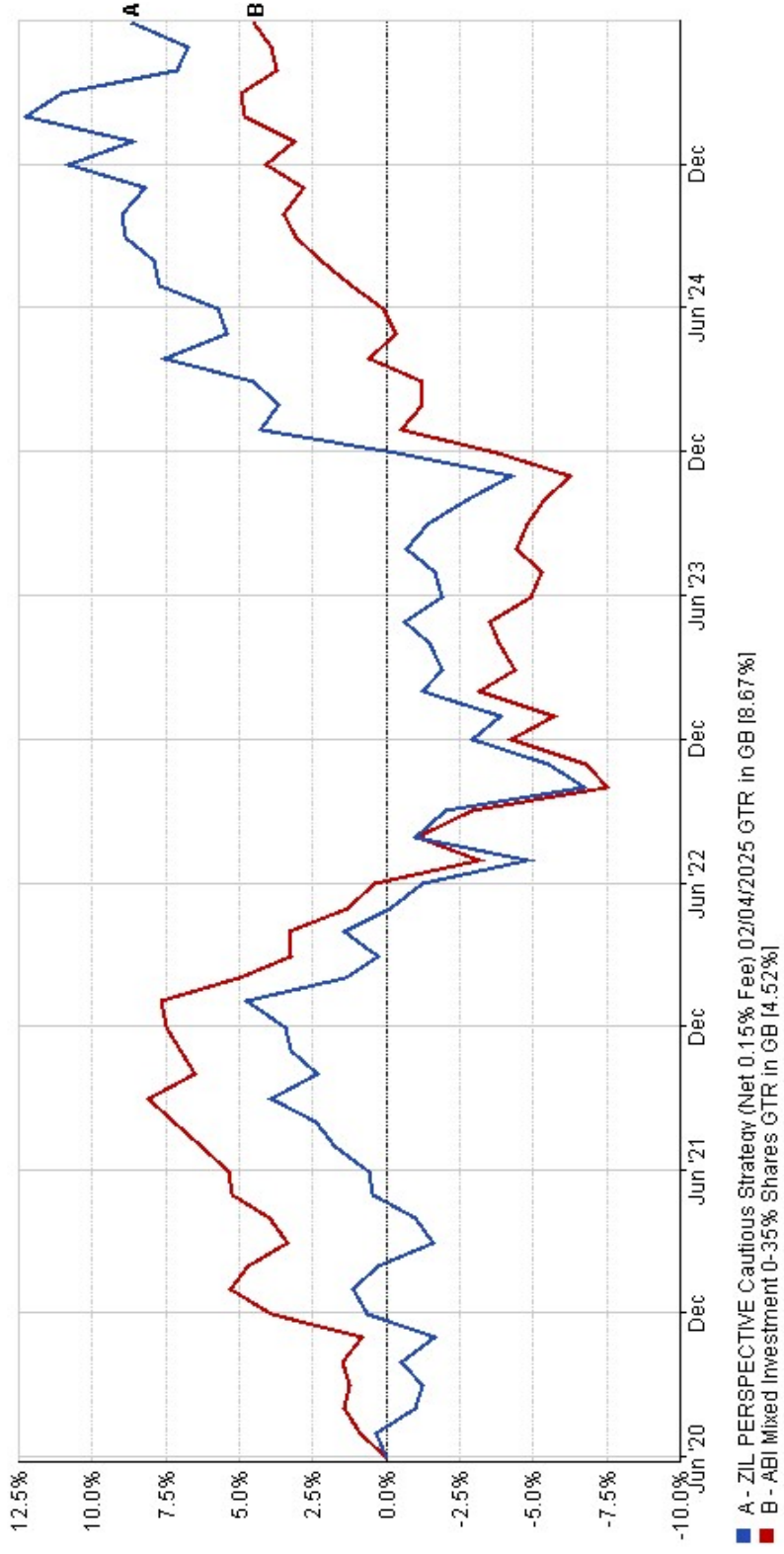
ASSET ALLOCATION STRATEGIES

PERSPECTIVE Cautious Strategy

The aim of this investment strategy is to achieve long-term capital growth by investing cost effectively in a range of investment funds which provide exposure to traditional asset classes (equities, bonds, property and cash). The underlying fund exposures will be monitored and adapted based on changing financial market conditions in order to optimise returns within a lower risk portfolio of investments.

The investment risk profile for this strategy has been assessed to be - Risk Profile 3 Low Risk.

The graph below shows the 5 year Performance of the PERSPECTIVE Cautious Strategy.



