

Statement of Investment Principles

Aon Retirement Plan ('the Plan') Money Purchase Arrangements

9 December 2024

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Introduction

The Trustee of the Aon Retirement Plan (the 'Plan') has produced this Statement of Investment Principles ('SIP') which sets out the policies and principles for investment decisions on the Plan's Default Option and other fund choices.

The SIP covers the Defined Contribution (DC) and Additional Voluntary Contribution (AVC) arrangements in the Plan set out in the table. These are collectively known as the Money Purchase Arrangements.

Section of the ARP	Type of Money Purchase Arrangement
Aon OnePlan	DC arrangement Qualifying scheme used for auto-enrolment purposes
Hewitt Pension Fund (HPF)	DC and AVC arrangement Closed to new members and future contributions
Aon UK Pension Scheme (Aon UK)	DC and AVC arrangement Closed to new members and future contributions
Aon Alexander & Alexander UK Pension Scheme (Aon A&A)	AVC arrangement Closed to new members and future contributions
Aon Bain Hogg Pension Scheme (Aon BH)	AVC arrangement Closed to new members and future contributions

The Hewitt Associates Pension and Life Assurance Plan (HAPLAP) Section provides money purchase benefits for members. Part of the money purchase benefit for those who joined the Section before 6 April 1997 is subject to defined minimum benefits and as a result HAPLAP is treated as a Defined Benefit rather than Defined Contribution. The SIP for the Defined Benefit Sections is a separate document.

This SIP has been produced to meet the requirements of the Pensions Acts 1995 & 2004, the Occupational Pension Schemes (Investment) Regulations 2005 and

to reflect the Government's Voluntary Code of Conduct for Institutional Investment in the UK and other required disclosures.

The Trustee will review the SIP at least every three years and without undue delay after any significant change in investment policy. The Trustee takes advice from a suitably qualified person in preparing and updating this Statement and consults with the Principal Employer. The Trustee complies with the requirements to maintain and take advice on the Statement and with the disclosure requirements.

Content Summary

The summary below gives additional detail on the information contained in each section of this Statement:

Investment Objectives – This section outlines the Trustee’s principal objectives on investment return, investment risk, and the choice of investment options available to members.

Investment Strategy – This section details the Trustee’s policy relating to the Plan’s Default Option, its implementation, the rationale for (i) the selection of the Default Option, and (ii) the selection of the additional investment options available to members. It also captures the Trustee’s policy on Illiquid Investments and Expected Return on Assets.

Governance – This section describes the Trustee’s decision-making framework, its policy on effective decision making and its process for taking advice in selecting and reviewing investment options. It also covers how the Trustee reviews and assesses costs incurred for the investment options to ensure they deliver value for members.

Risk Management – This section describes the key investment risks and how they are managed for the Plan’s investments.

Arrangements with Asset Managers – This section sets out the Trustee’s policy in relation to its arrangement with Aon Investments Limited (‘AIL’) as its fiduciary manager.

Responsible Investment and Stewardship – This section sets out policies in relation to the Plan’s Environmental, Social and Governance (‘ESG’) considerations, the exercise of voting rights, and engagement with investment managers.

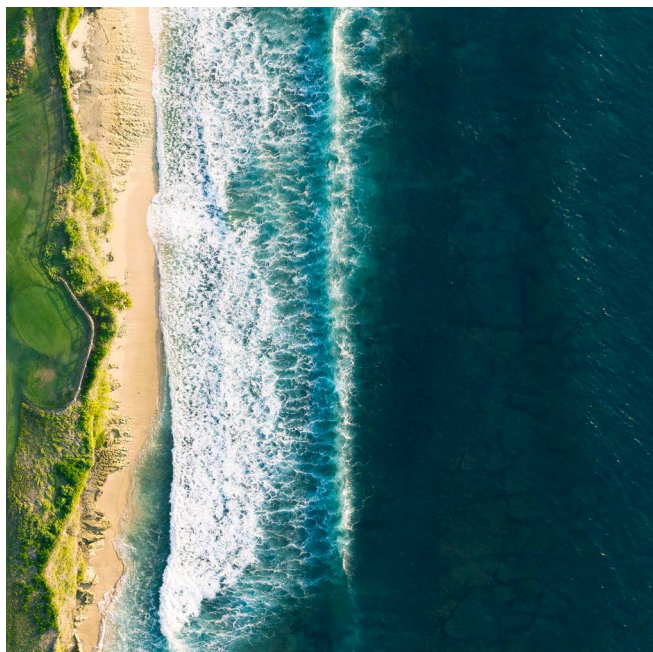
Appendix 1 details the **Default Option**. Member contributions will be invested in the Default Option unless the member makes an alternative choice of fund(s).

