

**Have a look at
NatWest Group
Benefits and see how
they work **for you****



NatWest
Group

ROI Version

NatWest Group Benefits is designed to make your life easier and save you money. You can use the NatWest Group Benefits Hub to let us know how much you want to pay into your pension plan and what other benefits you'd like from a range of protection, healthcare and lifestyle options.

How you're paid

Salary is only one part of pay – all colleagues also receive pension funding and those at Grade C and above receive benefit funding. Together, these elements make up your ValueAccount.

You can elect how you want to use your ValueAccount – up to 70% can be used on NatWest Group Benefits. The amount not used for benefits or pension contributions is paid to you as cash through payroll.

All colleagues have a minimum level of pension contribution, Life Cover and Disability Cover. There's no cash alternative for these elements.

You can make benefit elections at different times of the year



**Grades
A and B**

ValueAccount

Base salary

10% pension funding

**Grades
C and
above**

ValueAccount

Base salary

15% pension funding

10% benefit funding

New Joiners

Your login details for the Benefits Hub will be emailed to your work email address when you join the bank.

You'll get 90 days from when you join to make your New Joiner Benefit elections. Your New Joiner Election Window closes when you submit your first election. In your New Joiner window, you can elect any of the benefits available, except for Holiday Buy.

Annual Election Window

Each September, you'll be able to review and make changes to all of your benefits – including buying extra holidays.

Change in circumstance

You may be able to adjust other benefits throughout the year if you have a significant life event such as getting married or having a baby. You can find out more in the Benefits Hub.

Anytime

Many benefits are available to elect or edit any time throughout the year. Simply open an Anytime Election Window in the Benefits Hub and you'll be able to see what is available.

You need to make your elections by the end of the month, to take effect from the first day of the following month.





Protection

A range of options to help you plan for the future and protect yourself and your dependants.

Retirement Savings Plan (RSP)

The RSP is a defined contribution pension plan and is a way of saving money for life after work. You have options about how much to save, where to invest it, when to take it out and what to do with it.

As a new joiner, you're automatically enrolled as a member of the RSP. We pay a default contribution of 15% of your salary (less a small deduction for compulsory life and disability cover). You can increase the amount you pay each month. You can also reduce your contributions, but you can't elect less than 10% of salary.

Members of the RSP can also make regular additional voluntary contributions provided you're already paying your full employer contribution of 15% of salary and your full employee contribution of 2% of ValueAccount.

If you're eligible for a bonus, you can have any bonus paid (in full or in part) straight into your RSP too.

Visit the RSP website for more information and tools to help you such as savings calculators, retirement planner and how the plan works.

Life Cover

Life Cover pays a lump sum to your chosen beneficiary if you die while an employee of the bank. Your beneficiary might be a partner, child, relative or friend.

You'll be set up with three times your ValueAccount when you join, which you'll pay for via monthly deductions from your pay. You can't reduce your cover or opt out.

You can also choose life cover for a spouse/partner from €25,000 up to €250,000. Cover is subject to the completion of a health declaration form by your spouse/partner and the cost is based on their age and level elected.

Disability Cover

Disability Cover may provide you with a replacement income if you're unable to continue to work through illness or injury. It also provides rehabilitation and support services to help you get back to work following an absence.

You'll be set up with cover that provides you with an income of 50% of your ValueAccount for five years, which you'll pay for via monthly deductions from your pay. You can't reduce your cover or opt out.



Protection

Claims are subject to eligibility and approved by the RSP trustee board.

Any claim on the Disability Cover policy is subject to acceptance criteria and ongoing reviews.

Critical Illness Insurance

If you or your partner are diagnosed with a life-changing illness that's covered in the plan, critical illness insurance pays you a tax-free lump sum of money. Choose between Silver or Gold Cover, and the option of covering just you or you and your partner. You can choose a level of cover in amounts of €25,000 up to €350,000. The cost of cover is based on your age and the level chosen.

Dependent children are automatically covered for free. You pay for this benefit via a monthly deduction from your pay.

You can elect any level of cover as part of your New Joiner Election Window. After your New Joiner Window, you can only change your cover by one level each year during the Annual Election Window unless you have a qualifying change in circumstance.

Pre-existing conditions are not covered and all claims are subject to eligibility and assessment.

Personal Accident Insurance

Personal Accident Insurance provides a tax-free lump sum if you've been injured in an accident that's covered by the policy that results in permanent disability, death, a fracture or hospitalisation.

You can choose cover for just yourself or yourself and partner. Any dependent children are covered for free.

You can elect any level of cover as part of your New Joiner Election Window. After your New Joiner Window, you can only change your cover during the Annual Election Window unless you have a qualifying change in circumstance.

The monthly charge is based per €25,000 of cover, up to €250,000. You pay for this benefit via a monthly deduction from your pay.