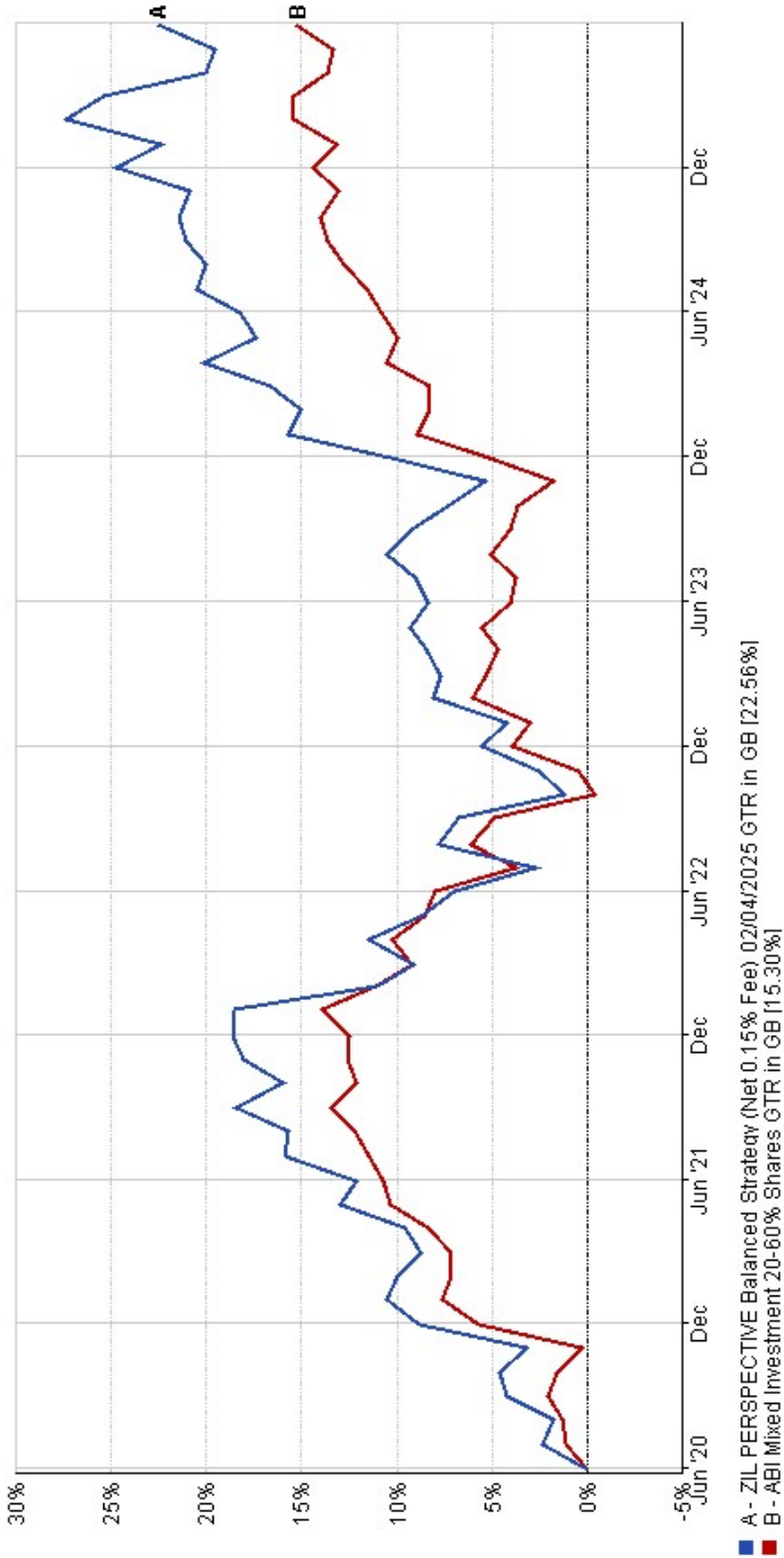
ASSET ALLOCATION STRATEGIES CONTD

PERSPECTIVE Balanced Strategy

The aim of this investment strategy is to achieve long-term capital growth by investing cost effectively in a range of investment funds which provide exposure to traditional asset classes (equities, bonds, property and cash). The underlying fund exposures will be monitored and adapted based on changing financial market conditions in order to optimise returns within a balanced risk portfolio of investments.

The investment risk profile for this strategy has been assessed to be - Risk Profile 5 Low-Medium Risk.

The graph below shows the 5 year Performance of the PERSPECTIVE Balanced Strategy.



29/05/2020 - 30/05/2025 Data from FE fundinfo 2025

The PERSPECTIVE Balanced Strategy was originally established in November 2014 and has been made available on Zurich International Pension Platform from November 2019