Appendix 2 details the **Self-Select Funds** available across different sections of the Plan, including the additional funds available only to members of the Aon OnePlan section.

Appendix 3 details the **Self-Select Target Date Fund Strategies**. **Appendix 3a** identifies those available to all members of the Plan, and **Appendix 3b** identifies the additional strategies available only to members of the Aon OnePlan. All strategies shown in this appendix are managed in a similar way to the Default Option but offer members an alternative choice of target ‘at retirement’ investment strategy and/or style of investment management.

Investment Objectives

The Trustee's aim is to provide suitable investment options that are aligned to the needs of its members. The Trustee has considered members' circumstances, in particular the expected range of members' attitudes to risk and term to retirement.



The Trustee recognises that, in a money purchase arrangement, members assume the investment risks themselves. The Trustee further recognises that members are exposed to different types of risk at different stages of their journey to retirement. The Trustee has therefore chosen the Default Option to maximise the likelihood of appropriate returns at all stages, by investing in different asset classes that can be expected to behave differently in changing market conditions.

The Trustee has therefore set the following principal investment objectives in choosing the Default Option and the range of alternative strategies and funds offered to members:

- **Investment Return** – The Default Option has the objective of delivering returns in excess of inflation over the lifetime of a member's investment.
- **Investment Risk** – The Default Option has the objective of managing investment risk such that the level of risk is reduced as members approach retirement. The Default Option is designed for members who intend to access their retirement savings via drawdown and the reduction in risk towards members' target retirement age is designed with that objective in mind.

- **Member Choice** – The Trustee has the objective of offering sufficient choice for members who wish to make their own investment selections. The Trustee therefore makes available a range of alternative investment strategies (targeting annuity purchase and cash) and a range of self-select funds, covering the major asset classes.

Additionally, in respect of responsible investment, the Trustee believes Environmental, Social and Governance ('ESG') factors, including climate change, impact long-term returns and risk management. The Trustee therefore ensures that ESG factors are integrated into all investment decisions, to enhance long-term returns and to reduce risk for members. Further details on ESG considerations are covered in the Responsible Investment and Stewardship section.

Investment Strategy

In accordance with the Financial Services and Markets Act 2000, the Trustee will set general investment policy, but will delegate the responsibility for selection of specific investments to an appointed fiduciary manager. The fiduciary manager shall provide the skill and expertise necessary to manage the investments of the Plan competently.

The Trustee has decided to implement the Plan's DC investment strategy through Aon's Delegated DC Services. Under this approach, the Trustee delegates the selection of the platform provider, available fund range and day to day management of the funds to Aon, through Aon Investments Limited ('AIL') as Fiduciary Manager.

Aon Investments Limited (AIL) acts as both investment adviser and investment manager, with a clear distinction between the roles performed for the Trustee. This distinction is made clear throughout the statement.

(i) Investment Options

The investment options offered to members are deemed appropriate given the nature of the membership.

The available fund range consists of a range of target date funds and a number of white-labelled blended funds managed by AIL. The underlying managers and structure of each blended fund is delegated to AIL. A small number of externally managed additional funds are also available.

The appendices provide details of all funds which members have access to across different sections of the Plan. These are reviewed and monitored on a regular basis by the Defined Contribution Sub-Committee of the Trustee Board.

Default Option

The Trustee is aware that many members will either not wish to choose how their contributions are invested or do not have the confidence to make investment decisions.

The Plan's Default Option is the Aon Managed Retirement Pathway Funds (which target drawdown). It is designed to meet the needs of the majority of members by providing an appropriate balance between risk and return over the lifetime of a member's investment.

The return objective is to deliver returns in excess of inflation over the lifetime of a member's investment.

The risk objective is to reduce the level of risk as members approach their target retirement age, by moving towards an 'at retirement' portfolio that is appropriate for a member who intends to access their pension savings via drawdown.

Further details on the Plan's Default Option can be found in Appendix 1.

