

Addendum to the Statement of Investment Principles

For the NMB-Minebea UK Pension Scheme

Effective from: 6 June 2024

This addendum to the Statement of Investment Principles (“SIP”) for the NMB-Minebea UK Pension Scheme (the “Scheme”) has been produced by the Trustee of the Scheme. It sets out a description of various matters which are not required to be included in the SIP, but which are relevant to the Scheme’s investment arrangements.



Part 1:

Investment governance, responsibilities, decision-making and fees

We have decided on the following division of responsibilities and decision making for the Scheme. This division is based upon our understanding of the various legal requirements placed upon us and our view that the division of responsibility allows for efficient operation and governance of the Scheme overall. Our investment powers are set out within the Scheme's governing documentation.

1. Trustee

Our responsibilities include:

- developing a mutual understanding of investment and risk issues with the employer;
- setting the investment strategy, in consultation with the employer;
- setting investment policies, including those relating to financially material factors such as those relating to environmental, social and governance ("ESG") considerations (including but not limited to climate change) and the exercise of rights and engagement activities in respect of the investments;
- setting the policy for rebalancing between asset classes;
- putting effective governance arrangements in place and documenting these arrangements in a suitable form;
- reviewing the investment policy as part of any review of the investment strategy;
- monitoring, reviewing, and replacing investment managers, investment advisers, actuary, and other service providers;
- monitoring the exercise of investment powers that we have delegated to the investment managers and monitoring compliance with Section 36 of the Act;
- communicating with members as appropriate on investment matters, such as our assessment of our effectiveness as a decision-making body, the policies regarding responsible ownership and how such responsibilities have been discharged;

- reviewing the SIP and modifying it as necessary; and
- consulting with the employer when reviewing the SIP.

2. Platform provider

The investment platform provider will be responsible for:

- providing access to a range of funds managed by various investment managers; and
- providing us with regular information concerning the management and performance of the assets.

3. Investment managers

The investment managers' responsibilities include:

- managing the portfolios of assets according to their stated objectives, and within the guidelines and restrictions set out in their respective investment manager agreements and/or other relevant governing documentation;
- taking account of financially material considerations (including climate change and other ESG considerations) as appropriate when managing the portfolios of assets;
- exercising rights (including voting rights) attaching to investments and undertaking engagement activities in respect of investments;
- providing regular information concerning the management and performance of their respective portfolios; and
- having regard to the provisions of Section 36 of the Act insofar as it is necessary to do so.

The custodians of the portfolios (whether there is a direct relationship between the custodian and the Scheme or not) are responsible for safe keeping of the assets and facilitating all transactions within the portfolios.

4. Investment adviser

The investment adviser's responsibilities include:

- advising on how material changes within the Scheme's benefits, membership, and funding position may affect the manner in which the assets should be invested;
- advising on and monitoring liability hedging and collateral management;
- advising on the selection, and review, of the investment managers, incorporating its assessment of the nature and effectiveness of the managers' approaches to financially material considerations (including climate change and other ESG considerations); and
- assisting us with reviews of this SIP.

5. Fee structures

The provision of investment management and advisory services to the Scheme results in a range of charges to be met, directly or indirectly, by deduction from the Scheme's assets. We have agreed terms with the Scheme's actuarial and investment advisers, under which work undertaken is charged for by an agreed fixed fee or on a "time-cost" basis.

The investment managers and platform provider receive fees calculated by reference to the market value of assets under management.

The fee structure used in each case has been selected with regard to existing custom and practice, and our view as to the most appropriate arrangements for the Scheme, and we keep the fee structures under review.

6. Performance assessment

We are satisfied that there are adequate resources to support our investment responsibilities, and that we have sufficient expertise to carry out our role effectively.

It is our policy to assess the performance of the Scheme's investments, investment providers and professional advisers from time to time. We will also periodically assess the effectiveness of our decision-making and investment governance processes and will decide how this may then be reported to members.

7. Working with the sponsoring employer

When reviewing matters regarding the Scheme's investment arrangements, such as the SIP, we seek to give due consideration to the employer's perspective. Whilst the requirement to consult does not mean that we need to reach agreement with the employer, we believe that better outcomes will generally be achieved if we work with the employer collaboratively.

Part 2:

Policy towards risk

1. Risk capacity and appetite

Risk capacity is the maximum level of risk that we consider to be appropriate to take in the investment strategy.