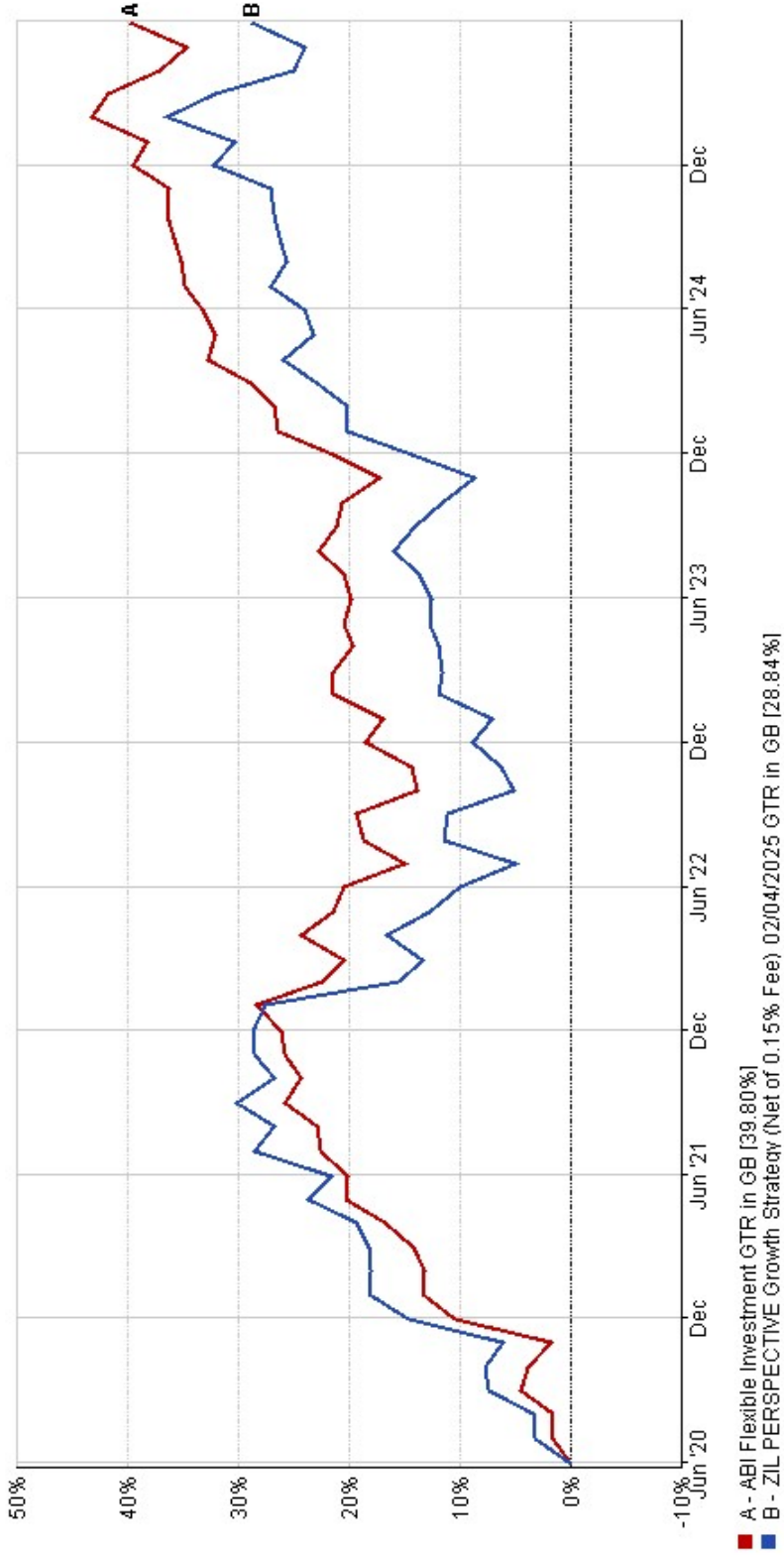
ASSET ALLOCATION STRATEGIES *CONTD*

PERSPECTIVE Growth Strategy

The aim of this investment strategy is to achieve long-term capital growth by investing cost effectively in a range of investment funds which provide exposure to traditional asset classes (equities, bonds, property and cash). The underlying fund exposures will be monitored and adapted based on changing financial market conditions in order to optimise returns within a higher risk portfolio of investments.

The investment risk profile for this strategy has been assessed to be – Risk Profile 7 Highest-Medium.

The graph below shows the 5 year Performance of the PERSPECTIVE Growth Strategy.



29/05/2020 - 30/05/2025 Data from FE fundinfo 2025

The PERSPECTIVE Growth Strategy was originally established in November 2014 and has been made available on Zurich International Pension Platform from November 2019.

PRE-SET INVESTMENT STRATEGIES

Pre-Set Investment Strategy Funds

Fund Name	Sector/Benchmark	Risk Profile	Relative (+/-) to B'mark (1yr)	Return (1 yr)	Relative (+/-) to B'mark (3yr)	Return (3 yrs)	Relative (+/-) to B'mark (5yr)	Return (5 yrs)
Insight GBP Liquidity	Money Market	1 - Lowest	+	4.93%	+	13.58%	+	13.82%
iShares GiltTrak **	FTSE Actuaries UK Conv Gilts (All)	4 - Lowest Medium	+	1.95%	-	-13.25%	+	-27.49%
Zurich International - Managed Fund	Mixed Investment 40%-85% Shares	5-7 - Medium	+	5.26%	+	14.70%	+	33.44%

Source: FE Analytics

** Index Tracker

Performance data to: 31/05/2025

ASSET ALLOCATION STRATEGIES

PERSPECTIVE Strategies

Fund Name	Sector/Benchmark	Risk Profile	Relative (+/-) to B'mark (1yr)	Return (1 yr)	Relative (+/-) to B'mark (3yr)	Return (3 yrs)	Relative (+/-) to B'mark (5yr)	Return (5 yrs)
PERSPECTIVE Cautious Strategy	Mixed Investment 0-35% Shares	3 - Low	-	2.77%	+	9.99%	+	8.67%
PERSPECTIVE Balanced Strategy	Mixed Investment 20%-60% Shares	5 - Low Medium	-	3.70%	+	14.56%	+	22.56%
PERSPECTIVE Growth Strategy	Flexible Investment	7 - Highest Medium	-	3.82%	+	17.17%	-	28.84%

Source: FE Analytics

Performance data to: 31/05/2025

INVESTMENT FUND PERFORMANCE - Self Select Option

Core Funds are considered suitable as the principal investments for a pension portfolio