Regulatory 'default' arrangements

There are two additional arrangements within the Plan that are also treated as 'defaults' from a regulatory perspective. This is as a result of members' contributions or transfers-in being invested in the funds without the members having selected these funds. Such default arrangements mean that the Trustee has to comply with the same additional governance and reporting requirements as are needed for the Default Option itself. The additional regulatory defaults are:

- **Aon Managed Liquidity Fund** - This is a regulatory default because it is used for investing the first month's contributions for new members who are auto enrolled into the Plan. These members have the choice to opt out and receive a refund of their contributions during the first 30 days of their membership. If members do not opt out in this timeframe their assets are re-directed to the Plan's Default Option unless they make an alternative investment selection.

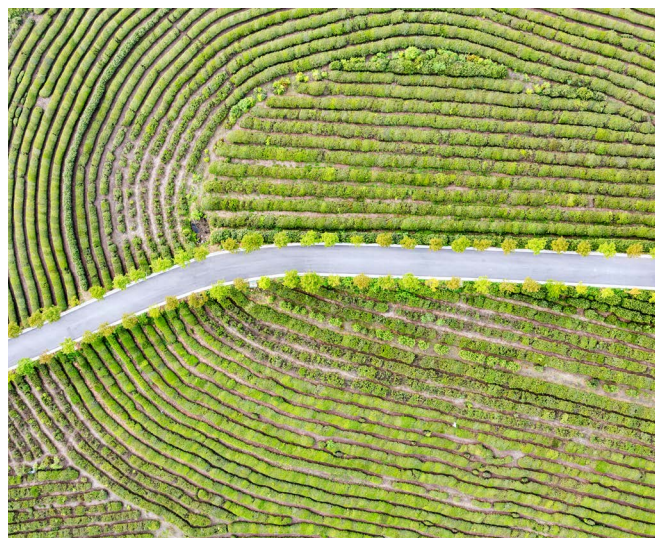
- **Aon Managed Retirement Pathway Funds to Cash** – This range of funds became a regulatory default when members who held Prudential With-Profits AVCs, and were close to their target retirement age, were transferred into these funds.

(ii) Asset Allocation Strategy

The Trustee recognises that the key source of financial risk (in relation to members meeting their objectives) normally arises from asset choice. The Trustee therefore retains responsibility for the investment options made available to members and takes expert advice as required from its investment adviser.

Members are offered a range of distinct asset allocation strategies which target different benefits at retirement, namely drawdown, annuity and cash, through a target date fund structure. The table shows which options are available to members of the Aon OnePlan and which are available to members in other sections of the Plan:

In setting the asset allocation strategies, the Trustee



has reviewed the extent to which the return on investments, after deduction of any member borne charges in relation to those investments, is consistent with the objectives of the strategy, which is broadly to provide an appropriate risk/return profile given the needs of members.

The design of the asset allocation strategy for the Aon Managed Retirement Pathway Funds and the Aon Managed Core Retirement Pathway Funds is focused on achieving a return in excess of inflation, as measured by the Consumer Price Index (CPI). The target varies as members approach their target retirement age and is reviewed regularly by the fiduciary manager. This approach enables past performance, either positive or

negative, to impact on future investment strategy. This can be achieved by:

- amending the asset allocation at particular times as a member approaches their target retirement age;
- adjusting the de-risking period if past performance has been better or worse than expected.

The Trustee regularly reviews the appropriateness of the asset allocation strategies and may make changes from time to time. Members are notified accordingly of any changes.

Details of the alternative asset allocation strategies are provided in Appendix 3.

Funds	Aon OnePlan	Other sections
Aon Managed Retirement Pathway Funds (which target Drawdown) (Default Option)	✓	✓
Aon Managed Retirement Pathway to Annuity Funds	✓	✓
Aon Managed Retirement Pathway to Cash Funds	✓	✓
Aon Managed Core Retirement Pathway Funds (which target Drawdown)	✓	✗
Aon Managed Core Retirement Pathway to Annuity Funds	✓	✗
Aon Managed Core Retirement Pathway to Cash Funds	✓	✗

(iii) Self-Select Options

A choice of self-select fund options is offered so members can tailor their investment selections to meet their requirements. These self-select options differ for different sections of the Plan. Appendix 2 sets out the self-select funds available to members in different sections of the Plan.

(iv) Illiquid Investments

The Trustee holds illiquid investments in the Plan.

