

Dear Member

**Standard Life Staff Pension Scheme ("the SLSPS")
Member Nominated Trustee – Appointment of Norman Dowie**

This letter is addressed to all Active, Deferred and Pensioner members of the SLSPS.



We wrote to you in April to advise you that a vacancy for a member nominated trustee position (MNT for short) had become available and inviting you to nominate an eligible member. The purpose of this letter is to confirm the outcome of the nomination and selection process.

MNT Vacancy – Nomination Process, Selection Process and Appointment

Two eligible candidates were nominated for the vacant position.

In addition to being 'fit and proper', trustees should also have the skills, experience and knowledge to carry out their fiduciary duties and responsibilities to manage a pension scheme.



A selection panel consisting of a sub set of the Trustees and a representative from the Company interviewed each of the eligible candidates. Whilst the questions covered a broad range of areas there was a particular focus on determining the skills and experience each would bring to the Board.

Following careful consideration, the selection panel decided to appoint Norman Dowie. Norman will join the Board with extensive pensions experience and knowledge; having formerly worked with the Company's in-house pensions legal team as well as being extensively involved in the preparation and maintenance of the SLSPS Trust Deed and Rules! Norman will formally start his role in September 2019 and will serve an initial term of 3 years.

On behalf of the Trustees I would like to welcome Norman to the Trustee Board. I know I speak for all the Trustees when I say he'll be an invaluable addition to the Board.

Your sincerely

**Stephen Davidson
Secretary to the Trustees of the Standard Life Staff Pension
Scheme**