Leonardo Electronics Pension Scheme

Climate-related disclosures

2026 TCFD report

1. Introduction

1.1 Foreword

The Trustee of the Leonardo Electronics Pension Scheme ("the Trustee", "the Scheme") is pleased to share its climate-related disclosures report for the scheme year ending 5 April 2026 in line with the recommendations of the Task Force on Climate-Related Financial Disclosures ("TCFD").

The Trustee recognises climate change (defined by the United Nations as the long-term shifts in temperatures and weather patterns) as a material long-term systemic risk to pension schemes. The Intergovernmental Panel on Climate Change estimated in 2023 that human activities have already caused circa 1.3 degree Celsius of warming above pre-industrial levels. The Trustee is supportive of the goals of the Paris Agreement, to limit global warming to "well below" 2 degrees Celsius compared with pre-industrial levels and pursuing efforts to limit warming to 1.5 degrees, and recognises the relevance of this goal under their obligations of fiduciary duty to their members.

The warming of the planet poses significant risks in the form of both Physical and Transition risks:

- **Physical risks** stem from more frequent or severe weather events such as hurricanes, floods and droughts.
- **Transitional risks** increase as the world shifts towards a low-carbon economy and could manifest as changes in policy, regulation or consumer preferences.

UK Regulations require trustees of certain pension schemes to meet climate governance requirements and publish an annual TCFD-aligned report on their scheme's climate-related risks. Greater transparency and reporting on climate risks should lead to better-informed decision making by investors and increased accountability.

1.2 Scheme Background

The Leonardo Electronics Pension Scheme is a defined benefit pension scheme created in April 2005. It closed to new entrants in April 2009 and closed to future pension accrual in April 2024. It has a total of [4,392] members and assets of £569m (excluding the pensioner buy-in annuity policy) as at 5 April 2026. The estimated funding level is 114% on the 2023 Technical Provisions basis as at 5 April 2026, based on the cashflows from the 2023 actuarial valuation.

1.3 Structure of this report

This report contains four sections which directly align with the TCFD requirements:

- **Governance** – the Trustee's governance and oversight processes regarding climate-related risks and opportunities ("CRRO").
- **Strategy** – the actual and potential impacts of climate-related risks and opportunities on the Scheme's strategy.
- **Risk management** – the processes used to identify, assess and manage climate-related risks.
- **Metrics & targets** – the metrics and targets used to assess and manage relevant climate-related risks and opportunities.

1.4 Key findings

The key findings of the report are as follows:

- The Trustee recognises climate change as a significant risk to the Scheme.
- Since the Scheme's TCFD report last year, there has been continued improvement in the availability, quality and breadth of climate-related research and data, enabling the Trustee Board to make more informed assessments of climate-related risks and opportunities.
- Modelling of potential funding impacts has been conducted based on four scenarios that the transition to the Paris Agreement goals are met on an orderly or disorderly and delayed basis as well as them not being met. The baseline scenario takes into account what could be considered a realistic climate scenario

assumption which currently suggests a global warming increase of between 2-3 degrees. The Trustee recognises that the Scheme is exposed to climate-related risks under all of the scenarios modelled. The most material short-term risk arises from a disorderly transition resulting in a sudden market repricing, while the principal long-term risks arise from the increasing physical impacts of climate change under higher warming pathways. The Trustee is satisfied that these risks are appropriately monitored and managed where possible through the Scheme's investment strategy, planned de-risking journey and ongoing climate risk governance.

- The Trustee believes that its use of a fiduciary manager, Schroders Solutions, is helpful to maximise positive impacts through the pooling of assets with other schemes and the greater influence they are likely to have in engaging managers to achieve net zero.
- The Trustee has set a goal of achieving net zero by 2050, in line with the target set by Schroders across its investment portfolios.
- The main climate risks identified are in the growth portfolio. In this context it is helpful that the Scheme funding is strong and a significant proportion of the assets are in off-risk assets (with low carbon intensity).
- The Scheme's funding journey to a level at which it would be potentially possible to buy out with an insurer by 2035 implies that the focus should be more on shorter term climate risks.
- Climate risk has also been considered in relation to the covenant of Leonardo as the sponsor of the Scheme. Risk is found to be low over the time horizon of the funding strategy.
- The environment is one of the three ESG pillars of responsible investment. The Trustee supports Schroders' engagement blueprint in this area and, in addition to Climate Change, has identified Human Rights and Corporate Governance as its engagement priorities.

Martin Flavell

Chair, Leonardo Pension Schemes (Trustee) Ltd

2. Governance

2.1 Trustee investment beliefs

In 2023 the Trustee formally identified the following key investment beliefs:

- It is important to consider ESG for the Scheme as it will have a positive societal impact,
- All issues within ESG require equal consideration,
- The Trustee is supportive of the goal to achieve net zero global emissions by 2050.

In addition the Trustee has agreed three engagement priorities, which are as follows:

- CLIMATE CHANGE: Engaging with companies to encourage positive change by transitioning their business models to a net zero or 1.5 degree pathway and adapt to a changing climate (e.g. understanding climate risk, decarbonising and minimising emissions, adaptation, carbon capture and removal, just mitigation of social effects),
- HUMAN RIGHTS: Protecting human rights and reducing the negative impacts companies have on workers, communities and consumers (e.g. child labour, ethical supply chains, indigenous rights, basic access to products and services, modern slavery),
- CORPORATE GOVERNANCE: Ensuring transparency of voting and shareholder resolutions, particularly around climate and diversity issues (e.g. shareholder rights, executive and board compensation).

These beliefs and engagement priorities are going to be documented in the Statement of Investment Principles ("SIP") and this is reviewed annually (or sooner in the event of a significant change in investment policy).

The Trustee believes the most appropriate way of implementing its investment beliefs taking into account its governance structure is via a fiduciary management arrangement, where day-to-day investment decisions are delegated to an investment manager and greater impact may be available through the pooling of assets with other pension schemes. The Trustee currently uses Schroders Solutions as its Investment Adviser and Fiduciary Manager ("FM"); however it acknowledges that the responsibility for managing climate risks ultimately rests with the Trustee.

The engagement priorities noted above are aligned with those of Schroders, as set out in their Engagement Blueprint. The Trustee (and Schroders) have set a net-zero target by 2050 for the Scheme's investment portfolio in line with the Paris Agreement.

2.2 Scheme governance of CRRO

2.2.1 Role of the Trustee Board

The Trustee is collectively responsible for the governance and oversight of all strategic matters related to the Scheme. The Trustee makes strategic decisions with implementation delegated to an Investment Committee ("IC") that has authority to implement changes to the specific approach taken within the investment strategy. This includes matters relating to environmental, social and governance ("ESG") and climate-related risks and opportunities. The Trustee meets at least 4 times a year, alongside quarterly meetings of the IC, with ESG and climate change regular topics of discussion particularly within the IC. The Trustee also has a training day once a year, at which time could be devoted to training on climate risks. Trustee Board and IC activity is co-ordinated by an internal Pensions Management team.

The Trustee receives regular training on climate related issues from its advisers, details of which are set out in section 3.3. The Trustee expects its advisers to bring important and relevant climate-related issues and developments to the Trustee's attention in a timely manner. Detail on how the Trustee board ensures the Trustee is taking adequate steps to identify and assess CRRO is included in section 3.4.

Climate risk has been a frequent agenda item for the IC since 2021, to discuss climate metrics and scenario analysis, along with reviewing whether adequate steps have been taken to identify, assess, and manage CRRO,

through consideration of feedback from the Trustee sub-committees. Further detail on the investment committee is detailed below.

2.2.2 Role of the Investment Committee

The Trustee has delegated oversight and ongoing monitoring of investment related climate risks to the IC who meet at least 4 times a year. The IC seeks to ensure any investment decisions appropriately consider CRRO within the context of the Scheme's wider risk and return requirements and are consistent with the Scheme's SIP.