The illiquid holdings are underlying holdings within wider pooled funds which are used within the Aon Managed Retirement Pathway Funds targeting drawdown, annuity and cash. Specifically, there is a small allocation (currently less than 2%) to UK commercial property on the basis that it will increase the diversification of return drivers for members. The allocation to illiquid holdings is at the discretion of AIL. These allocations may increase or decrease over time and the Trustee believes that AIL is best placed to use its expertise to determine the appropriateness of holding illiquid investments.

All members invested in the Default Option hold an allocation to UK commercial property, albeit the allocation is lower for members who are closer to their target retirement age.

Whilst the Trustee recognises that illiquid investments may be associated with higher costs, and liquidity risks, it believes that the benefits of diversification and potential for higher returns of certain illiquid investments may benefit members in the long term.

(v) Expected Returns on Assets

Over the long-term the Trustee's expectations are:

- For units representing 'growth' assets (UK equities, overseas equities, multi-asset funds and property), to achieve a real return (in excess of inflation) over the long term. The Trustee considers short-term volatility in equity price behaviour to be acceptable, given the general expectation that over the long-term equities will outperform the other major asset classes.

- For units representing monetary assets (UK bonds), to achieve a rate of return which is expected to be approximately in line with changes in the cost of providing fixed income annuities.

- For units representing inflation linked assets (UK government index-linked gilts), to achieve a rate of return which is expected to be approximately in line with changes in the cost of providing annuities that increase in line with inflation.

- For units representing cash, to protect the capital value of the investment and achieve a rate of return in line with money market interest rates.

Returns achieved by the fiduciary manager are assessed against performance benchmarks set by the Trustee in consultation with its investment adviser and AIL.

(vi) Trustee DC Reserve

All funds held by the Plan that are not attributable to members' Plan accounts are notionally allocated to the Trustee DC Reserve.

Governance

The Trustee takes some investment decisions and delegates others. When deciding which decisions to take and which to delegate, the Trustee takes into account whether it has appropriate training and expert advice in order to make an informed decision. The following decision-making structure has been established:

(i) Trustee decision making structure and responsibilities

Trustee

- Prepare and maintain this statement including the setting of the overall investment objective and strategy.
- Set structures and processes for carrying out its role.
- Appoint the Defined Contribution Sub-Committee and oversee its activities.
- Appointment of the fiduciary manager.
- Appointment of the investment adviser.

Defined Contribution Sub-Committee

- Responsible for making recommendations to the Trustee regarding all aspects of the Plan's money purchase investments.
- Monitoring of the fiduciary manager.
- Monitoring of the investment adviser.

Investment Adviser

- Advise the Trustee on all aspects of the money purchase investment, including implementation.
- Advise on this statement.
- Provide required training.

Fiduciary Manager

- Operate within the terms of this statement and their written contracts.
- Appoints 'underlying asset managers' to manage investments on behalf of the Trustee.
- Comments to the Defined Contribution Sub-Committee on suitability of the indices in their benchmark.

Underlying Asset Managers

- Operate within the terms of this statement and their written contracts.
- Select the individual securities within the funds that they manage.
- Engage with underlying investee companies and exercise any voting rights attaching to these investments.

(ii) Effective Decision Making

The Trustee recognises that decisions should be taken only by persons or organisations with the skills, information and resources necessary to take them effectively. The Trustee also recognises that where it makes investment decisions (for example, when making changes to asset allocation strategies or the Self-Select fund options) it must have sufficient expertise and appropriate training to be able to evaluate critically any advice it receives.

(iii) Consultations Made

The Trustee is responsible for the appointment of the fiduciary manager and for monitoring the fiduciary manager. In addition, the Trustee is responsible for the choice of investment options made available to members, including the Default Option into which assets are invested in the absence of any instructions from the member. Before making this choice, the Trustee obtained and considered written advice on the investment options appropriate for the Plan from the appointed investment adviser (Aon Investments Limited, who are authorised and regulated by the Financial Conduct Authority to give such advice under the Financial Services and Markets Act 2000).

The Trustee is also responsible for the preparation of this Statement. Before preparing this Statement, the Trustee obtained and considered written advice provided by their investment adviser.

The Trustee consulted with the Principal Employer when writing this Statement. The Trustee will take the Principal Employer's comments into account when it believes it is appropriate to do so.

