

UNITY TRUST BANK PLC (“the Bank”)

BOARD RISK COMMITTEE

Terms of Reference

1. Constitution

The Board Risk Committee (the Committee) was established by a resolution of the Board on 5 April 2019. The Terms of Reference were last revised and approved by the Board on 25 November 2022.

2. Membership

2.1 The Committee shall be appointed by the Board and shall normally consist of no less than three Non-Executive Directors, at least one of whom shall be a Director determined by the Board to be independent.

2.2 Where possible, one member of the Committee shall be a member of the Remuneration Committee.

2.3 The Chair of the Committee shall be appointed by the Board. In the absence of the Committee Chair and any Deputy appointed by the Board, the remaining members present shall elect one of themselves to chair the meeting.

2.4 The Secretary, or such person as the Secretary may recommend to the Board, shall be the Secretary of the Committee.

3. Quorum

A quorum shall be two members, at least one of whom must be a director determined by the Board to be independent.

4. Attendance at meetings

4.1 No one other than the Committee Chair and its members shall attend meetings of the Committee, unless at the invitation of the Chair. All directors are invited to attend.

4.2 The Committee shall have the opportunity to meet with the Chief Risk Officer privately.

5. Frequency of Meetings

Meetings shall be held no fewer than four times a year or more frequently as circumstances require.

6. Authority

6.1 The Committee is authorised by the Board to investigate any activity within its terms of reference and seek information that it requires from any employees of the Bank, all of whom are directed to co-operate with any request made by the Committee.

6.2 The Committee is authorised to engage any firm of professionals to provide independent advice within any budgetary restraints imposed by the Board.

7. Responsibilities

The responsibilities of the Committee are set out below:

Risk

- 7.1 Advise the Board on the Bank's overall risk appetite, tolerance and strategy, taking account of the current and prospective macroeconomic and financial environment drawing on financial stability assessments such as those published by relevant industry and regulatory authorities, including the Bank of England, the Prudential Regulation Authority, the Financial Conduct Authority and other authoritative sources that may be relevant for the Bank's risk policies;
- 7.2 Review annually the Bank's Risk Management Framework and recommend it to the Board for approval;
- 7.3 Review and approve specific risk policies in respect of, but not limited to, the following financial and non-financial risks: Credit; Operational (including IT); Conduct and Compliance;
- 7.4 Review and recommend the Bank's Treasury Policy to the Board for approval;
- 7.5 Review and recommend to the Board for approval on an annual basis the Liquidity Risk Appetite and overall Liquidity Risk Framework, including scenarios for and the results of different stress assumptions;
- 7.6 Review and recommend to the Board for approval on an annual basis the Bank's ICAAP, Recovery Plan and ILAAP;
- 7.7 Consider and recommend actions in respect of all risk issues escalated by the Chief Risk Officer;
- 7.8 Oversee and advise the Board on the current risk exposures of the Bank (both non-financial and financial) and future risk strategy on both an aggregated basis and by risk type;
- 7.9 Approve temporary or non-material (as determined at the discretion of the Chair of the Committee and highlighted in subsequent Board notifications) changes to Board Risk Appetite concentration limits. Any such change shall be reported to the Board;
- 7.10 Delegate to the Chair of the Committee authority to approve urgent material change requests to concentration limits in between Committee meetings, with all such material changes being reported to the members of the Committee and to the Board promptly;
- 7.11 In relation to risk assessment:
 - 7.11.1 Keep under review the Bank's overall risk assessment processes that inform the Board's decision making, ensuring both qualitative and quantitative metrics are used;
 - 7.11.2 Review regularly and approve the parameters used in these measures and the methodology adopted;
 - 7.11.3 Set a standard for the accurate and timely monitoring of large exposures and certain risk types of critical importance;
- 7.12 Review the Bank's capability to identify and manage new risk types;

- 7.13 Oversee and challenge the design and execution of stress and scenario testing;
- 7.14 Oversee and challenge the day-to-day risk management and oversight arrangements of management and ensure the Bank's adherence to the approved risk framework and policies;
- 7.15 Review reports on any material breaches of risk limits and the adequacy of proposed action;
- 7.16 Provide advice, oversight and challenge to embed and maintain a supportive risk culture throughout the Bank;
- 7.17 Review reports from management on the effectiveness of the risk systems that management have established and on the conclusions of any testing carried out by internal audit;
- 7.18 Before a decision is taken to proceed by the Board, oversee, challenge and advise the Board on strategic or material transactions including acquisitions or disposals, focusing in particular on risk aspects and implications for the risk appetite and tolerance of the Bank, and taking independent external advice where appropriate and available;
- 7.19 Provide advice to the Board Remuneration Committee on risk weightings to be applied to performance objectives incorporated in executive remuneration;
- 7.20 On an annual basis review the Bank's procedures for detecting fraud;
- 7.21 On an annual basis review the Bank's procedures for the prevention of bribery;
- 7.22 Review on an annual basis the adequacy and effectiveness of the Bank's anti-money laundering systems and controls;
- 7.23 Consider and approve the remit of the risk oversight and risk management functions and ensure they have adequate resources and appropriate access to information to enable them to perform their functions effectively and in accordance with the relevant professional standards. The Committee shall also ensure the functions have adequate independence and are free from management or other restrictions;
- 7.24 Recommend to the Board the appointment and/or removal of the Chief Risk Officer;
- 7.25 Review promptly all reports from the Chief Risk Officer and the Head of Conduct, Resilience and Risk;
- 7.26 Review and monitor management's responsiveness to the findings and recommendations of the Chief Risk Officer;
- 7.27 Ensure the Chief Risk Officer is given the right of direct access to the Chair of the Committee;
- 7.28 Without prejudice to the role of the Remuneration Committee, consider whether incentives provided by the remuneration system take into consideration risk, capital, liquidity and the likelihood and timing of earnings;
- 7.29 Review whether prices of liabilities and assets offered to clients take fully into account the firm's business model and risk strategy. Where prices do not properly reflect risks in

accordance with the business model and risk strategy, the Committee must present a remedy plan to the Board;

7.30 Review and approve limits for credit approvals;

7.31 Review adequacy and reliability of risk models used within the Bank; and

Approval Authority

7.32 Consider, and if thought fit, authorise lending proposals in excess of Executive credit approval limits.

8 Other Matters

The Committee shall:

8.1 Have access to sufficient resources in order to carry out its duties, including access to external advisers and Secretariat for assistance as required;

8.2 Ensure that appropriate and timely training is provided, both in the form of an induction programme for new members and on an ongoing basis for all members;

8.3 Give due consideration to laws and regulations, as appropriate;

8.4 Oversee any investigation of activities which are within its Terms of Reference; and

8.5 Ensure there is regular review of its performance and Terms of Reference to ensure it is operating at maximum effectiveness and recommend any changes it considers necessary for approval by the Board; The committee evaluation should cover the committee's interaction with other Board committees.

8.6 In order to support the Committee in discharging its responsibilities in accordance with these Terms of Reference, maintain and regularly review the annual schedule of agenda items.

9 Reporting responsibilities

9.1 The Chair of the Committee shall report on how it has discharged its responsibilities to the Bank Board.

9.2 The Committee shall make whatever recommendations to the Board it deems appropriate to any area within its remit where action of improvement is needed;

9.3 The minutes of the meeting shall be provided to the Board;

9.4 The Chair of the Committee shall attend the Annual General Meeting and be prepared to respond to any shareholder questions on the Committee's activities.