The key activities of the IC, with support of the Trustee's investment adviser, include:

- Ensuring strategic investment proposals consider the impact of CRRO
- Reviewing the ESG and TCFD climate metrics of the portfolio through quarterly monitoring reports
- Reviewing climate scenario analysis on at least a triennial basis
- Monitoring the FM's activities in relation of management of climate-related risks and in seeking investment opportunities which enhance the ESG and climate characteristics of the Scheme's portfolio
- Reviewing the FM's annual ESG report
- Reviewing the FM and underlying managers' voting and engagement activity on an annual basis with focus on the Trustee's priority engagement themes which includes climate change
- Engaging with the FM as required to understand or challenge its approach to managing CRRO, and in ensuring the FM is undertaking stewardship activities of its own relating to climate over the underlying managers in the portfolio

The IC feed back to the Trustee on a quarterly basis and ensure the Trustee are informed of any material climate-related developments as required.

2.3 Trustee knowledge and experience

The Trustee board ensures it possesses the relevant knowledge and understanding to govern climate-related risks and opportunities effectively. The full Trustee board has undertaken 1 hour of training regarding ESG and climate risks in the Scheme Year, with the DBIC and the DCIC investment committees having received additional training.

This training covered:

- Scenario analysis training linked to the Scheme's 30 June 2025 TCFD reporting, including assessment of climate-related risks and opportunities under various climate pathways
- Review of updated climate metrics and their integration into the Scheme's investment monitoring
- Continued development of ESG reporting tools, with emphasis on enhancing Trustee oversight through scenario-based stress testing

The Trustee is satisfied that, taking into account the Scheme's funding strategy and expected end-game journey towards buy-in, the level of governance, training and resources devoted to climate-related considerations is appropriate and proportionate to the Scheme's circumstances.

2.4 Role, assessment and credentials of Trustee advisors

Our advisors:

- **Schroders Solutions** is our Fiduciary Manager and strategic investment advisor. They provide assistance with considering, understanding, managing and monitoring the impacts of climate change on our investment portfolio.
- **Saryn Panesar of XPS Pensions Group** is our Scheme Actuary, who provides input on the potential impact of climate change on the Scheme's liabilities and funding assumptions
- **Mercer (previously Cardano Advisory)** is our covenant advisor, and considers the potential impact of climate change on the Scheme's sponsor.
- **Burges Salmon** is our legal advisor, which advises the Trustee on remaining compliant with all legal and regulatory requirements in relation to climate change risk.
- **LCP** provides independent oversight of the Scheme's fiduciary management arrangement

The Trustee is supported by specialist advisors in all necessary areas such as investment, funding, covenant and legal. The Trustee expects their advisors to have the adequate skills, experience, tools and knowledge to sufficiently assist them in these areas. The Trustee carries out an annual review of its investment advisor to satisfy itself that they are adequately supporting the Trustee in all relevant tasks.

LCP provided an in-depth independent review of the Scheme's investment strategy and fiduciary management arrangement in 2019; facilitated a competitive retender for fiduciary management in 2020 and provided a reflection on the liability driven investment crisis in 2023. They continue to provide independent oversight of the performance of the Scheme's FM on an ad-hoc basis which may include an assessment of the FM's approach to identifying and mitigating ESG and climate-related risks within the investment strategy.

Further detail on the approach taken to assess the credentials of the investment adviser, Scheme actuary and covenant adviser is detailed below:

Investment Adviser

As the Trustee's FM and investment adviser, Schroders Solutions work with the Trustee on a regular basis to identify, understand, manage and monitor climate-related risks and opportunities in the Scheme's investment portfolio. This includes, for example, the provision of TCFD climate metrics on a quarterly basis, annual review of climate scenario analysis, annual FM ESG report including progress against the net zero target, and ad-hoc updates on the latest developments regarding CRRO as required. The Trustee challenges Schroders on the output received and queries where relevant to ensure the Trustee is correctly interpreting the nature of the CRRO the Scheme is exposed to. The Trustee has also reviewed the FM's own ESG policies and are satisfied the FM's investment approach is aligned with its beliefs and objectives. In addition, the Trustee has specified the consideration and integration of ESG risks (including climate risks) and stewardship within Schroders Solutions' objectives as investment consultant and reviews the services received each year against them.

During the year, the Trustee refined the Scheme's investment strategy by updating the liability hedging portfolio to more closely track buy-in pricing, reflecting the Scheme's funding position and expected end-game objective. This has further aligned the investment strategy with the Trustee's journey towards a buy-in transaction, while helping to reduce the Scheme's exposure to climate-related funding risks arising from movements in interest rates and inflation. Together with the Scheme's already relatively low allocation to return-seeking assets, these changes have contributed to the resilience observed in the climate scenario analysis.

As mentioned in the IC Consultant objectives, Schroders has continued to expand the ESG-related information and tools available to support Trustee governance. This includes incorporating the FM's proprietary tool, SustainEx™ and NatCapEx™, into investment reporting alongside MSCI ESG scores. Since 29th May 2026, the management of the core equity fund has been transferred to an internal Schroders team, with established ESG and climate integration, ensuring alignment with the FM's Engagement Blueprint and voting policy. These developments, together with examples of engagement across both growth and liability-matching assets, help the Trustee meet its objectives and demonstrate effective management of ESG risks.

Actuary

In their role as Scheme Actuary, XPS Pensions work with the Trustee to assess and manage CRRO in the Scheme's liabilities. XPS Pensions advises the Trustee on its long-term funding strategy and monitors progress against this through the provision of regular valuations of the Scheme's liabilities. This includes the presentation of quarterly funding reports at Trustee meetings. As Scheme Actuary, XPS Pensions make long-term assumptions about the future by analysing past trends and considering the potential impact of future developments. The potential impact of CRRO is reflected implicitly in every assumption XPS make about the future. Through the discussion of XPS's advice at Trustee meetings, the Trustee receives and challenges this advice and ensures that its own view on CRRO is appropriately reflected in the Scheme's funding strategy.

Covenant Adviser

Mercer (previously Cardano Advisory) provides regular reporting to the Trustee concerning the covenant of Leonardo UK and the wider Leonardo Group. This includes consideration of how the covenant is expected to be impacted by the key climate risks identified in the scenario analysis, thereby allowing the impact on the Scheme's covenant and investments to be considered in parallel. The evolution of the covenant is assessed over similar timeframes to those considered by Schroders Solutions. In 2025, Mercer carried out climate scenario analysis (the "2025 Assessment") for the Trustees of the Scheme to assess the potential impact of climate risk on Leonardo S.p.A and its subsidiaries ("Leonardo" or the "Group"). In 2026, Mercer carried out a high-level review of Leonardo's latest sustainability information to confirm that the conclusions from their 2025 Assessment remain broadly appropriate.

The Trustee is satisfied with its advisers for the year to 5 April 2026.

The Trustee is also committed to regularly reviewing its own approach in terms of climate risks.

3. Strategy

3.1 Description of risks over relevant timeframes

The Trustee is required to identify and consider how its investment and funding strategies could be impacted by Physical and Transition risks, as defined in the Introduction of this report, over the short, medium and long-term. The Trustee has set these time horizons as shown in the table below.

These timeframes have been determined by taking into account the climate outlook, membership demographics, funding position and objectives. The Trustee will review the chosen timeframes on a regular basis and assess the extent to which it believes the Scheme will have sufficient assets to meet expected future payments over its journey. The Scheme closed to accrual on 5 April 2024 and is targeting to buy-in the Scheme's liabilities with an insurer within the next 5-10 years. As a result, the Trustee has chosen to assess climate risks over a time horizon of no more than 15 years.

There are a number of climate-related risks and opportunities the Trustees are aware of over these timeframes. In particular, in the short-term we expect transition risks in general to be greatest, however, in the long-term, physical risks will ramp up and could become increasingly dominant especially if climate change mitigation actions are not undertaken.

