

WH Smith Retirement Savings Plan

Statement of Investment Principles

August 2022

Contents

Statement of Investment Principles

| | | |
|----------|---|-----------|
| 1 | Introduction..... | 1 |
| 1.1 | Investment Powers | 1 |
| 1.2 | Compliance with Legislative Requirements | 1 |
| 2 | Investment Objectives, Risk and Strategy | 3 |
| 2.1 | Investment Objectives..... | 3 |
| 2.2 | Risk | 4 |
| 2.3 | Investment Strategy | 5 |
| 3 | Day to Day Management of the Assets..... | 7 |
| 3.1 | Investment Manager Monitoring | 7 |
| 3.2 | Realisation of Investments | 7 |
| 3.3 | Custody of Investments..... | 7 |
| 4 | Environmental, Social and Governance (“ESG”) Factors and Stewardship | 8 |
| 5 | Compliance with this Statement | 11 |
| | Appendix 1: Investment Restrictions..... | 12 |

1 Introduction

WH Smith Retirement Savings Plan Limited (“the Trustee”) of the WH Smith Retirement Savings Plan (“the Plan”) has drawn up this Statement of Investment Principles (“the Statement”) to comply with the requirements of the Pensions Act 2004 and prior legislation (“the Act”). The Trustee will review this Statement regularly, and no less frequently than every three years with reference to any material changes to any aspects of the Plan which are judged to have a bearing on the stated Investment Policy.

The Plan, also known as “Pensionbuilder”, is the defined contribution scheme offered to new employees of the participating employers under the Plan.

Each member’s benefits are generally dependent on contributions paid, the investment returns achieved and, for members that decide to purchase an annuity at retirement, the rate of conversion of accumulated capital at the date of retirement (part or all of which can generally be taken as a lump sum) to a pension annuity contract with an insurance company.

1.1 Investment Powers

The Trust is governed by the Trust Deed and Rules effective from 1st September 2006 (“the Trust Deed”).

This Statement is consistent with the Trustee’s investment powers set out in Clause 13 (Investment) of the Trust Deed.

1.2 Compliance with Legislative Requirements

In preparing and maintaining this Statement the Trustee is required to set out its policy for securing compliance with the requirements of section 36 of the Pensions Act 1995 (Choosing Investments) which, in summary, requires:

- The Trustee to exercise their powers of investment in accordance with supporting regulations, namely, the Occupational Pension Scheme (Investment) Regulations 2005 (the 2005 Regulations)
- That any fund manager to whom discretion is delegated must exercise their discretion in accordance with the 2005 Regulations
- That before investing in any manner the Trustee must obtain and consider proper advice on the question of whether the investment is satisfactory having regard to the requirements of the 2005 Regulations so far as they relate to the suitability of investments.

The Trustee’s policy for securing compliance with these requirements is as follows:

- Section 4 of the 2005 Regulations requires that the Trustee must exercise their discretion in accordance with the provisions set out in the said regulation. The Trustee has taken advice and is comfortable that the investments comply with the 2005 Regulations.
- Compliance with this Statement and hence the regulations is covered in Section 5 of this Statement.

WH Smith Retirement Savings Plan - Statement of Investment Principles

- As required under the Act, the Trustee consults suitably qualified people in obtaining written advice relating to the Trust's investments.

The 2005 Regulations require that the Trust's assets must be invested:

- a) In the best interests of the members and beneficiaries; and
- b) In the case of a potential conflict of interest, in the sole interest of members and beneficiaries.

The Trustee's policy for complying with these requirements is to take, where the Trustee considers it appropriate, legal advice to resolve any perceived or actual conflict of interest.

2 Investment Objectives, Risk and Strategy

2.1 Investment Objectives

The investment objectives are as follows:

1. To offer members a range of investment funds to enable them to design an investment strategy of appropriate liquidity which aims to generate income and capital growth which, together with the contributions from the relevant Sponsor, will provide a fund at retirement with which members can choose to either purchase a pension annuity, adopt an income drawdown approach or withdraw as cash.
2. To offer members a range of investment funds which recognise their differing investment needs and that these needs change as they progress towards retirement age.
 - i. Younger members, such as those with more than 5 years to retirement, have a greater need for capital growth which will ensure, over the long term, that the value of their investment accounts keep pace with inflation, and, if possible, with salary escalation. Such an objective is, in the opinion of the Trustee, more likely to be achieved by investing a greater proportion of the member's fund in equities, although the Trustee recognises that the value of such investments may be more volatile than other types of investment and that there can be no guarantee that equities will outperform less risky assets.
 - ii. Older members, such as those with 5 years or less to retirement, who are targeting an annuity or cash or combination of both, will require a greater level of consistency in return and security.
3. To offer members sufficient investment options to reflect the different routes members can take at retirement, the Trustee offers several different Lifestyle arrangements targeting an annuity and tax-free cash, income drawdown and cash.
4. To consider and appropriately manage the cost and complexity of administering and communicating the range of investment funds offered
5. To offer members access to relevant information to enable them to make investment decisions appropriate to their investment needs

2.2 Risk

The Trustee has considered risk from a number of perspectives. These are as follows:

- The risk that the investment return over members' working lives will not keep pace with inflation and does not, therefore, secure an adequate pension (*"inflation risk"*).

The Trustee offers equity based investments which, over the long term, would be expected to provide a real rate of return greater than both price inflation and earnings growth.

- The risk of deterioration in the rate of exchange of accumulated funds for pension annuities (*"annuity risk"*).

One of the "Lifestyle" investment approaches automatically moves members' assets into index-linked gilts, corporate bonds and cash in order to limit volatility of returns relative to the price of annuities.

- The risk that the investment vehicles in which the monies are invested do not meet the expectations of the members (*"inherent investment risk"*). This applies particularly to falls in the short-term value of these investments.

The Trustee offers members access to educational material to assist members' understanding of the risk and potential rewards of different types of investment vehicles.

- Actions by investment managers in the day-to-day management of the assets such that they will not achieve the rate of investment return assumed by the Trustee (*"investment manager risk"*).

In aiming to control investment manager risk, the Trustee's attention is focussed on the risk of the investment manager underperforming the objectives set, and the risks inherent in a manager's particular style of management. To minimise this risk the Trustee has appointed an investment manager who manages the investments on an index-tracking basis aimed at providing a return in line with the relevant market index for the asset class concerned.

- The risk that members feel unequipped to undertake selection of investment strategy (*"lack of knowledge risk"*).

The Trustee recognises that management of pension assets is a specialist function, and offers a series of "Lifestyle" investment options, which are designed to adapt automatically to members' changing needs over their working lives as they approach their intended retirement option.

The Trustee monitors these risks regularly.

2.3 Investment Strategy

The Trustee has entered into a contract of insurance with Aegon (“the DC investment platform provider”). Under this contract of insurance there is a range of funds available, managed by BlackRock (“the Investment Manager”). The Investment Manager’s fees, which are expressed as a percentage of the value of the assets under management, are included in the unit price of the funds.

The Trustee has delegated the day-to-day investment management to BlackRock. The table below shows the ten funds that are available to members.

Members may invest in a series of Lifestyle arrangements or directly in the underlying funds. Currently three Lifestyle options are offered – targeting either an annuity, income drawdown or a cash lump sum at retirement.

| Name | Benchmark |
|--|---|
| Aegon BlackRock MSCI World Index | MSCI World NET TR in GBP Index |
| Aquila Life Over 5 Years UK Index-Linked Gilt Index Fund | FTSE UK Gilts Index-Linked Over 5 Years Index. |
| Aquila Life Corporate Bond Index Fund Over 15 Years | Iboxx Sterling Non-Gilts Over 15 Years Index |
| Aquila Life Cash Fund | 7 Day LIBID |
| Aquila Life UK Equity Index Fund | FTSE All Share Index |
| Aquila Life World ex-UK Equity Index Fund | FTSE All-World Developed ex-UK Index |
| Aquila Life Overseas Bond Index Fund | JP Morgan Global ex-UK Traded Government Bond Index |
| Aegon BlackRock ESG Strategic Growth | Bank of England Base Rate Index - GBP |
| Aegon HSBC Islamic Global Equity Index | Dow Jones Islamic Titan Index |
| Aegon BlackRock Emerging Markets Equity Index | MSCI Global Emerging Markets Index |

WH Smith Retirement Savings Plan - Statement of Investment Principles

The different Lifestyle arrangements invest in four funds i.e. the MSCI World Index Fund, the Over Five Years UK Index-Linked Gilt Index Fund, the Corporate Bond Index Fund Over 15 Years and the Cash Fund.