Fund Name	Sector/Benchmark	Risk Profile	Relative (+/-) to B'mark (1yr)	Return (1 yr)	Relative (+/-) to B'mark (3yr)	Return (3 yrs)	Relative (+/-) to B'mark (5yr)	Return (5 yrs)
Insight GBP Liquidity	Money Market	1 - Lowest	+	4.93%	+	13.58%	+	13.82%
abrdn Sterling Short Term Government Bond	FTSE Actuaries UK Conv Gilt up to 5 Years	3 - Low	-	4.98%	-	5.97%	-	1.99%
iShares GiltTrak **	FTSE Actuaries UK Conv Gilt (All)	4 - Lowest Medium	+	1.95%	-	-13.25%	+	-27.49%
iShares UK Credit Bond Index **	ICE BofA 5-15 Year Sterling Non-Gilt	4 - Lowest Medium	+	4.84%	-	2.21%	+	-4.42%
Invesco Corporate Bond	Sterling Corporate Bond	3 - Low	-	3.95%	+	6.71%	+	4.49%
Pimco GIS UK Corporate Bond	Sterling Corporate Bond	3 - Low	+	4.94%	-	1.78%	-	-4.93%
CT UK Property	UK Direct Property	5 - Low Medium	+	6.60%	-	-14.27%	+	8.92%
Janus Henderson Cautious Managed	Mixed Investment 20%-60% Shares	5 - Low Medium	+	4.64%	+	9.60%	+	26.36%
Ninety One Global Income Opportunities	Mixed Investment 20%-60% Shares	5 - Low Medium	+	8.32%	+	9.61%	+	17.36%
BlackRock Balanced Growth Portfolio	Mixed Investment 40%-85% Shares	4 - Lowest Medium	-	4.62%	+	17.25%	+	37.74%
Fidelity Multi Asset Open Growth	Mixed Investment 40%-85% Shares	6 - High Medium	+	7.27%	+	16.25%	+	40.78%
BNY Mellon Multi-Asset Global Balanced	Mixed Investment 40%-85% Shares	6 - High Medium	+	7.30%	+	24.48%	+	53.42%
Sterling Blue Chip	Mixed Investment 40%-85% Shares	5 - Low Medium	-	4.33%	-	9.20%	-	17.13%
Zurich International - Managed Fund	Mixed Investment 40%-85% Shares	5-7 - Medium	+	5.26%	+	14.70%	+	33.44%
iShares UK Index **	MSCI United Kingdom	8 - High	-	9.48%	-	27.82%	-	70.75%
CT UK	UK All Companies	5 - Low Medium	-	2.18%	+	20.08%	-	43.11%
iShares Developed World Index **	MSCI World	8 - High	+	8.21%	-	35.16%	-	77.88%
M&G Global Themes	Global Equities	7 - Highest Medium	+	6.25%	-	12.74%	-	53.92%
Sterling Adventurous	Global Equities	7 - Highest Medium	-	4.02%	-	25.30%	-	54.46%
CT Global Select	Global Equities	7 - Highest Medium	-	3.68%	+	35.98%	+	58.86%
CT American	North America	7 - Highest Medium	-	5.87%	-	30.20%	-	77.22%
MFS Meridian Global Equity	Global Equities	8 - High	-	1.45%	-	12.43%	-	39.82%
iShares US Index **	North America	8 - High	-	6.93%	-	36.83%	-	87.63%
UBS US Equity	North America	8 - High	-	-1.90%	-	19.24%	-	64.89%
Fidelity European	Europe Excluding UK	8 - High	-	2.48%	+	28.26%	+	59.91%
CT European	Europe Excluding UK	8 - High	+	5.02%	+	30.91%	+	68.34%
Schroder Tokyo	TSE TOPIX	8 - High	-	4.60%	-	25.94%	-	37.09%
abrdn Asia Pacific Equity	Asia Pacific Excluding Japan	9 - Very High	-	2.39%	-	-1.80%	-	17.04%
Stewart Investors Asia Pacific Leaders	Asia Pacific Excluding Japan	9 - Very High	-	-1.50%	-	4.29%	+	34.85%
CT Asia Pacific	Asia Pacific Excluding Japan	9 - Very High	+	7.80%	-	1.70%	-	18.04%

Source: FE Analytics

** Index Tracker

Performance data to: 31/05/2025

INVESTMENT FUND PERFORMANCE - Self Select Option

Strategic Funds are for members who invest in more specific sectors or specialist funds

Fund Name	Sector/Benchmark	Risk Profile	Relative (+/-) to B'mark (1yr)	Return (1 yr)	Relative (+/-) to B'mark (3yr)	Return (3 yrs)	Relative (+/-) to B'mark (5yr)	Return (5 yrs)
Invesco Sterling Bond	Sterling Fixed Interest	4 - Lowest	Medium	+ 3.87%	+	8.96%	+	7.60%
Vanguard UK Long Duration Gilt **	Bloomberg UK Government 15+ Years	4 - Lowest	Medium	+ -3.56%	-	-33.55%	+	-51.58%
iShares Over 15 Years Gilts Index Fund**	FTSE UK Conventional Gilts Over 15 Years	4 - Lowest	Medium	+ -3.37%	-	-33.14%	-	-51.80%
Rathbone Total Return Portfolio	Bank Of England Base Rate + 2%	3 - Low		- 5.40%	-	11.09%	-	22.51%
BNY Mellon Real Return	IA Targeted Absolute Return	4 - Lowest	Medium	+ 5.75%	-	10.08%	-	23.19%
CT Dynamic Real Return	IA Targeted Absolute Return	5 - Low	Medium	+ 5.88%	-	12.42%	+	25.49%
PERSPECTIVE Socially Responsible Investment Fund	Mixed Investment 40%-85% Shares	5 - Low	Medium	- 4.12%	+	17.54%	-	29.26%
Jupiter UK Income	UK Equity Income	7 - Highest	Medium	+ 13.53%	+	31.51%	+	88.23%
Artemis UK Special Situations	UK All Companies	7 - Highest	Medium	+ 13.07%	+	36.40%	+	84.21%
Axa Framlington UK Select Opportunities	UK All Companies	7 - Highest	Medium	- 0.41%	-	2.63%	-	19.49%
Ninety One UK Special Situations	UK All Companies	7 - Highest	Medium	+ 17.68%	+	67.26%	+	126.73%
CT UK Mid 250	FTSE 250 ex Inv Cos	7 - Highest	Medium	- 4.02%	-	-8.73%	-	3.64%
Baillie Gifford Long Term Global Growth	Global Equities	8 - High		+ 15.81%	+	57.78%	-	56.63%
Invesco UK Equity High Income	UK Equity Income	8 - High		+ 12.43%	+	27.65%	+	65.03%
Fundsmith Equity	Global Equities	8 - High		- 0.42%	-	22.20%	-	39.98%
Stonehage Fleming Global Best Ideas Equity	Global Equities	8 - High		- 0.51%	-	17.79%	-	34.14%
JPM US Small Cap Growth	Russell 2000 Growth	9 - Very High		- 7.78%	-	-1.00%	-	0.60%
iShares GI Emerging Markets Govt Bond Index USD**	JPM GBI-EM Global Div Composite	4 - Lowest	Medium	- 2.30%	-	10.07%	+	1.58%
iShares Emerging Markets Index **	MSCI Emerging Markets	10 - Highest		- 7.14%	+	10.66%	-	29.26%
Stewart Investors Global Emerging Markets Leaders	MSCI Emerging Markets	9 - Very High		- 3.09%	-	-1.15%	-	20.50%
Russell Emerging Markets Equity	Global Emerging Markets Equities	9 - Very High		+ 6.06%	-	8.08%	+	28.93%
Fidelity India Focus	MSCI India	10 - Highest		+ 3.66%	-	28.60%	-	107.77%
Baillie Gifford China	MSCI China All Shares	10 - Highest		+ 15.31%	-	-7.75%	-	-13.53%
Jupiter China	MSCI Zhong Hua	10 - Highest		+ 32.29%	+	12.19%	+	-0.60%
Blackrock Gold and General	FTSE Gold Mines	10 - Highest		+ 44.72%	+	59.88%	+	43.19%
Ninety One Global Environment	Global Equities	10 - Highest		- 4.94%	-	3.75%	-	18.20%
JPM Natural Resources	Commodity/Energy	10 - Highest		- 6.62%	-	-7.21%	+	77.63%