	Short-term (0-3 years)	Medium- term (3-6 years)	Long-term (6-15 years)
Investment Horizon	Triennial strategy review cycle	Scheme's Long-Term Objective	May have transacted a buyout before this point
Climate Horizon	UN PRI Inevitable Policy Response Improvement in data quality Submission of next round of Nationally Determined Contributions ('NDCs')	Interim 2030 targets Stronger focus on transition - mitigation Alignment with UN Sustainable Development Goals	Transition becomes increasingly difficult – focus on adaptation over mitigation Physical risks become more prevalent
Risk to Assets	Transition risks such as carbon pricing and regulation affect asset values	Continued transition risks Physical risks such as extreme weather events and sea level rises increasingly affect asset values	Physical risks dominate
Risks to Liabilities	For the liabilities, the key assumption affected by climate risks is mortality because interest rate and inflation risks are largely hedged. The key risk is an increase in members' life expectancies, for example due to mitigating actions to improve health.		
Risks to Sponsor	The ability of the sponsor to adapt to low-emissions supply chains (i.e. reducing scope 3 emissions) and the Physical risk of climatic events to global operations.		

The next section identifies and demonstrates the potential impact of CRRO on the Scheme's specific investment and funding strategies.

3.2 Climate risks and opportunities

3.2.1 Overview of CRRO within the Investment Strategy

In relation to the investment strategy, the Scheme invests via a fiduciary management arrangement where the Trustees agree the overall strategic allocation across a number of investment 'building blocks'. Strategic allocation as at 31 March 2026 detailed in the table below:

Building Block	Sub Asset Class	Allocation %
Growth Assets	Equities, Property, Return Seeking Credit, Alternatives	8%

Buy & Maintain Credit ("B&M") Assets	Investment grade credit	28%
Securitised Credit Assets		5%
Active Structured Equity ("ASE") Assets	Equity derivative instruments, UK Gilts	5%
Liability Hedging Assets	UK Gilts, Cash	54%
Total		100%

The day-to-day investment decisions, including the identification and management of CRRO, are delegated to the FM who invests via a number of different underlying mandates in seeking to achieve the Scheme's objectives. Within the Growth allocation, the FM can invest across a range of asset classes and third-party pooled-fund managers and can alter the underlying investments between asset classes regularly to take account of market conditions including its view on emerging climate risks and opportunities. In particular, the FM incorporates a climate risk screen within the Scheme's core equity and return-seeking credit portfolios where it has direct influence over security selection. This screen acts to both reduce exposure to securities considered to have higher climate risks and increase exposure to climate opportunities via securities considered to be leaders compared to their peers. With other third-party mandates, the Fiduciary Manager rates all of the underlying mandates on an annual basis on the extent of ESG and climate integration within the investment processes. Managers who score lower are prioritised for engagement by the FM.

The Trustee considers stewardship to be an important tool for managing risk and improving the financial outcomes of the Scheme. However, the Trustee also acknowledges that stewardship can be multifaceted and therefore it makes sense to have a small number of stewardship priorities to focus engagements in the short term. One of the selected priorities was "climate change", which has been an area where the FM on behalf of the Trustee has carried out engagements with their managers in the past, and they will continue to prioritise this in the future. The FM conducted a key engagement with a credit manager over the last year to agree a net zero commitment at the strategy level, utilizing a watchlist for high emitting issuers which require justification, more detail is included in the Risk Management section.

Given the fiduciary management approach adopted, the Trustee, as part of its stewardship obligations, reviews and monitors the activities of the FM in how they select asset classes and underlying managers and take account of ESG factors including climate changes. The FM has also supported the Trustee in assessing the impact of CRRO at a strategic asset allocation level as set out in the table in section 3.2.3 below.

3.2.2 Overview of CRRO within the Funding Strategy

In relation to the funding strategy, with support of the Scheme Actuary and Covenant Advisor, the Trustee has considered the impact of climate change on financial assumptions (e.g. gilt yields and market implied inflation) and demographic assumptions (e.g. life expectancy) used in valuing the liabilities (including the long-term funding objective), the employer covenant and investment returns.

The Scheme Actuary monitors the implicit impact of climate change on the Scheme's funding strategy at least annually in formal actuarial reports presented to the Trustee. As part of these reports the Scheme Actuary considers changes since the previous year in financial markets (mainly long-term gilt and credit markets, both nominal and inflation linked), in member experience and emerging research on future changes in life expectancy. Whilst it is often not possible to isolate the impact of climate change and therefore quantify the financial impact of CRRO, these are implicitly considered alongside other risk areas.

The impact on liabilities due to changes to interest rates and expected inflation rates is mitigated through a high level of liability hedging (93.2% for Interest rates and 93.2% for inflation of the Solvency cash flows determined as at 30 June 2025). During the year, the Trustee refined the liability hedging strategy to more closely align with buy-in pricing, further supporting the Scheme's funding strategy and expected end-game objective. Outside of the £84 (31 March 2026)m liability relating to insured pensioners, the Trustee is not currently hedging longevity

risk and therefore remains exposed to the risk of climate change resulting in an increase in longevity. The Trustee continues to monitor further opportunities to mitigate longevity risk with the support of the Scheme Actuary and is assessing the options available for future risk settlement, which could potentially include a full buyout of liabilities with an insurer before 2030.

The Regulations require the Trustee to consider the resilience of the funding strategy within different warming scenarios. Covenant is viewed as an integral part of a plan's funding strategy and therefore to address this requirement this report considers the resilience of the employer covenant to various climate scenarios.

The Trustee's assessment, carried out by Mercer, has been focused on Leonardo S.p.A., including all subsidiaries and associated undertakings ("Leonardo" or the "Group") rather than the Scheme's UK sponsor, given the more complete information available at Group-level, noting the integration present within the Group and the covenant. In 2025, Mercer carried out climate scenario analysis (the "2025 Assessment") for the Trustees of the Scheme to assess the potential impact of climate risk on Leonardo S.p.A and its subsidiaries to support the Scheme's reporting in line with the Task Force on Climate-related Financial Disclosures.

The analysis carried out by Mercer considered the covenant exposure to the below three climate change scenarios which are broadly aligned to the relevant scenarios used by Ortec Finance below:

Selected scenarios	**Net-Zero** *1.5°C scenario*	**Net-Zero Financial Crisis** *1.5°C scenario*	**High Warming** *3-4°C scenario*
Scenario outline	Early and smooth transition. Market pricing-in dynamics occur smoothed out in the first 3 years	Sudden divestments in 2025 to align portfolios to Paris Agreement goals have disruptive effects on the financial markets	The world fails to meet the Paris Agreement goals. Markets price in physical risks of the coming 40 years over 202-2030
Physical risks	Long-term physical risks are reduced but deviations from the present climate are still expected	Long-term physical risks are reduced but deviations from the present climate still expected	More pronounced physical risks – particularly over the longer-term
Transition risks	Highest in the near-term as policies are implemented immediately	Highest in the near-term, but macro-risks delayed until medium-term	Limited transition risks over above existing commitments and policies
Macro-economic impact	Overall longer-term impact on GDP growth muted, with assumed long-term benefit from green tech investment offset by physical impacts	Compressed nature of financial market adaptation causes more abrupt market impacts	UK and global GDP growth permanently lower with that impact increasing over time. Macroeconomic uncertainty rises
Alignment with advisers	Aligned to Ortec's **Net-Zero Scenario**	Aligned to Ortec's **Net-Zero Financial Crisis Scenario**	Aligned to Ortec's **High Warming scenario**

3.2.3 Summary of the impact of CRRO on the investment and funding strategies

In the near future, the Trustee expects the Scheme's investment strategy to remain broadly aligned with its funding strategy and end-game objective. The Scheme continues to maintain a lower allocation to Growth with higher allocations to B&M credit and gilts. Transacting a buyout in the short term would transfer the remaining Transition and Physical risks inherent in the assets and liabilities to an insurer, and would remove in full the risks associated with the Sponsor. Given the expected time horizon to a potential buyout, the Trustee expects that shorter-term transition risks, particularly those associated with a disorderly transition and sudden market repricing, are more prominent for the Scheme than the longer-term Physical risks associated with climate change.