Risk appetite is how much risk we believe is appropriate to take in order to meet the investment objectives. Taking more risk is expected to mean that those objectives can be achieved more quickly, but it also means that there is a greater likelihood that the objectives are missed, in the absence of remedial action.

When assessing risk and reviewing the investment strategy, we consider:

- the strength of the employer covenant and how this may change over time;
- the agreed journey plan and employer contributions;
- the Scheme's long-term and shorter-term funding targets;
- the Scheme's liability profile, its interest rate and inflation sensitivities, and the extent to which these are hedged;
- the Scheme's cash flow and target return requirements; and
- the level of expected return and expected level of risk (as measured by Value at Risk ("VaR")), now and as the strategy evolves.

2. Approach to managing and monitoring risks

There are different types of investment risk that are important to manage, and we monitor these on a regular basis. These include, but are not limited to:

Risk of inadequate returns

A key objective is that the assets produce a sufficient long-term return in excess of the liabilities, and we have set an appropriate target return for the assets

accordingly. There is a risk that the return experienced is not sufficient. This risk has been considered in setting the investment strategy.

Risk from lack of diversification

This is the risk that failure of a particular investment, or the general poor performance of a given investment type (eg equities), could materially adversely affect the Scheme's assets. We believe that the Scheme's assets are adequately diversified between different asset classes and within each asset class. This was a key consideration when determining the Scheme's investment arrangements.

Equity risk

We believe that equity risk is a rewarded investment risk, over the long term. We consider exposure to equity risk in the context of the Scheme's overall investment strategy and believe that the level of exposure to this risk is appropriate.

Credit risk

The Scheme is subject to credit risk because it invests in bonds and derivative contracts via pooled funds. This risk is managed by only investing in pooled funds that have a diversified exposure to different credit issuers, and primarily investing in bonds that are classified as "investment grade".

Currency risk

Whilst the majority of the currency exposure of the Scheme's assets is to Sterling, the Scheme is subject to currency risk because some of the Scheme's investments are held in overseas markets. We consider the overseas currency exposure in the context of the overall investment strategy, and believe that it diversifies the strategy and is appropriate.

Furthermore, we manage the amount of currency risk by investing in pooled funds that can hedge currency exposure or implement separate currency hedging arrangements.

Interest rate and inflation risk

The Scheme's assets are subject to interest rate and inflation risk because some of the Scheme's assets are held in bond funds, interest rate or inflation swaps and Liability Driven Investment ("LDI") funds. However, the interest rate and inflation

exposure of the Scheme's assets provides protection against part of the corresponding risks associated with the Scheme's liabilities. Given that this should reduce the volatility of the funding level, we believe that it is appropriate to manage exposures to these risks in this manner.

Investment manager risk

This is the risk that an investment manager fails to meet its investment objectives. Prior to appointing an investment manager, we receive written professional advice, and we will typically undertake a manager selection exercise. We monitor the investments regularly against their objectives and receive ongoing professional investment advice as to their suitability.

Climate-related risks

Climate change is a source of risk, which could be financially material over both the short and longer term. This risk relates to the transition to a low carbon economy, and the physical risks associated with climate change (eg extreme weather). We seek to appoint investment managers who will manage this risk appropriately, and from time to time review how this risk is being managed in practice.

In particular, we invest in developed market equity funds that have an explicit objective to reduce overall carbon intensity through time.

Other environmental, social and governance (ESG) risks

ESG factors are sources of risk, which could be financially material over both the short and longer term. These include risks relating to unsustainable or socially harmful business practices, and unsound corporate governance. We seek to appoint investment managers who will manage these risks appropriately, and from time to time review how these risks are being managed in practice.

Illiquidity/marketability risk

This is the risk that the Scheme is unable to realise assets to meet benefit cash flows as they fall due, or that the Scheme will become a forced seller of assets in order to meet benefit payments. We are aware of the Scheme's cash flow requirements and believe that this risk is managed by maintaining an appropriate degree of liquidity across the Scheme's investments.

Counterparty risk

This is the risk that one party to a contract (such as a derivative instrument) causes a financial loss to the other party by failing to discharge a contractual obligation.

This risk applies in particular for those contracts that are traded directly between parties, rather than traded on a central exchange.