Source: FE Analytics

** Index Tracker

Performance data to: 31/05/2025

INVESTMENT FUND PERFORMANCE - Self Select Option

Risk Profile Funds

Fund Name	Sector/Benchmark	Risk Profile	Relative (+/-) to B'mark (1yr)	Return (1 yr)	Relative (+/-) to B'mark (3yr)	Return (3 yrs)	Relative (+/-) to B'mark (5 yrs)	Return (5 yrs)
Zurich Risk Profile 20% Equity Fund **	20% FTSE All World/80% Bloomberg Glob Agg	3 - Low	-	5.58%	-	5.86%	-	3.11%
Zurich Risk Profile 40% Equity Fund **	40% FTSE All World/60% Bloomberg Glob Agg	4 - Lowest Medium	-	6.19%	-	11.50%	-	16.84%
Zurich Risk Profile 60% Equity Fund **	60% FTSE All World/40% Bloomberg Glob Agg	5 - Low Medium	-	6.77%	-	17.33%	-	32.10%
Zurich Risk Profile 80% Equity Fund **	80% FTSE All World/20% Bloomberg Glob Agg	6 - High Medium	-	7.30%	-	23.31%	-	49.01%
Zurich Risk Profile 100% Equity Fund **	100% FTSE All World	7 - Highest Medium	-	7.79%	-	29.45%	-	67.69%

Source: FE (Financial Express)

Performance data to: 31/05/2025

Funds marked with a '*' are index trackers, or passive funds** - Their performance is shown relative (+/-) to the index they track. It is not uncommon, or unreasonable, for tracker funds to marginally lag their indices due to the effect of charges, albeit these are generally modest for such funds. We can confirm that where an index fund is shown to have underperformed its benchmark above, the margin is small, acceptable in our view, and, in fact, quite normal with such funds.

Comparative Performance - The table shows the performance for each fund over 1, 3, and 5 years. The quartile ranking of each fund, where shown, indicates which 25% band of a peer group the fund sits within, with 1 being the top quarter and 4 the bottom quarter. Our preference is for consistent 1st and 2nd quartile rankings, which demonstrate that a fund has reliably beaten its peer group average. Where a fund has a defined benchmark, performance relative (+/-) to that benchmark is shown. Lower rankings in the shorter term are less of a concern if consistent outperformance is demonstrated over the medium to longer term.

Historic Figures - Where possible, we have used actual historic performance figures as sourced from FE (Financial Express). However, in most cases, the above funds are new classes of existing funds, and as such, these new classes have a relatively short performance history. In such cases, we have shown the performance figures of equivalent existing funds.

RISK PROFILE

Risk Profile 1 - Lowest Risk

An investment fund appropriate for this risk profile will be invested in cash and cash-type assets, rather than higher-risk investments such as shares. When you have only cash in your portfolio, you can usually expect to get back the money you have invested.

Risk Profile 2 - Very Low Risk

An investment fund appropriate for this risk profile may contain, for example, mainly lower and medium-risk investments such as cash, cash-type assets, bonds and UK commercial property, and fewer high-risk assets such as shares. While a fund like this should go up and down in value less than a 'high-risk' portfolio, the value of investments can always go down as well as up.

Risk Profile 3 –Low Risk

An investment fund appropriate for this risk profile may contain, for example, mainly lower-risk investments such as cash, cash-type assets and bonds and medium-risk investments like UK commercial property, and a minority of higher-risk investments such as UK and overseas shares. While a fund like this should go up and down in value less than a 'high-risk' portfolio, the value of investments can always go down as well as up.

Risk Profile 4 –Lowest Medium Risk

An investment fund appropriate for this risk profile may contain, for example, mainly lower or medium-risk investments such as cash, cash-type assets, bonds or UK commercial property, typically with a fewer higher-risk investments such as UK and overseas shares. While a fund like this should go up and down in value less than a 'high-risk' portfolio, the value of investments can always go down as well as up.

Risk Profile 5 –Low Medium Risk

An investment fund appropriate for this risk profile may contain, for example, a mix of lower and medium-risk investments such as cash, cash-type assets, bonds and UK commercial property, and higher-risk investments such as UK and overseas shares. While a fund like this should rise and fall in value less than a higher-risk portfolio, the value of investments can always go down as well as up.

Risk Profile 6 – High Medium Risk

An investment fund appropriate for this risk profile may contain, for example, mainly higher-risk investments such as UK and overseas shares, with some lower and medium-risk investments such as cash, cash-type assets, bonds and UK commercial property. While a fund like this should rise and fall in value less than a higher-risk portfolio, the value of investments can always go down as well as up.

Risk Profile 7 – Highest Medium Risk

An investment fund appropriate for this risk profile may contain, for example, mainly higher-risk investments such as UK and overseas shares, with only a few, if any, lower and medium-risk investments such as bonds and UK commercial property. Because of this, there is a possibility you may not get back as much money on your investments as you put in, particularly in the short-term.

Risk Profile 8 – High Risk

An investment fund appropriate for this risk profile may contain, for example, mainly higher-risk investments such as UK and overseas shares, with very few, if any, lower and medium-risk investments such as bonds and UK commercial property. Because of this, there is a possibility you may not get back as much money on your investments as you put in, particularly in the short-term.