Additionally, given that the Scheme has a surplus on a Low Dependency basis, climate risks associated with the Sponsor are less prominent than those associated with the Scheme's assets and liabilities directly. As the Scheme is estimated to be broadly fully funded to purchase a bulk annuity, the Scheme is also less exposed to any climate risk impact on funding. The climate scenario analysis demonstrates that the current investment strategy remains resilient across a range of plausible climate outcomes and supports the Trustee's objective of progressing towards a potential buy-in transaction.

A future change in life expectancy is a further CRRO impact to be considered. There is currently considerable

uncertainty regarding the long-term impact of climate change on life expectancy for UK citizens. However this is assessed as a less significant risk to the Scheme than the risk to investment returns since many of the predicted impacts may be negative to life expectancy (e.g. extreme weather, poor air quality, reduced food security) and therefore not a risk to the funding strategy.

3.3 Climate scenario analysis

3.3.1 Scenarios considered

Under the TCFD framework, the Trustee is required to carry out scenario analysis under at least 2 scenarios to identify the potential impact of climate change on the Scheme, and hence to understand the resilience of the Scheme's strategy.

Our FM, Schroders Solutions, have partnered with Ortec Finance, a climate risk modelling specialist, to carry out this analysis on the Scheme's investment strategy. The analysis undertaken by the Trustee considers the projection of the Scheme's funding progression under four climate scenarios modelled are set out below:

Scenario	Temperature	Additional Details	
Net-Zero	Average temperature increases by 2100 of **1.6°C**	**Early and smooth** transition **Market pricing-in** dynamics occur smoothed out in the first 3 years **Locked-in** physical impacts	Tests exposure to the risks and opportunities from the systemic drivers of an orderly transition and locked-in physical risk
Net-Zero Financial Crisis	Average temperature increases by 2100 of **1.6°C**	Sudden divestments in 2026 to align portfolios to the Paris Agreement goals have **disruptive effects on financial markets** with sudden repricing followed by stranded assets and a sentiment shock **Locked-in** physical impacts	Shows the resilience of portfolios to sudden repricing, triggering market dislocation centered on high-emitting stocks
Limited Action	Average temperature increases by 2100 of **2.9°C**	Policymakers implemented **limited NDCs** and **fall short of meeting the Paris Agreement goals**. **High** physical impacts **Markets price in physical risks** of the coming 40 years over 2026-2030, and risks of 40-80 years over 2036-2040	Highlights how scaled-down transition policy leads to larger physical risk and material transition risk for portfolios
High Warming	Average temperature increases by 2100 of **3.7°C**	The world **fails to meet the Paris Agreement goals** and global warming reaches 3.7C above pre-industrial levels by 2100 **Very severe** physical impacts **Markets price in physical risks** of the coming 40 years over 2026-2030, and risks of 40-80 years over 2036-2040	The main focus of this pathway is physical risk, results show the exposure to plausible, severe climate change impacts including tipping points

Source: Ortec Finance

The analysis on the liabilities undertaken by the FM only considers the impact of financial assumptions on the liabilities. However, this is considered a reasonable approach by the Scheme Actuary given that the impact of climate change on demographic assumptions is considered less material and may even be to the benefit rather than detriment of the Scheme's funding strategy.

The table below illustrates the cumulative relative impact of each climate scenario on the principal asset classes within the Scheme over a 5-year period. This helps explain the differences observed in the projected funding outcomes shown below.

Cumulative relative return effect over 5 years per asset class

	Net Zero	Net Zero Financial Crisis	Limited Action	High Warming
Alternatives	0.04	-2.32	-0.02	-0.15
Return seeking credit	0.00	-1.27	0.00	-0.09
Equity	0.02	-5.73	-0.13	-1.38
Cash & Sov Bonds	-0.11	-0.11	0.01	-0.08
Commodities	0.18	-1.06	0.47	1.36
Securitised Credit	0.05	-0.58	0.00	-0.12
Cashflow Matching Credit	0.03	-0.50	0.01	-0.12
Structured Equity	0.25	-4.41	-0.15	-1.45
Total Scheme (excl. LDI)	0.02	-0.41	0.00	-0.12

The table above illustrates the cumulative relative return impact of each climate scenario on the Scheme's principal asset classes over a five-year period, relative to the baseline scenario.

As expected, more return-seeking assets are modelled to be more sensitive to climate-related risks than defensive fixed income assets. Equities and Structured Equity exhibit the greatest downside under the Net Zero Financial Crisis scenario, reflecting the impact of a disorderly transition and the associated short-term market repricing. In contrast, the impacts under the Net Zero, Limited Action and High Warming scenarios are relatively modest over the five-year period, reflecting the shorter time horizon before physical climate risks are expected to become more material.

Buy & Maintain Credit, Securitised Credit and Cash & Sovereign Bonds are projected to remain relatively resilient across all scenarios, demonstrating the defensive characteristics of these assets and their role in supporting the Scheme's funding strategy.

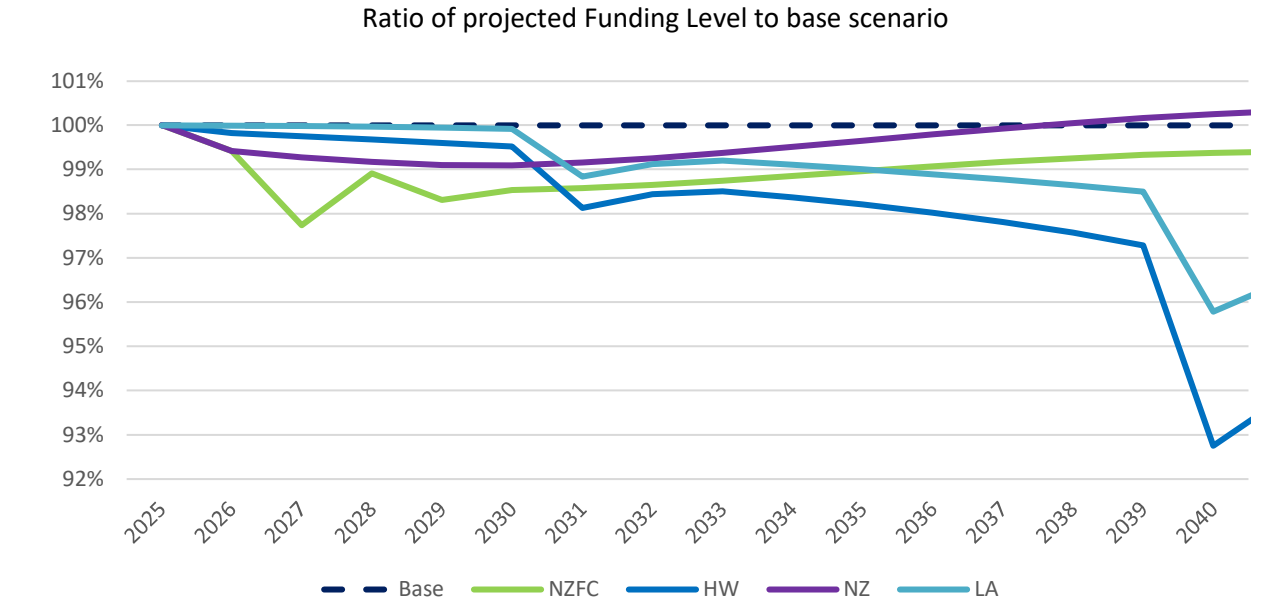
At the overall Scheme level, the cumulative impact on returns remains modest over the five-year period, ranging from +0.02% under the Net Zero scenario to -0.41% under the Net Zero Financial Crisis scenario. This reflects the Scheme's relatively low-risk investment strategy and high allocation to contractual and liability-hedging assets.