In particular, our LDI and synthetic credit manager makes use of derivatives and gilt repurchase agreements. Counterparty risk is managed through careful initial selection and ongoing monitoring of trading counterparties, counterparty diversification and a robust process of daily collateralisation of each contract, to ensure that counterparty risk is limited, as far as possible, to one day's market movements.

Collateral adequacy risk

The LDI and synthetic credit manager may call for additional cash to be paid in order to support a given level of leverage within the funds. Collateral adequacy risk is the risk that we are not able to post additional cash to the manager within the required timeframe when requested.

A potential consequence of this risk is that the Scheme's interest rate and inflation hedging or credit market exposure could be reduced and that the Scheme's funding level could suffer subsequently as a result.

In order to manage this risk, we have a leverage management plan in place, which is reviewed and updated periodically. This sets out clearly the assets directly available to support the Scheme's LDI arrangements and the approach that is expected to be taken with regards to selling down any other assets to support the LDI arrangements. As part of this leverage management plan, we periodically monitor the impact of movement in interest rates and inflation expectations and how that compares to the change that can be supported by the assets invested in the LDI arrangements and those directly supporting those arrangements.

We have also considered what further measures could be taken should the assets referred to in the leverage management plan prove insufficient to support the LDI arrangements, for example raising additional money from other Scheme assets.

Valuation risk

Some of the Scheme's assets (such as listed equities) can be valued regularly based upon observable market prices. For other assets (such as long-lease property), prices may only be estimated relatively infrequently using one or more of a range of approximate methods – eg mathematical models or recent sales prices achieved for equivalents.

At times of market stress, there is a risk for all assets that the valuations provided by investment managers do not reflect the actual sale proceeds which could be

achieved if the assets were liquidated at short notice. This risk is particularly relevant for assets such as property.

We consider exposure to valuation risk in the context of the Scheme's overall investment strategy and believe that the level of exposure to this risk is appropriate.

Other non-investment risks

We recognise that there are other non-investment risks faced by the Scheme. We take these into consideration as far as practical in setting the investment arrangements.

Examples include:

- longevity risk (the risk that members live, on average, longer than expected); and
- sponsor covenant risk (the risk that, for whatever reason, the sponsoring employer is unable to support the Scheme as anticipated).

Both investment and non-investment risks can lead to the funding position materially worsening. We regularly review progress against the funding target.

Part 3:

Investment manager arrangements

Details of the investment managers are set out below.

Legal & General Investment Management (“L&G”) Passive equities, long-lease property, synthetic credit, LDI

L&G manages a passive equity portfolio in line with a benchmark and tolerance ranges stated in the table below.

Portfolio	Benchmark	Range (+ / -)
Global Developed Market (Low Carbon) Equities*	75%	5%
Emerging Market Equities	25%	5%

*The target allocation between hedged and un-hedged global developed market equities is 50%, with a 5% tolerance.

The Scheme invests in global developed market equities (both GBP-hedged and un-hedged) via pooled funds called the L&G Low Carbon Transition Developed Markets Equity (and GBP-hedged) Index Funds.

- The objective of the funds is to track the Solactive L&G Low Carbon Transition Developed Markets Index (and GBP-hedged) performance (less withholding tax if applicable).
- The target tracking error of the funds is +/-0.6% p.a. for two years out of three.
- The funds are structured as unit-linked life policies, weekly dealt and open-ended.

The Scheme invests in emerging market equities via a pooled fund called the L&G World Emerging Markets Equity Index Fund.

- The objective of this fund is to track the performance of the FTSE Emerging Index (less withholding tax if applicable).
- The target tracking error of the fund is +/-1.5% p.a. for two years out of three.

- The fund is structured as a unit-linked life policy, weekly dealt and open-ended.

The Scheme invests in long lease property via a pooled fund called the L&G Limited Price Inflation (“LPI”) Income Property Fund.

- The objective of this fund is to provide an income stream that rises in line with LPI (Retail Price Index between 0% p.a. and 5% p.a.).
- The fund is structured as a unit-linked life policy, weekly dealt and open-ended.

The Scheme invests in credit default swaps via a pooled fund called the L&G Synthetic Leveraged Credit Fund.

- The objective of this fund is to provide leveraged exposure to investment grade credit spreads via 10-year investment grade US (CDX) and European (iTraxx) credit default swap indices.
- The fund is structured as a unit-linked life policy, weekly dealt and open-ended.