(iv) Cost and Transparency

To help members understand the impact that costs and charges can have on their retirement savings, the Trustee makes the following disclosures in the annual Chair's Statement: costs and charges for all funds and illustrations of the cumulative effect of costs and charges on the value of a typical member's retirement savings over the period to their target retirement age. The Chair's Statement is available on the Plan's website:

www.aonretirementplan.co.uk.

The Trustee expects the investment adviser to highlight if these costs and charges are unreasonable.

The Trustee is aware of the importance of monitoring AIL's total costs and the impact these costs can have on the overall value of the Plan's assets. The Trustee recognises that in addition to annual management charges, there are other costs namely "Additional Fund Expenses" and "Transaction Costs" incurred by

underlying asset managers that can increase the overall cost incurred on their investments.

The Trustee acknowledges that transaction costs are a necessary cost to generate investment returns and that the level of these costs varies across asset classes and manager. The fiduciary manager monitors the level of transaction costs of all the underlying asset managers appointed on behalf of the Trustee.

The Trustee benefits from the economies of scale provided by the fiduciary manager in two key cost areas:

- The ability of the fiduciary manager to negotiate reduced annual management charges with the appointed underlying asset managers;
- The ability of the fiduciary manager to monitor ongoing investment costs (including additional fund expenses and transaction costs) incurred by the underlying asset managers and achieve efficiencies where possible.

The Trustee assesses the performance of the fiduciary manager on a net of all costs basis and recognises that this provides an incentive to the fiduciary manager to control costs. However, it also believes that explicit, regular monitoring of the level and the trends of costs incurred will enhance those incentives.

Fee Structure for Investment Adviser and Fiduciary Manager

The Trustee's investment adviser is paid for advice received on the basis of the time they spend. For significant areas of advice, for example a review of the asset allocation strategies, the Trustee agrees a project budget. These arrangements recognise that no investment decisions have been delegated to the investment adviser, and the bespoke nature of any advice provided.

The fiduciary manager is remunerated as a set percentage of the assets under management. This is in keeping with market practice. Annual investment management charges (including other annual charges levied by the fiduciary manager and some administration charges) are met by the members by deduction from the unit price.



Risk Management

This section describes the key investment risks and how the Trustee looks to mitigate these risks.

The Trustee recognises that members assume the investment risk, and they take account of this through the selection and monitoring of the fiduciary manager and the choice of funds offered to members. The main areas of risk are:

Market fluctuations

Risk: The value of units allocated for member benefits may fluctuate with the movement in the underlying asset values. This means that, at a member's retirement, there is the possibility that the fund will have to be realised at an inopportune time to provide retirement benefits.

Mitigating action: For those members invested in one of the six asset allocation strategies, members' funds will target and automatically be aligned with the expected retirement decision with the aim of reducing volatility relative to those retirement risks. Where members are making their own investment choices, it should be noted that the risk profile of the members' assets will be affected by their choice of funds, and that the range of funds that are available includes funds that are aimed at offering relative security as retirement approaches.

Annuity purchase

Risk: The rates applied when pension funds are used to buy annuities may be more expensive than anticipated. The more expensive annuity rates could coincide with a time when retirement funds have lost value due to market fluctuations.

Mitigating action: For those members invested in the Aon Managed Retirement Pathway to Annuity Funds or the Aon Managed Core Retirement Pathway to Annuity Funds, a proportion of members' funds will automatically be switched into assets that intend to move in line with annuity prices as they near their retirement age, with the aim of protecting the value of the benefits that will be provided.

Inflation

Risk: The absolute return on investments and hence the value of members' retirement savings may be diminished by inflation.

Mitigating action: a range of funds is offered including growth funds which aim to provide real growth (in excess of inflation) over the long term.

Assets may not be readily realisable

Risk: This risk is currently mainly related to investments in property based funds - a member may want to access their retirement savings for benefits at a time when there may be a delay in realisation.

Mitigating action: The fund options available, however, enable members invest their assets in more liquid investments as they approach retirement.

Environmental, Social and Governance (ESG) factors (including climate change)

Risk: The value of investments may be negatively impacted if ESG risks are not understood and evaluated properly.

Mitigating action: The Trustee considers ESG risk by taking advice from its investment advisors when setting the Plan's strategy, selecting managers and monitoring performance having regard to the appropriate time horizon for the Plan. More detail is included later in this SIP.