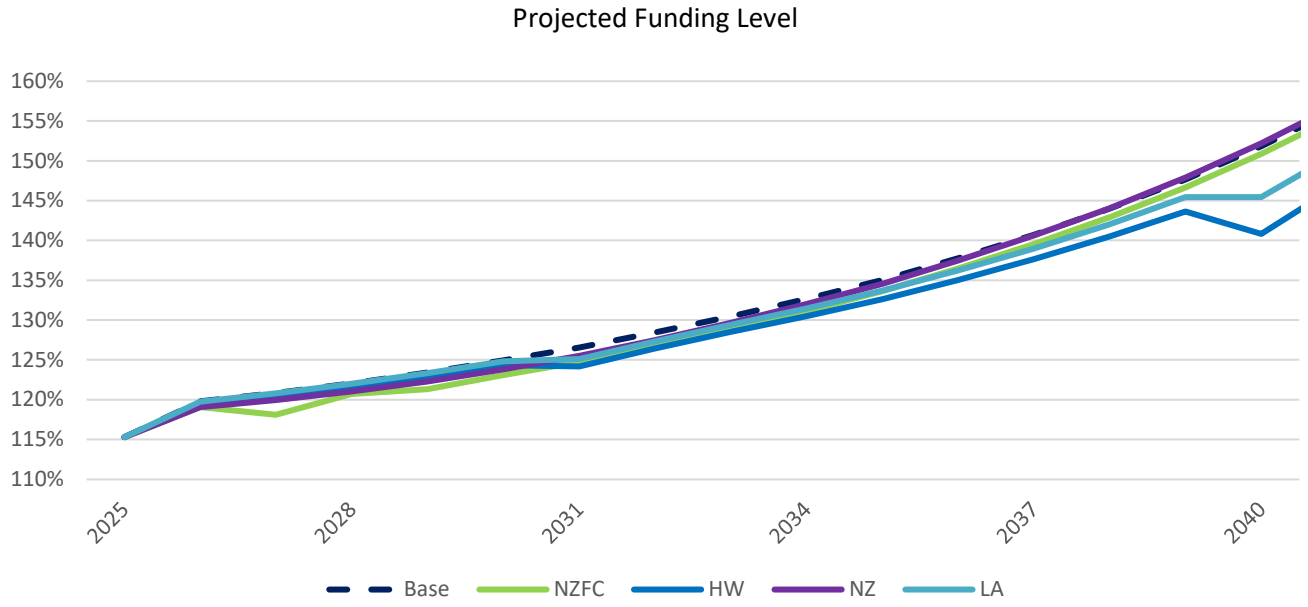
The results support the Trustee's current investment strategy, which has been aligned with the Scheme's funding position and expected end-game objective. The climate scenario analysis indicates that no significant changes to the investment strategy are required, although the Trustee will continue to monitor short-term transition risks, particularly those associated with a disorderly transition, as the Scheme progresses towards a buy-in transaction.

3.3.2 Results of scenario analysis

The four scenarios outlined above were run using Scheme-specific asset and liability information as at 31 December 2025. The result was a projected impact on the progression of the Scheme's funding level compared to a baseline scenario The baseline takes into account what could be considered a realistic climate scenario assumption which currently suggests a global warming increase of between 2-3 degrees. The analysis has also been updated to reflect the Scheme's current investment strategy, including the refinement of the liability hedging portfolio to more closely track buy-in pricing. Given the Scheme's funding position and expected journey towards a buy-in transaction, the modelling indicates that the Scheme is primarily exposed to short-term

transition risks, with relatively limited exposure to longer-term physical climate risks over the Trustee's expected investment horizon.





Source: Schroders Solutions, Ortec Finance, 31 December 2025.

The key conclusions of the analysis on the assets/funding progression were:

- Over the five-year period considered, the overall impact of the different climate scenarios on the Scheme's funding position is relatively limited, reflecting the Scheme's low-risk investment strategy and proximity to its end-game objective.
- The Net Zero Financial Crisis (NZFC) scenario poses the greatest short-term risk to the Scheme's funding level. This reflects the impact of a disorderly transition and sudden market repricing, resulting in an immediate deterioration in funding levels that is not fully recovered over the projection period. Given the Scheme's expected time horizon to buy-in, this represents the most material climate risk for the Trustee.
- The High Warming and Limited Action scenarios have a relatively limited impact over the five-year projection period, as the physical effects of climate change are expected to become more pronounced over longer time horizons than those considered for the Scheme's expected end-game.
- The Net Zero scenario demonstrates the greatest resilience, with funding levels remaining close to the updated baseline throughout the projection period, reflecting the benefits of an early and orderly

transition.

- The analysis supports the Trustee's current investment strategy and indicates that no significant changes are required at this stage. The update to the liability hedging strategy, together with the Scheme's strong funding position and relatively low allocation to return-seeking assets, contributes to the resilience observed across the climate scenarios.
- The impact of climate change on mortality experience and expectations has not been accounted for in this modelling as this is considered likely to be of secondary importance and climate change may act to slow down currently assumed life expectancy improvements, which would support the Scheme's funding strategy.

3.3.3 Scenario analysis for the employer covenant

From the climate scenario analysis undertaken by Mercer in 2025, it was concluded that the potential exposure of the employer covenant to climate risk continues to present a relatively low risk to the Scheme over the time horizon of the funding strategy, particularly given the Scheme's funding position and the potential near-term buy-in.

Assessed potential climate scenario risk analysis over time

	Near-term < 2 years	Mid-term 2-6 years	Long-term 6 years +
Net-Zero	Medium risk	Medium risk	Medium risk
NZFC	Lower risk	High risk	Medium risk
High Warming	Lower risk	Medium risk	High risk

The risks identified by the Covenant adviser's climate scenario analysis in 2025 are broadly aligned with risks identified by the Group in its TCFD report. In 2026, the Trustees asked Mercer to prepare a high-level outline of the latest Leonardo sustainability information to confirm the conclusions of the 2025 Assessment on covenant climate risks remain appropriate.

In the near-term, transition risk primarily relates to the potential costs associated with decarbonisation measures and external pressure to reduce emissions. However, given the short time horizon, the potential costs to offset emissions does not appear to represent a material risk to the Group.

Over the mid-term, the main risk driver relates primarily to increasing costs of emissions and commodities, as well as the risks associated with its scope 3 (supply chain and use-of-product) emissions in the NZFC scenario.

Over the longer term, physical risks faced by suppliers, key commodities and operating locations are expected to be significantly more pronounced in the High Warming scenario.

To address the risks detailed above, the Trustee has adopted the recommendations from the covenant advisor to continue to monitor employer covenant risk through its regular monitoring framework.

3.3.4 Limitations

While climate scenario analysis offers valuable insights into the potential long-term risks and outcomes facing the Scheme, it is important to recognise the limitations inherent in the modelling approach used. These scenarios are intended to illustrate plausible futures and help inform decision-making—they are not predictions, nor are they mutually exclusive.

Key limitations of this analysis include:

- Scenario Uncertainty: It is not possible to know which specific temperature or emissions pathway the world will ultimately follow. Each scenario presented reflects just one possible route to a given climate outcome and does not capture the full range of potential dynamics or disruptions.

- Model Uncertainty: The results presented are based on modelling by Ortec Finance, using a framework that differs from traditional actuarial or Asset Liability Models ("ALM"). Ortec's analysis focuses on median outcomes, while ALM typically models more extreme percentiles (e.g., 95th percentile). The modelling does not include a range or confidence interval around projections, and different models could yield different results under the same inputs.
- Uncertainty Around Assumptions: Some scenarios rely on the deployment of emerging or unproven technologies, such as Bioenergy with Carbon Capture and Storage (BECCS). These assumptions introduce additional uncertainty, particularly in more ambitious pathways.
- Gaps in Modelling Coverage: The analysis does not account for some important factors that may significantly affect real-world outcomes. These include:
    - Changes in lifestyle (e.g., dietary shifts, reduced consumption)
    - Economic system changes (e.g., circular economy models)
    - Certain high-risk physical impacts, such as sea level rise, climate migration, population health shocks, and tipping points in climate systems.
- These omissions may result in a conservative representation of downside risks.
- Use of the Ortec Model: The modelling is carried out using the Ortec Finance scenario tool, a widely used and independently maintained climate risk model across the pensions and investment consultancy industry. Schroders does not maintain an in-house model and therefore has no direct control over the assumptions used. This external framework provides transparency and consistency but may limit flexibility for customisation.