Risk Profile 9 – Very High Risk

An investment fund appropriate for this risk profile may contain, for example, mainly higher-risk investments such as shares from outside the UK, and a large proportion of overseas shares, with very occasional lower-risk investments such as bonds. Because of this, there is a possibility you may not get back as much money from your investments as you put in, particularly in the short-term.

Risk Profile 10 –Highest Risk

An investment fund appropriate for this risk profile may contain, for example, only higher-risk investments such as overseas shares and no low-risk investments such as cash-type assets and bonds. Because of this, there is a possibility you may not get back as much money from your investments as you put in, particularly in the short-term.

INVESTMENT FUND CHOICE

The following funds are available to members.

abdmn Asia Pacific Equity

The fund aims to grow capital by investing mostly in companies in the countries of the Asia Pacific region, excluding Japan. The fund may invest in some countries that are still developing their economies.

abdmn Sterling Short Term Government Bond

The fund aims to generate income and some growth over the medium to long term (3 to 5 years) by investing in UK Government bonds with a maturity of up to five years.

Artemis UK Special Situations

The fund aims to provide long-term capital growth by exploiting special situations. The fund invests principally in UK equities and in companies which are headquartered or have a significant part of their activities in the UK which are quoted on a regulated market outside the UK.

AXA Framlington UK Select Opportunities

The fund aims to achieve capital growth by investing in companies, primarily of UK origin where the manager believes above average returns can be realised.

Baillie Gifford China

The fund aims to invest in an actively managed portfolio of Chinese market stocks. The manager invests on a long-term (5 year) perspective, and has a strong preference for growth, looking for significant upside in each stock that they invest in. The process is driven by rigorous, fundamental, bottom-up analysis undertaken by their dedicated Emerging Markets Team. The fund managers draw on this analysis, as well as insights gleaned from discussion with all of Baillie Gifford's global investors, to produce a portfolio that typically holds 40-80 stocks

Baillie Gifford Long Term Growth

The Funds objective is to outperform (after deduction of costs) the MSCI ACWI Index, as stated in sterling, by at least 2.5% per annum over rolling five-year periods. The manager believes this is an appropriate target given the investment policy of the Fund and the approach taken by the manager when investing. The Fund will invest at least 90% in shares of companies anywhere in the world. The Fund will invest in companies in any sector which, typically at the time of purchase, have a market capitalisation of more than US\$4 billion. The Fund will be actively managed and will be concentrated, typically comprising 30 to 60 holdings.

BlackRock Balanced Growth Portfolio

The fund aims to achieve capital growth as well as income. The fund invests in shares, fixed income securities, money-market instruments, funds and cash. The fixed income securities and money market instruments will be issued by governments, government agencies, companies and supranationals. The fund invests in money market instruments which may include investments with a relatively low credit rating or which are unrated. Investments are made on a global basis with a UK bias. The fund can use derivatives as part of its investment strategy. This can increase the overall risk profile of the fund.

BlackRock Gold and General

The fund aims to achieve long-term capital growth on your investment. The fund invests primarily in global shares of companies which derive a significant proportion of their income from gold mining or commodities such as precious metals. The fund has the flexibility to invest outside of the asset class and sector set out above.

BNY Mellon Multi Asset Global Balanced

A total return fund comprised of long-term capital growth and income by investing in a mixed portfolio of company shares (i.e. equities) and bonds.

BNY Mellon Real Return

The objective of the fund is to achieve significant real rates of return in sterling terms predominantly from a portfolio of UK and international securities. The fund may also invest in deposits, approved money market instruments, derivative instruments, forward transactions and collective investment schemes.

CT American

The aim of the fund is to grow the amount you invested. The fund invests at least two-thirds of its assets in shares of medium to large companies in North America or companies that have significant operations there.

CT Asia Pacific

The fund invests at least two-thirds of its assets in shares of companies beyond Asia in the Asia Pacific region, with the exclusion of Japan. The fund will have access to a wide range of markets and companies in the region similar to their benchmark: the MSCI AC Pacific ex-Japan index.

INVESTMENT FUND CHOICE *CONTD.*

CT Dynamic Real Return

The fund aims to provide a rate of return on your investment above inflation (defined as the Consumer Price Index (CPI)), and currently targets an average annual return of CPI +4% when measured over 3 to 5 years, before charges are deducted. This fund is managed with a view to containing downside risk during periods of financial market sell off.

CT European

The aim of the fund is to grow the amount you invested. The fund invests at least two-thirds of its assets in shares of companies with good growth prospects in Continental Europe or companies that have significant operations there.

CT Global Select

The aim of the fund is to grow the amount you invested. The fund invests at least two-thirds of its assets in shares of companies worldwide. The fund's investment approach means it can invest significantly in particular companies, industries and countries. This means it will typically hold fewer investments than other funds.

CT UK

The aim of the fund is to grow the amount you invested. The fund invests at least two-thirds of its assets in shares of companies in the UK or companies that have significant UK operations. The fund permanently invests a minimum of 75% of its assets in European Economic Area (excluding Liechtenstein) equities.

CT UK Mid 250

The fund invests at least 90% of its assets in shares of companies listed on the London Stock Exchange; predominantly UK companies. The fund selects companies considered to have good prospects for share price growth, from any industry or economic sector, focusing on companies included within the FTSE 250 ex Investment Trusts Index.

CT UK Property

The aim of the fund is to provide income and to grow the amount you invested. The fund will typically invest at least two-thirds of its assets, either directly or indirectly, in commercial real estate in the United Kingdom which is used for business purposes. The fund may also invest in shares, bonds, gilts, cash and other funds.

Fidelity European

The fund aims to provide long-term capital growth. It invests primarily in the shares of continental European companies. The portfolio is likely to have a bias towards medium-sized and smaller companies and has the freedom to invest outside the fund's principal geographies, market sectors, industries or asset classes. It can use derivatives with the aim of risk or cost reduction or to generate additional capital or income in line with the fund's risk profile.