Members have a choice of funds in which to invest their Company contributions. Under the Lifestyle options the pattern of this investment is defined by the Trustee.

Each of the different Lifestyle approaches adopt an equity bias for younger members (through the MSCI World Index Fund) in order to benefit from the expected higher potential long-term returns that the Trustee believes will arise from such investments. Older members' assets are moved into either the Over 5 Years UK Index-Linked Gilt Index Fund, the Corporate Bond Index Fund Over 15 Years and the Cash Fund, or a combination of these funds as they approach retirement, dependent on which Lifestyle arrangement is chosen. The Trustee considers this an appropriate policy towards risk and expected returns.

Under the Lifestyle approach switching between the four funds happens quarterly over a lifestyle period of either 5 or 10 years up to a member selected retirement age or 65 years.

Regulations require that the Trustee nominates a fund as the default arrangement for members who do not specify their own investment choice. Having taken appropriate investment advice, the Trustee has nominated the 5-year Lifestyle approach targeting cash lump sum at retirement as the default arrangement. The default strategy transitions to a mix of cash and global equities with a 25% allocation to global equities, at retirement so as to retain a degree of capital growth and inflation protection.

The Investment Manager must exercise the investment powers delegated to it in such a manner as to give effect to this Statement so far as is reasonably practicable.

3 Day to Day Management of the Assets

3.1 Investment Manager Monitoring

The Trustee receives reports from the Investment Manager. Through this process of regular reporting, the Trustee aims to ensure that the Investment Manager is carrying out its work competently and in compliance with the Act, and that the Trustee's investment objectives are met.

3.2 Realisation of Investments

The members' accounts are held in funds which can easily be realised to provide pension benefits on retirement, or earlier on transfer to another pension arrangement.

3.3 Custody of Investments

The appointment of the custodian for the investments is the responsibility of the Investment Manager. The Investment Manager's fees include fees for custodial services which are included in the unit price of the funds.

4 Environmental, Social and Governance (“ESG”) Factors and Stewardship

Environmental, Social and Governance (“ESG”) Factors

The Trustee incorporates all financially material considerations into decisions on the selection, retention, and realisation of investments through strategic asset allocation decisions and the appointment of investment managers, so far as possible. The Trustee believes the investment time horizon to fund all future benefits to be less than ten years.

The Trustee believes that ESG factors (including but not limited to climate risk) may not be financially material over the time horizon of the Plan and it will have varying levels of importance for different types of assets invested by the Plan. The Trustee nevertheless expects its investment managers to factor ESG considerations into investment decision making where they have the discretion to do so.

The Trustee requires its investment advisor to review and rate the investment managers' credentials in managing risks arising from ESG and report this to the Trustee.

Non-financial matters including views of beneficiaries and members are not ordinarily taken into account in the selection, retention and realisation of investments. This stance is periodically reviewed, and if members express views in the future, the Trustee will consider these.

The Trustee requires its investment advisor and investment managers to communicate new and emerging risks arising from ESG considerations. This will continually inform the Trustee's policy which will be reviewed periodically and kept up to date with industry practice.

Financially material considerations

The Trustee seeks to manage these financially material considerations, to protect long-term returns, by:

- Considering the extent to which ESG issues, including climate risk, where relevant, are integrated into the investment managers' investment processes and are satisfied that the fund managers follow an approach, which taken account of financially material factors;
- For passively managed funds, the Trustee recognises that the choice of benchmark dictates the assets held by the investment manager and that the manager has minimal freedom to take account of factors that may be deemed to be financially material. The Trustee accepts that the role of the passive manager is to deliver returns in line with the benchmark index and believes this approach is in line with the basis on which their current strategy has been set. The Trustee will review periodically the choice of fund and index benchmarks used.

Implementation

The Trustee has entered into a contract of insurance with BlackRock. The Trustee recognises that due to the collective nature of these pooled investments, there is less scope to directly influence how the asset manager invests.

The Trustee and the investment manager, to whom discretion has been delegated, exercise their powers to (in line with the principles in this SIP) encourage business strategies which should improve or protect the value of these investments where reasonably practicable.