The Scheme invests in LDI via pooled funds called the L&G Matching Core Funds.

- The objective of these funds is to provide leveraged exposure to changes in interest rate and inflation expectations.
- The funds are structured as unit-linked life policies, weekly dealt and open-ended.

The Scheme invests in cash via a pooled fund called the L&G Sterling Liquidity Fund.

- This fund provides collateral support for the LDI and synthetic credit funds.
- The fund is structured as a unit-linked life policy, weekly dealt and open-ended.

Aegon European Asset Backed Securities

The Scheme invests in Asset Backed Securities via a pooled fund called the Aegon European Asset Backed Securities Fund.

- The objective of this fund is to provide long term capital growth by investing in predominantly investment grade asset-backed securities from European issuers.
- The fund is structured as a sub-fund of the “Aegon Asset Management Europe ICAV”, an umbrella-type Irish collective asset management vehicle with segregated liability between sub-funds with variable capital. The fund is daily dealt and open-ended.

Schroder Pension Management Limited (“Schroder”) DGF

The Scheme invests in a pooled fund called the Schroder Life Diversified Growth Fund.

- The objective of this fund is to outperform the return of the Retail Price Index (“RPI”) by 5% p.a. (after the deduction of management fees) over longer periods.
- The fund is structured as a unit-linked life policy, daily dealt and open ended.

Additional Voluntary Contributions (“AVCs”)

AVCs are invested via arrangements with Norwich Union, Clerical Medical and Utmost Life and Pensions (previously Equitable Life Assurance Society).

Part 4:

Monitoring and engaging with managers on voting and engagement

This section sets out our effective system of governance (“ESOG”) in relation to stewardship. This includes monitoring the voting and engagement activities that our investment managers undertake on our behalf, engaging with them regarding our expectations in relation to stewardship, and encouraging improvements in their stewardship practices. We will review this ESG periodically, and at least triennially.

On a regular basis, we will also undertake an own risk assessment (“ORA”) which assesses how well our ESG is working and whether any changes should be made.

Stewardship priorities

We have selected some priority themes to provide a focus for our monitoring of investment managers’ voting and engagement activities. We will review them regularly and update them if appropriate. Our current priorities are climate change; diversity, equity and inclusion; and business ethics.

We chose these priorities because they are market-wide areas of risk that are financially material for the investments and can be addressed by good stewardship. Therefore, we believe it is in our members’ best interests that our managers adopt strong practices in these areas.

We will write to our investment managers regularly to notify them of our stewardship priorities, set out viewpoints and issues of interest ahead of the voting season and remind them of our expectations of them in relation to responsible investment – ie ESG considerations, climate change, voting and engagement.

Manager selection

We aim to appoint investment managers that have strong responsible investment skills and processes and have a preference for managers and funds with net zero targets and credible plans to meet them. We therefore favour investment managers who are signatories to the “Principles for Responsible Investment”, the “UK Stewardship Code” as well as the “Net Zero Asset Managers Initiative”.

When selecting new managers, we consider our investment consultant’s

assessment of potential managers’ capabilities in this area. If we meet prospective managers, we usually ask questions about responsible investment, focusing on our stewardship priorities.

Manager monitoring

We receive information regularly to enable us to monitor our managers’ responsible investment practices and check how effective they’re being.

This information includes metrics such as our investment consultant’s responsible investment grades for each manager, whether they are signatories to responsible investment initiatives. It also includes a selection of voting, engagement and lending decision examples relating to our stewardship priorities and material mandates over the course of the Scheme year (although not necessarily every priority for every mandate).

Ongoing cycle of manager engagement

Given that responsible investment is rapidly evolving, we expect most managers will have areas where they could improve. We therefore aim to have an ongoing dialogue with our managers to clarify our expectations and encourage improvements.

We review the information outlined above to identify any concerns, for example where the managers’ actions are not aligned with our views. Where there are concerns, we typically seek further information through our investment consultants. If a concern is confirmed, we will consider what further action is appropriate.

Implementation statement including most significant votes

Following the end of each Scheme year, we prepare a statement which explains how we have implemented our voting and engagement policies during the year. We publish it online for our members to read.

In the statement, we describe how our managers have voted on our behalf during the year, including the most significant votes cast. We select these votes from a set of significant votes compiled by our investment consultant from those provided by our managers.