Fidelity India Focus USD Fund

Aims to provide long-term capital growth with the level of income expected to be low. At least 70% invested in the shares of Indian companies listed in India, as well as those of non-Indian companies that have a significant portion of their activities in India. The Manager has the freedom to invest outside the fund's principal geographies, market sectors, industries or asset classes. The fund may invest in assets directly or achieve exposure indirectly through other eligible means including derivatives. Income is reinvested in additional shares.

Fidelity Multi Asset Open Growth

The fund aims to provide long-term capital growth. The fund invests in a range of assets to gain exposure to equities, bonds, commodities, property and cash based in the UK and other worldwide markets.

Fundsmith Equity

The objective of the fund is to invest in equities on a global basis through a concentrated portfolio of c.30 stocks. The fund's approach is to be a long-term investor in its chosen stocks. It will not adopt short-term trading strategies.

Insight GBP Liquidity

The investment objective of the fund is to provide investors with stability of capital and of Net Asset Value per Share. The fund provides daily liquidity with an income which is comparable to sterling denominated short dated money market interest rates.

INVESTMENT FUND CHOICE *CONTD.*

Invesco Corporate Bond

The fund aims to achieve a combination of income and capital growth over the medium to long term. The fund seeks to achieve its objective by investing primarily in investment grade corporate debt securities. The fund may also invest in government, unrated and sub-investment grade debt securities, cash, cash equivalents, money market instruments, collective investment schemes, and other transferable securities. Financial derivative instruments can be used for investment purposes and for efficient portfolio management. They may include derivatives on currencies, interest rates and credit and can be used to achieve both long and short positions.

Invesco Sterling Bond

The objective of the fund is to generate income and long term capital appreciation in pounds sterling. The fund will invest a minimum of 50% of its net assets in debt securities denominated in pounds sterling.

Invesco UK Equity High Income

The fund aims to achieve a high level of income, together with capital growth. The fund intends to invest primarily in UK companies, with the balance invested internationally. In pursuing this objective, the fund managers may include investments that they consider appropriate which include transferable securities, unlisted securities, money market instruments, warrants, collective investment schemes, deposits and other permitted investments and transactions.

iShares Developed World Index **

The fund seeks to provide total return, taking into account both capital and income returns, which reflects the total return of the developed world equity markets.

iShares Emerging Markets Govt Bond Index ** USD Fund

The fund aims to achieve a return on investment, through a combination of capital growth and income on the fund's assets, which reflects the return of the JP Morgan Emerging Bond Index Global Diversified, the fund's benchmark index. The fund aims to invest as far as possible and practicable in fixed income securities (such as bonds) that make up the benchmark index.

iShares Emerging Market Index **

The fund seeks to provide a total return, taking into account both capital and income returns, which reflects the total return of the global emerging equity markets.

iShares GiltTrak **

The fund aims to closely track the returns of the FTSE UK Gilts All-Stock Index, an index designed to track the performance of the UK government bond market.

iShares Over 15 Years Gilts Index **

The Fund is passively managed and the investment manager has limited discretion to select the Fund's investments and in doing so may take into consideration the benchmark index. The Fund invests in fixed-income securities that make up the benchmark index. The benchmark index measures the performance Sterling denominated United Kingdom (UK) Government fixed-income securities (gilts). They will have a minimum remaining time to maturity (i.e. the time until they become due for repayment) of 15 years.

iShares UK Credit Bond Index **

The investment objective of the fund is to provide Shareholders with a total return, taking into account both capital and income returns, which reflects the total return of the iBoxx Sterling Non-Gilt Index, the fund's Benchmark Index.

iShares UK Index **

The fund aims to achieve a return on your investment, through a combination of capital growth and income on the fund's assets, which reflects the return of the equity market in the United Kingdom. The fund invests in equity securities (e.g. shares) listed and traded on regulated markets in the United Kingdom.

iShares US Index ** USD Fund

The fund aims to achieve a return on your investment, through a combination of capital growth and income on the fund's assets, which reflects the return of the equity market in the United States. The fund will invest in equity securities (e.g. shares) listed and traded on regulated markets in the United States as well as financial derivative instruments (FDIs) (i.e. investments the prices of which are based on one or more underlying assets) including exchange traded S&P 500 futures contracts. A futures contract is a contract whereby the fund agrees to buy or sell an underlying asset at a predetermined price in the future. Cash may be held by the fund for the purpose of providing cover for the exposure created by FDIs.

INVESTMENT FUND CHOICE *CONTD.*

Janus Henderson Cautious Managed

The fund aims to provide income and long-term capital growth by investing in a combination of company shares and a range of bonds in any country. The fund will invest no more than 60% of its value in company shares.

JPM Natural Resources

The fund will invest, primarily in the shares of, companies throughout the world engaged in the production and marketing of commodities. The fund aims to provide capital growth over the long term.

JPM US Small Cap Growth

The fund provides exposure to US small capitalisation companies and may suit investors who are looking for a growth style investment aimed at producing long term capital growth.

Jupiter China

The objective of the fund is to achieve long-term capital growth through investing principally in companies in China (including Hong Kong) but may also invest in companies operating in other countries which, in the manager's opinion, conduct a material proportion of their business in China (including Hong Kong) or derive a material proportion of their earnings from activities in China. The manager will only enter into derivative transactions for the purpose of efficient portfolio management and not for investment.

Jupiter UK Income

The fund objective is to produce a high income increasing at least in line with inflation, from a managed portfolio chiefly invested in UK equities and fixed interest stocks, although it may have some overseas exposure.

M&G Global Themes

The fund aims to provide a higher total return (the combination of capital growth and income) than that of the MSCI All Country World Index over any five-year period.

MFS Meridian Global Equity

The Fund's objective is capital appreciation, measured in U.S. dollars. The Fund invests primarily (at least 70%) in equity securities of companies located in developed and emerging market countries. The Fund may invest in companies it believes to have above-average earnings growth potential compared to other companies (growth companies), it believes are undervalued compared to their perceived worth (value companies,) or in a combination of growth and value companies.