The Trustee selects investment managers with an expectation of long-term arrangement, which encourages consideration of medium to long-term financial and non-financial performance of issuers of debt or equity and active engagement in their management of the underlying assets. When assessing a manager's performance, the focus is on longer-term outcomes, and the Trustee would not expect to terminate a manager's appointment based purely on short-term performance. However, a manager's appointment could be terminated within a shorter timeframe due to other factors such as significant change in business structure or the investment team.

Alignment between an investment manager's management of each pooled fund's assets and the Trustee's policies and objectives are a fundamental part of the appointment process of a new manager. The following steps are taken to encourage alignment between the Scheme and the managers:

- Before investing in any manager, the Trustee obtains and considers proper written advice from its investment adviser on the question of whether the investment is satisfactory, having regard to the need for suitable and appropriately diversified investments.
- Before investing, the Trustee will seek to understand the manager's approach to sustainable investment (including engagement). The Trustee has limited influence over managers' investment practices because all the Plan's assets are held in pooled funds, however the Trustee will ensure the investment objectives and guidelines of the vehicle are consistent with its own objectives where practicable.
- To maintain alignment, managers are provided with the most recent version of the SIP, which includes the Trustee's policy on ESG.

Should the Trustee's monitoring process reveal that a manager's portfolio is not aligned with the Trustee's policies, the Trustee will engage with the manager further to encourage alignment. This monitoring process includes specific consideration of the sustainable investment/ESG characteristics of the portfolio and managers' engagement activities. If, following engagement, it is the view of the Trustee that the degree of alignment remains unsatisfactory, the manager will be terminated and replaced.

BlackRock is paid an ad valorem fee, in line with normal market practice, for a given scope of services which includes consideration of long-term factors and engagement. The Trustee reviews the costs and value for money incurred in managing the Plan's assets annually, which includes the costs associated with portfolio turnover (defined as the frequency within which the assets are expected to be bought or sold). In assessing the appropriateness of the portfolio turnover costs at an individual manager level, the Trustee will have regard to the actual portfolio turnover and how this compares with the expected turnover range for that mandate.

Stewardship

Direct engagement with underlying companies (as well as other relevant persons) of which the Trustee owns shares and debt is carried out by the Plan's investment managers.

The Trustee expect their investment managers to practice good stewardship. This includes monitoring, engaging with issuers of debt or equity on financially material ESG issues, and using voting rights with a view to produce the best possible long-term outcomes.

When appointing a new investment manager, the Trustee's investment advisers assess the ability of each investment manager in engaging with underlying companies in order to promote the long-term success of the investments. When selecting, monitoring and de-selecting asset managers, engagement is factored into the decision-making process to the appropriate level for the specific asset class in question.

Voting and Engagement

The Trustee believes that engagement with the companies in which the Plan invests, including the proactive use of shareholder voting rights, can improve the longer-term returns on the Plan's investments.

The Plan invests via pooled funds to keep costs down and ensure adequate diversification. As a result, the Trustee automatically delegates voting decisions on stocks to the underlying fund managers on the basis that voting power will be exercised by them with the objective of preserving and enhancing long term shareholder value. The fund managers are expected to exercise the voting rights attached to individual investments in accordance with their own house policy.

The Trustee expects their investment managers to practice good stewardship. This includes monitoring, engaging with issuers of debt or equity on relevant matters such as performance, strategy, risks, capital structure, conflicts of interest and environmental, social or governance considerations, and using voting rights to affect the best possible long-term outcomes.

When selecting, monitoring and de-selecting asset managers, stewardship is factored into the decision-making process to the appropriate level for the specific asset class in question.

5 Compliance with this Statement

The Trustee will monitor compliance with this Statement annually. In particular the Trustee will obtain confirmation from the Investment Manager that they have complied with this Statement as supplied to them and the Trustee undertakes to advise the Investment Manager promptly and in writing of any material change to this Statement.



Jeremy Stone

Signed on behalf of WH Smith Retirement Savings Plan Limited

August 2022

Appendix 1: Investment Restrictions

The assets of the Plan are invested in pooled fund vehicles and the investment restrictions applying to these pooled funds are determined by the Investment Manager.

Employer-related investments

As the Plan invests in pooled funds, the Trustee cannot constrain the discretion of the Investment Managers. Therefore, indirect employer-related investment is permitted although such investments will be disclosed and monitored from time to time.

The level of investment by the Trustee in one of the Sponsors, or in associated companies, must not represent more than 5% of the relevant Section's assets.