All claims
are subject
to policy terms
and conditions.



Protection



Healthcare

A range of options to help maintain a healthy lifestyle.

Private Medical Cover

Cover for the cost of private Medical treatment is provided by VHI. There are several levels available for you to choose from. You elect this benefit directly with VHI rather than through NatWest Group Benefits. All claims are subject to policy terms and conditions.

Dental Cover

With Dental Cover, you can claim back the cost of eligible dental treatment, from routine check-ups and scaling through to more major work like crowns, bridges and dentures.

You can choose from three levels of cover, designed to reimburse as much of your costs as possible.

You can add a spouse/partner and dependent children to your cover.

The cost of cover is based on the level elected and who you choose to include. You pay for this benefit via a monthly deduction from your pay.

You can elect any level of cover as part of your new joiner election window. After your New Joiner Window, you can only change your cover during the Annual Election Window unless you have a qualifying change in circumstance.

Health Assessment

It's a full health review delivered by a physiologist and/or a doctor, like a health MOT. It's an opportunity to review all aspects of your health, fitness and lifestyle, and can even help spot many preventable diseases before they become more serious.

You can also choose an assessment for a spouse/partner. You pay for this benefit via a monthly deduction from your pay over 12 months.

This benefit does not roll over and you'll need to re-elect it again each year if you wish to have an assessment annually.

If you're on an executive contract, health assessment is automatically elected for you. You can change this or opt out at the Annual Election Window.

All claims are subject to policy terms and conditions.

Not all services will be available in your jurisdiction and may require travel to attend facilities elsewhere.



Healthcare





Lifestyle

A range of options to help you save money.

Holiday Buy

Allows you to get more holidays off work next year. You can buy up to 35 hours (pro rata for part time hours). You'll need your line manager's approval before electing and the extra days must be used during the next calendar year.

The cost of buying holidays is based on the number of hours you choose to buy and how much you're paid. The cost is deducted from your monthly pay over 12 months from October to September.

This benefit doesn't roll over and you can only elect it during the Annual Election Window. If you wish to buy holidays, you'll need to elect this benefit each year during the Annual Election Window.

Bike for Work

The Bike for Work scheme is an initiative that offers the most cost-effective way to get new cycling equipment.

You can choose a voucher between €150 and €3,000, which you make payments for over 12 months.

The scheme includes both manual and electric bikes, plus associated safety equipment.

This is an any time benefit, which means you don't have to wait until Annual Election Window to elect it.

NatWest Group Offers

NatWest Group Offers is an online discount shopping portal where you buy directly from retailers.

The array of offers available covers all areas of life from fashion, groceries, travel, household bills and big purchases to virus software, gym memberships, meal prep delivery services and cinema tickets. NatWest Group Offers is available 24/7 from a work or personal device.

NatWest Group Offers also provides access to the Community Online Academy, which hosts a library of live and recorded video content aimed at both children and adults, all free of charge. For children, this covers dance, fitness, coding, story time, cooking for kids and languages. For adults, there are fitness videos, creative writing, journaling, resilience workshops and professional speakers. Content is updated weekly, with live sessions every Thursday.

All deals on NatWest Group Offers are subject to change and reviewed regularly.



Lifestyle



Key contacts

**– Republic of
Ireland**

Defined Benefit Pension Scheme For all enquiries, please call or email Willis Towers Watson.	+353 1 669 4470 RBSIrishpensions@willistowerswatson.com
Retirement Savings Plan For all enquiries, please call Irish Life. For general information about the plan, visit irishlifecorporatebusiness.ie . For information about your retirement savings, go to pensionplanetinteractive.ie .	Ireland: 01 7041 845 UK: 00353 1 7041845 email: happytohelp@IrishLife.ie
Disability Cover For all enquiries, please Ask Archie.	Ask Archie
Life Cover For all enquiries, please Ask Archie.	Ask Archie
Life Assurance – Spouse/ Partner For all enquiries, or to make a claim, please Ask Archie.	Ask Archie
Critical Illness Insurance For all enquiries, or to make a claim, please Ask Archie.	Ask Archie

Personal Accident Insurance For all enquiries, or to make a claim, please call AIG.	AIG: 01 208 1400
Private Medical Cover For all enquiries, call VHI.	056 777 5800
Health Assessments For all enquiries, including booking or rearranging appointments, please call Mater Private Hospital.	1 885 8257 email: healthcheck@materprivate.ie.
Dental Insurance For all enquiries, or to make a claim, please call DeCare.	1890 130 017
Cycle to Work For enquiries, please email Halfords.	cycle2.work@halfords.co.uk
Holiday Buy For all enquiries, please Ask Archies.	Ask Archie



Key contacts

– Republic of Ireland



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