Ninety One Cautious Managed

The fund aims to provide a combination of income and long term capital growth by investing conservatively in a diversified portfolio of equities, bonds and other fixed interest securities of high quality and marketability. At all times the fund's equity exposure will be limited to a maximum of 60% of the portfolio value.

Ninety One Global Environment

The fund invests globally, primarily in companies contributing to positive environmental change. This will include companies operating in services, infrastructures, technologies and resources related to environmental sustainability. Examples may include companies which provide, utilize, implement or advise upon technology-based systems, products or services in environmental markets, particularly those of alternative energy, decarbonisation and energy efficiency, water treatment and pollution control, and waste technology and resource management.

Ninety One UK Special Situations

The fund aims to provide a combination of income and long term capital growth, primarily through application of a contrarian approach to investment in UK equities and in derivatives the underlying assets of which are UK equities.

PERSPECTIVE Socially Responsible Investment (SRI)

The fund whilst incorporating traditional investment objectives and risk parameters, only invests in funds which have placed environmental, social and governance (ESG) factors at the core of their investment approach by identifying businesses which are positioned to cope with the needs of our changing world. Those funds which combine traditional stock selection analysis whilst identifying quality businesses with an ESG/SRI operational overlay, can benefit from enhanced returns as ESG/SRI, with the support of policymakers globally, becomes mainstream in the investment industry.

PIMCO GIS UK Corporate Bond

The fund is an actively managed portfolio that invests at least two-thirds of its assets in sterling-denominated, primarily investment grade, corporate and credit instruments. Portfolio duration may vary within 2 years of the benchmark and the fund may tactically invest up to 15% of its assets in below-investment grade issues.

INVESTMENT FUND CHOICE *CONTD.*

Rathbone Total Return Portfolio

The objective of the fund is to deliver a greater total return than the Bank of England's Base Rate +2%, after fees, over any three-year period by investing with Rathbone's Liquidity, Equity-type risk and Diversifiers (LED) framework. The fund aims to deliver this return with no more than one-third of the volatility of the FTSE Developed stock market Index.

Russell Emerging Markets Equity

The fund aims to achieve long term growth by investing in the shares of companies in emerging markets or companies that carry out a majority of their business in emerging markets. The fund uses a multi-strategy investment approach and is broadly diversified across different countries worldwide and industry sectors.

Schroder Tokyo

The fund aims to provide capital growth in excess of Tokyo Stock Exchange 1st Section (Large Cap - Gross Total Return) index over a three to five year period by investing in equity and equity related securities of Japanese companies.

The fund is actively managed and invests at least 80% of its assets in equity and equity related securities of Japanese companies. Investments are made based on Japan's economic strengths, such as its manufacturing industry and on sectors benefiting from structural change in the economy.

The fund may also invest directly or indirectly in other securities (including in other asset classes), countries, regions, industries or currencies, collective investment schemes (including Schroder funds), warrants and money market instruments, and hold cash.

Sterling Adventurous

The fund aims to provide the potential for long-term growth and the risk profile of this investment choice is the highest of the 5 managed funds. The exposure to equities is generally higher than that of the other investment choices in the managed range, with a lower exposure to money market instruments. The investment choice may also utilise fixed interest instruments in certain circumstances.

Sterling Blue Chip

The fund aims to provide the potential for medium to long term growth and invests in equities and a proportion of fixed-interest securities.

Stewart Investors Asia Pacific Leaders

The fund aims to grow your investment. The fund invests in shares of companies based in or having significant operations in the Asia Pacific region including Australia and New Zealand excluding Japan.

Stewart Investors Global Emerging Markets Leaders

The fund aims to grow your investment. The fund invests in shares of companies in emerging markets or whose business is predominantly based in emerging markets. This includes companies that are listed on exchanges in developed markets. The fund invests in shares of large and mid sized companies in the region. These companies generally have a stock market value of at least US\$1 billion. Emerging markets typically have lower average income and standards of governance than developed markets.

Stonehage Fleming Global Best Ideas Equity

To achieve long-term growth in capital and income in a focused portfolio of high-quality listed businesses from around the world. The Fund intends to invest predominantly in equity and equity-related securities issued by or in connection with high-quality larger capitalisation companies. A particular focus on quality of management, balance sheet strength, return with a bottom-up approach to identify exceptional businesses. A high conviction concentrated portfolio of c. 23 holdings.

UBS US Equity

The fund is actively managed and invests more than 80% of its assets in the shares of well established US companies. Through our internal research process the manager invests in companies which are believed to be undervalued by the market at the time of purchase. This approach aims to add value to the fund from anticipated rises in company share prices towards our estimates of fair value.

Vanguard UK Long Duration Gilt **

The fund seeks to track the performance of the Barclays U.K. Government 15+ Years Float Adjusted Bond Index (the "Index"). The Index is a float adjusted market-capitalisation weighted index representing a segment of the U.K. government bond market, offering exposure to gilts with maturities greater than 15 years.

INVESTMENT DISCLAIMER

Zurich International Life Managed

The aim of the fund is to achieve total returns (from income and capital appreciation) that are above the composite equity, fixed income and property benchmark, gross of fees, over rolling 3 year periods. The fund invests primarily in a portfolio of underlying funds managed by Columbia Threadneedle Investments. The portfolio, whilst global, does carry a UK bias and includes exposure to equities, fixed income and property assets.

Zurich Risk Profile **

20% Equity Fund

40% Equity Fund

60% Equity Fund

80% Equity Fund

100% Equity Fund

The strategy of each fund seeks to achieve its investment objective predominantly through investment in passive, index-tracking collective investment schemes. These funds have a set allocations to equities as described above, with the remainder allocation held in Fixed Income. The funds will utilise a currency hedging programme managed within the passive structure, this will hedge currency exposure held within the fund back to the fund base currency.

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