- Group Information: The covenant scenario analysis is based on publicly available information on the Group, its markets and supply chain. While the covenant advisor believes this provides an appropriate basis for this report, additional information could potentially alter the current risk assessment.

4. Risk management

The Trustee has a robust risk management process for all risks, including climate risk. The Trustee recognises climate change as a material risk that could have real long-term impacts on the Scheme from a funding, investment and covenant perspective.

4.1 Process for identifying, assessing and managing climate-related risks

The Trustee incorporates ESG and Climate risk into the Scheme's integrated risk management framework in the following ways:

- **Training** – The Trustee has an annual ESG and Climate focused agenda item covering the investments. In addition supplementary training takes place through other advisors or attendance at industry events.
- **Advisers** – The Trustee reviews its adviser objectives to ensure they have appropriate climate capability, and bring important, relevant and timely-related issues to the Trustee's attention, including new and emerging climate-related risks.
- **Investment Strategy** – The Trustee has delegated the monitoring and management of climate-related risks to the ISC. This allows for more specialist knowledge to be built within the Trustee board and therefore for more effective oversight of ESG and Climate risk. The ISC undertakes the following processes:
    - The Trustee has been monitoring ESG and Climate risk for several years via the quarterly governance reporting received from the FM. These metrics highlight areas of key ESG or climate risk within the asset portfolio and are included in the 'Metrics and Targets' section of the report.
    - On an annual basis the Trustee undertakes climate scenario analysis to identify the potential impact of various climate scenarios on the funding position of the Scheme. This process also helps inform the potential impact of climate risks on the Scheme's liabilities.
    - On an annual basis, the ISC review's the FM's annual ESG report detailing the specific actions being taken to integrate and manage climate risks within portfolio management, and reviews the FM's stewardship activities. Further detail on the Trustee's stewardship approach is detailed in the next section.
- **Covenant -** On a biannual basis the Trustee undertakes a review of the strength of the Sponsor covenant, during which the covenant advisor monitors the key climate risks identified above. The Trustee ensures any covenant advice received adequately incorporates climate-related risk factors where they are relevant and material.
- **Actuarial –** As part of the triennial actuarial Valuation process, the Trustee ensures the funding advice provided considers the potential impact of climate-related risks.
- **Scheme documentation –** ESG and Climate risks are recorded in the Risk Register, Statement of Investment Principles and Integrated Risk Management policy. These documents are reviewed on a regular basis.

During the Scheme year, examples of risk-management activity included:

- As part of their governance processes for identifying and managing climate risks, the Trustee previously wrote to all key Scheme advisers setting out their approach to integrating climate-related risks into their overall risk-management framework. This included a request that when undertaking scheme governance activities, or when advising or assisting the Trustee with respect to scheme governance activities, that the advisers take steps to identify, assess and manage any climate-related risks and opportunities which are relevant to the activities being undertaken.
- Reviewing and updating metrics and targets in relation to climate risks.
- Monitoring climate-related risk factors within the biannual covenant reporting.
- Training sessions on ESG and climate-related risks on an integrated basis across the areas of Scheme management.
- The Trustee monitored progress against three key priorities for voting and engagement.

4.2 Stewardship and engagement

The Trustee acknowledges the importance of voting and engagement with underlying companies and investment managers in order to manage climate risks. The Trustee has delegated responsibility for engagement with underlying managers (who also hold voting rights within equities) to the FM, but the Trustee reviews the stewardship policies and ESG integration approach of the FM from time to time to ensure they are aligned with the Trustee's priorities and beliefs.

The FM, Schroders Solutions, has set 'Climate' as one of its key engagement priorities for the coming years, which covers themes such as Greenhouse Gas Emissions, Net Zero, Physical Risks and Renewable Energies. Natural Capital and Biodiversity is also a key engagement priority and is relevant in the management of climate-risks given climate change and biodiversity loss are inter-linked.

The Trustee has also identified Climate Change, Human Rights and Corporate Governance as key priorities for voting and engagement.

The FM reports back to the Trustee on voting and engagement activity on an annual basis in the annual ESG report and the Implementation Statement (IS). The IS is publicly available for members to review examples of engagements with companies and underlying investment managers which took place on the Trustee's behalf during the year.

Below are some examples of the FM's engagement in practice.

Case study: Engagement with Core Credit Manager	**Case study: Engagement**	**Case study: Engagement with manager that has a low ESG rating**
The FM successfully engaged with the second of their core credit managers to agree a net zero commitment. Using the same framework as agreed by the core credit manager, this has been completed by the manager where the mandate will have an explicit net zero target and enhanced climate engagement requirements The manager will include enhanced details on their **watchlist** in their regular reporting, specifically designed to provide investment rationale for the highest emitting issuers.	The FM has invested in a Japanese equity strategy since 2015, which was initially rated Red-Engagement on their ESG ratings framework. The manager's RAG rating has improved since it was first assessed using our proprietary ESG framework from Red-Engagement prior to 2023, to Amber in 2025. Best practices in establishing ESG policies, their engagement approach and ESG integration in the investment process were discussed. Following this, the manager hired a dedicated ESG specialist who has worked with the FM to improve ESG integration. The FM provided detailed feedback on the managers' engagement policy, and the rating has improved steadily over the past 3 years.	Schroders FM proposition has a commitment to engage annually with their lowest rated external managers on sustainability. Their engagement with one of their hedge fund managers demonstrated some progress over the year. The overall rating remains **RED-engagement** although the manager has demonstrated some progress over 2025 in most aspects of the ESG assessment including stewardship and external reporting. Key developments: – Manager incorporated several recommendations and issued a new ESG policy, which now explicitly outlines their proxy voting policy – The firm is investigating expanding the use of MSCI ratings in the investment process – The parent company has written a diversity policy that is applicable, and this will be adopted by the firm as part of their commitment to Diversity & Inclusion – Additional fossil fuel and emission reporting produced, although the FM would like to see this evolve further

5. Metrics and Targets

5.1 Overview

Greenhouse gas (GHG)-related metrics and targets play a key role in measuring exposure to climate risk and progress being made towards reducing these risks. The Trustee has agreed on the following 4 metrics which are produced and recorded on a Scheme-specific basis annually:

Metric	Description	Unit of measurement
Total GHG emissions (Absolute emissions)	Absolute greenhouse gas emissions associated with a portfolio for Scope 1, 2 and 3 emissions	Tons of CO_2e
Carbon footprint (Emissions intensity)	Total carbon emissions for a portfolio normalised by the market value of the portfolio	Tons of CO_2e / $M invested
Data coverage (Additional climate metric)	Proportion of portfolio for which data is available	%
Implied Temperature Rise (Portfolio alignment metric)	A forward-looking metric which translates the projected GHG emissions of the portfolio into an equivalent average global temperature rise which can be compared to the Paris Agreement Goal of keeping warming this century to well below 2°C	°C

The three classifications of GHG emissions are defined below:

- **Scope 1:** direct emissions from sources owned by a company (e.g. burning of fuel)
- **Scope 2:** indirect emissions from purchased energy (e.g. electricity used in company buildings)
- **Scope 3:** other indirect emissions that are produced across the whole supply chain of a company, both upstream (e.g. from suppliers) or downstream (e.g. from customers).

Scope 3 emissions are often the largest proportion of an organisation's emissions but they are also the hardest to measure due to the complexity and global nature of the supply chains. Scope 3 emissions have been shown to the extent the data is available but this should be considered alongside the data coverage statistics shown below. Where data is not available, no assumption has been made about the emissions of those assets.

In addition, at the current time, emissions data is currently extremely limited for certain asset classes including Alternative investments and illiquid investments. The Trustees expect data coverage to improve over time and as industry-standard emissions methodologies for non-traditional asset classes are issued. However, this may mean that as data coverage improves, the Scheme's absolute emissions and carbon footprint may increase in the coming years due to additional data coming available, rather than due to a real-world increase in GHG emissions.

While data coverage is an industry-wide issue, the Trustee does engage with the FM to understand its actions to support its clients in this area including its own monitoring of climate-risks in managing the Scheme's assets. For example, the FM is a member of the UK's Investment Consultants Sustainability Working Group (ICSWG) which seeks to improve best practice in the industry and engages with investment managers' regarding their ESG reporting.

Key takeaways from the metrics over the Fund year:

The Trustee has worked with its FM to calculate the metrics as at 31 December 2025. The FM uses MSCI ESG Research in order to obtain data required for listed equity, credit and UK gilt holdings, with other asset classes requested directly from the underlying managers. These are summarised below.

- Scope 1 and 2 Carbon footprint for the total portfolio (excluding LDI) has fallen from 49 to 42 metric tonnes of Co2e per $m invested. Changes underlying this fall include an increase in equity footprint as a result of sector rotations over the year, as well as the inclusion of new data for growth sovereigns and alternative assets in the growth portfolio, but this was offset by the inclusion of new data on securitized credit with a low footprint.
- Scope 1 and 2 Absolute emissions for the total assets excluding LDI have risen from 11,251 to 13,268 metric tonnes of Co2e. Total growth emissions increased as a result of the new asset classes captured, as well as a small increase in Buy and Maintain and new Securitised credit emissions captured.
- LDI carbon footprint figures have reduced slightly, for Scope 1 and 2 from 104 to 91 metric tonnes of Co2e.
- Scope 3 data is available however the Trustee does not wish to place emphasis on this as it acknowledges that Scope 3 data quality across the industry remains an issue.
- Implied Temperature Rise (ITR) is slightly higher than last year, 3.1 degrees for the total portfolio, versus 3.0.

- Data Quality has overall improved, with the inclusion of more asset classes this year.

	Absolute Emissions Scope 1 & 2	Absolute Emissions Scope 3	Carbon Footprint Scope 1 & 2	Carbon Footprint Scope 3
Equity	1,207	9,787	42	339
Return Seeking Credit	311	6,117	152	455
Growth Sovereigns	1,138	1,564	100	142
Alternatives	358	1,568	71	311
Total Growth	3,015	19,035	61	309
Buy and Maintain	8,975	83,895	41	381
Securitised Credit	1,278	N/A	28	N/A
LDI	39,825	68,430 (Scope 1, 2 and 3)	91	157 (Scope 1, 2 and 3)
Total Portfolio (ex LDI)	13,268	102,931	42	315

Data quality:

The tables below illustrate the portion of the Growth portfolio for which GHG emissions data is available, and separately for the cashflow matching portfolio and LDI portfolio.

GHG Emissions Data Coverage

The tables below illustrates the portion of the equity and credit portfolios for which GHG emission data is available.

Scope 1+2	Data Quality	Portfolio	Benchmark
Equity	Reported	91%	93%
	Estimated	7%	7%
Credit	Reported	39%	65%
	Estimated	10%	15%
Growth Sovereigns	Reported	0%	N/A
	Estimated	100%	N/A
Alternatives	Reported	0%	N/A
	Estimated	82%	N/A
Total Growth	Reported	58%	53%
	Estimated	36%	4%

Scope 3	Portfolio	Benchmark
Equity	88%	85%
Credit	33%	56%
Growth Sovereigns	100%	N/A
Alternatives	0%	N/A
Total Growth	60%	48%

GHG Emissions Data Coverage

The tables below illustrates the portion of the Cashflow Matching portfolio for which GHG emission data is available.

Scope 1+2	Data Quality	Portfolio	Benchmark
B&M Portfolio	Reported	80%	91%
	Estimated	4%	7%
Securitised Credit	Reported	0%	N/A
	Estimated	100%	N/A

Scope 3	Portfolio	Benchmark
B&M Portfolio	84%	83%
Securitised Credit	N/A	N/A

GHG Emissions Data Coverage

The tables below illustrates the portion of the LDI portfolio for which GHG emission data is available. Note 100% of gilt/treasury data is estimated.

Scope 1+2	Gilts Portfolio
LDI Portfolio	100%

Scope 1+2+3	Portfolio
LDI Portfolio	100%

Notes on the data:

- In-scope assets exclude Cash and Derivatives. We also exclude alternatives, private assets and loans for which data is not available. Holdings weights are rebalanced to represent in-scope assets in each portfolio. Absolute emissions are scaled to 100% coverage.
- Certain information ©2025 MSCI ESG Research LLC. Reproduced by permission; no further distribution. Dated 31/12/2025
- Absolute Emissions Scope 1+2 represents the company's most
- recently reported or estimated Scope 1 + Scope 2 greenhouse gas emissions (if available).
- Absolute Emissions Scope 3 represents the company's Scope 3 greenhouse gas emissions, as reported. Most reports of Scope 3 emissions include only some portion of the emissions.
- Carbon Footprint represents the company's most recently reported or estimated Scope 1 and 2 emissions normalized by the investment value in million USD.
- Implied Temperature Rise represents a 'portfolio alignment' with global temperature goals, expressed in degrees Celsius. The Paris Agreement references a target of 1.5 degrees.

5.2 Targets

The Trustee has set an overarching goal to achieve Net Zero carbon emissions on its portfolio by 2050. In order to measure progress against this goal most effectively, the Trustee has decided to set a target in relation to the forward looking metric shown above, Implied Temperature Rise. In doing this, it has decided to align with those targets set by the Scheme's FM, Schroders Solutions. Schroders' Climate Transition Action Plan details their net zero framework and timescales and targets in place as a firm.

Specifically, they have set science based targets to align Schroders' clients' investment portfolios (including FM clients) at an overall level to a 2.2°C pathway by 2030 and 1.5°C by 2040. This is consistent with a net zero emissions by 2050 goal. Schroders' targets have been formally validated by the Science Based Targets Initiative (SBTi).

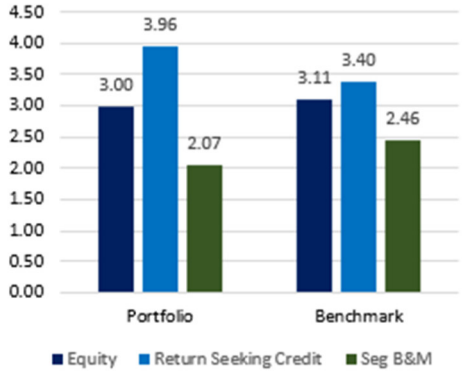
Therefore, in line with this, the Trustee has set a long-term goal of achieving a 1.5°C portfolio by 2040 with an interim target of 2.2°C by 2030.

The ITR for the total portfolio available as at 31 December 2025 was 3.1 degrees. Although there has been some variation in the ITR over recent years due to market volatility the Trustee is comfortable and will continue to

monitor progress against it via reporting from the FM on at least an annual basis.

Implied Temperature Rise

The graph below illustrates the portfolios alignment to global temperature goals



ITR	Portfolio	Benchmark
Equity	3.00	3.11
Return Seeking Credit	3.96	3.40
Seg B&M	2.07	2.46
Total	3.06	3.22

ITR Coverage

The table below illustrates the portion of the portfolio for which ITR data is available.

Coverage	Portfolio	Benchmark
Equity	98%	100%
Return Seeking Credit	48%	81%
Schroders B&M	88%	97%
Total	54%	63%

Important notices from data providers

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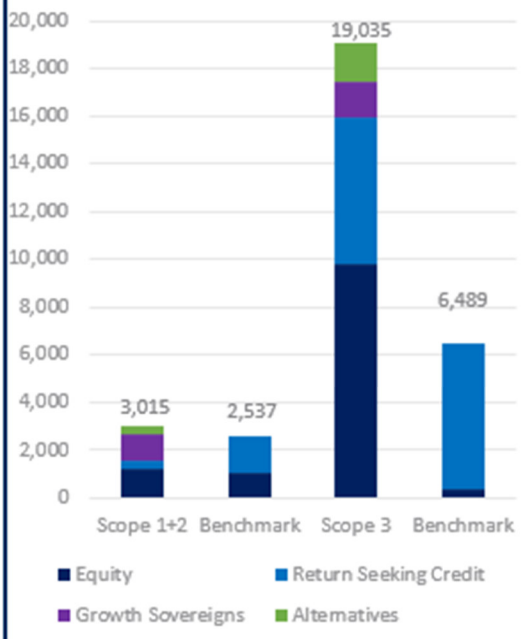
Appendix 1 – Current year Metrics detail

Emissions reporting for the Growth portfolio:

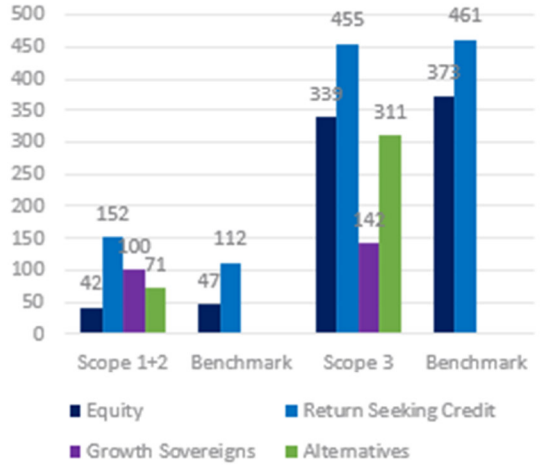
Absolute GHG Emissions

The table below illustrates absolute GHG emissions in metric tonnes within Growth Assets.



Carbon Footprint

The graph below illustrates GHG emissions in metric tonnes per $m invested in equity, credit, growth sovereign and alternative portfolios.

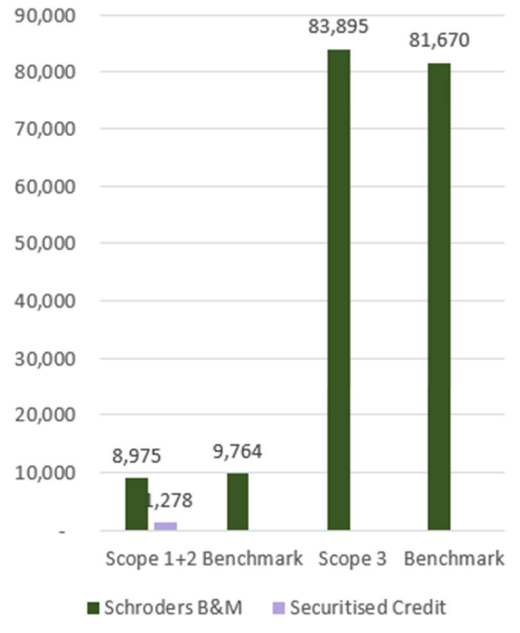


*Total Growth***	*Portfolio*	*Benchmark*
Scope 1+2	61	71
Scope 3	309	405

Emissions reporting for the Cashflow Matching portfolio:

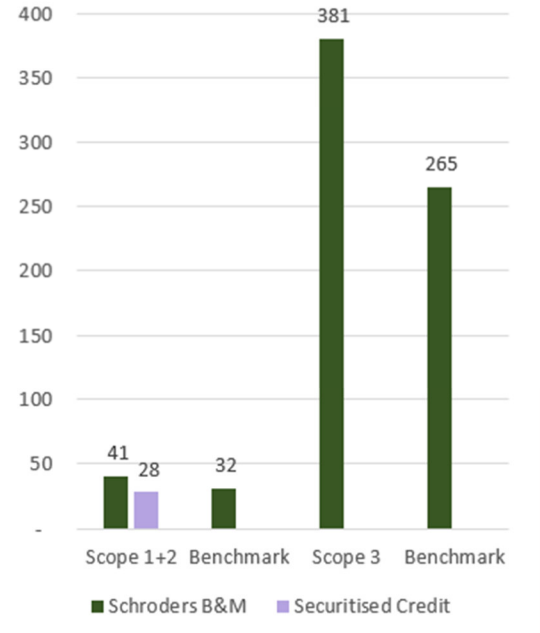
Absolute GHG Emissions

The table below illustrates absolute GHG emissions in metric tonnes within the ABB Assets.



Carbon Footprint

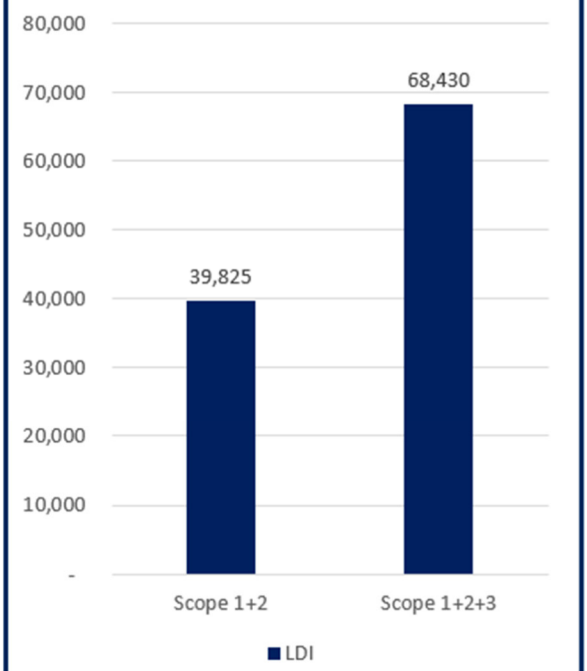
The table below illustrates GHG emissions in metric tonnes per $m invested in the ABB portfolio.



Emissions reporting for the LDI portfolio:

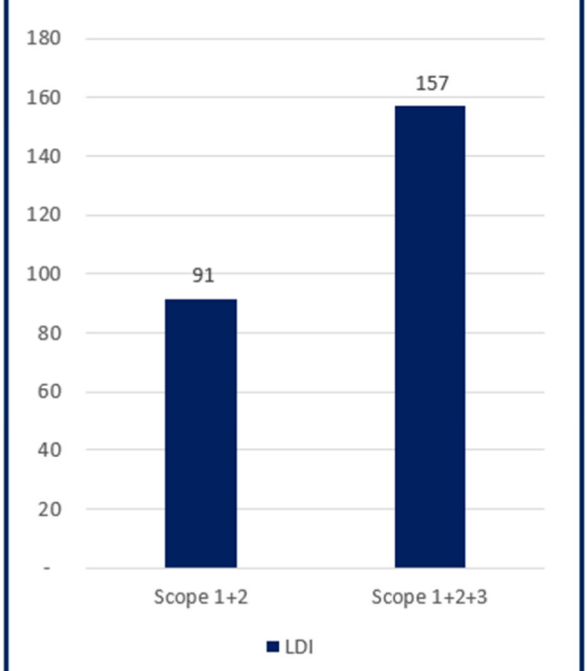
Absolute GHG Emissions

The table below illustrates absolute GHG emissions in metric tonnes within the LDI portfolio



Carbon Footprint

The graph below illustrates GHG emissions in metric tonnes per $m invested within the LDI portfolio



Appendix 2 – Previous year Metrics

	Absolute Emissions Scope 1 & 2	Absolute Emissions Scope 3	Carbon Footprint Scope 1 & 2	Carbon Footprint Scope 3
Equity	917	9,721	28	293
Return Seeking Credit	2047	4,476	151	330
Growth	2,963	14,197	63	304
Buy and Maintain	7,865	65,460	41	342
Private Assets	421	N/A	25.5	N/A
Property	2.3	0.1	0.4	0.0
LDI	41,575	69,344 (Scope 1, 2 and 3)	104	173 (Scope 1, 2 and 3)
Total Portfolio (ex LDI)	11,251	79,657	49	309