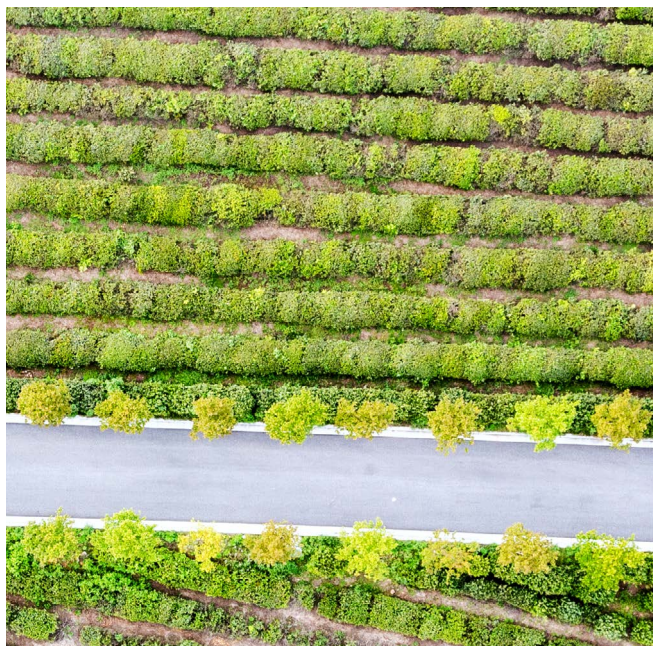
Custody

Risk: Investment in pooled funds gives the Trustee rights to the cash value of the units rather than to the underlying assets.

Mitigating action: The underlying asset manager of each of the pooled funds is responsible for the appointment and monitoring of the custodian of the fund's assets and all custodians are independent of the Principal Employer.

Arrangements with Asset Managers

The Trustee recognises that the arrangements with the fiduciary manager, and in turn with the underlying asset managers, are key to ensuring that interests between all parties are aligned.



(i) How the arrangements incentivise the fiduciary manager to align its investment strategy with the Trustee's policies

The Trustee's governing documentation sets clear expectations to the fiduciary manager. Furthermore, the Trustee shares its policies, as set out in this SIP, with the fiduciary manager and requests that it reviews and confirms whether its approach is in alignment with these policies.

The Trustee expects, with a high degree of confidence, that the underlying asset managers will meet their objectives. As such, the fiduciary manager will only appoint asset managers on the Trustee's behalf who are 'Buy' rated by Aon's manager research team and achieve a minimum level of compliance against Aon's ESG scoring framework. The Trustee expects that, as a minimum, underlying asset managers are aware of potential ESG risks within their respective mandates and, furthermore, the Trustee expects them to have taken adequate steps to identify, evaluate and potentially mitigate these risks.

To help monitor the fiduciary manager's alignment of the investment strategy with the Trustee's policies, the Trustee receives at least quarterly reports and verbal updates from the fiduciary manager on various items, including the Default Option, wider fund range, performance and longer-term positioning of the funds.

The Trustee also receives annual stewardship reports on the monitoring and engagement activities carried out by the fiduciary manager, which supports the Trustee in determining the extent to which its stewardship policy has been followed throughout the year.

If decisions taken by the fiduciary manager do not appear to be aligned with the Trustee's policies, expectations or other considerations set out in this SIP, the Trustee will engage with them to understand the circumstances and materiality of the decisions made.

(ii) How the arrangements incentivise the fiduciary manager to make decisions based on financial and non-financial performance in the medium to long term and to engage with the underlying investment managers

The Trustee believes that regular monitoring of the fiduciary manager's performance, and positions held over the medium to long-term, is sufficient to incentivise the fiduciary manager to make decisions that are based on assessments of medium and long-term financial and non-financial performance in alignment with the Trustee's policies.

The Trustee delegates the ongoing monitoring of underlying asset managers to the fiduciary manager, who assess the underlying investments to consider the extent to which each underlying asset manager's performance, investment strategy and decisions

are aligned with the Trustee's policies. This includes monitoring the extent to which the underlying asset managers:

- Make decisions based on assessments about medium to long-term financial and non-financial performance of an issuer of debt or equity; and
- Engage with issuers of debt or equity in order to improve their performance in the medium to long-term.

The Trustee requests that the fiduciary manager engages with an underlying asset manager, and divests if necessary, should financial or non-financial performance become out of line with the Trustee's policies or expectations. Failing financial or non-financial performance would be evidenced by a downgrade by Aon's manager research team in either overall rating or ESG rating.

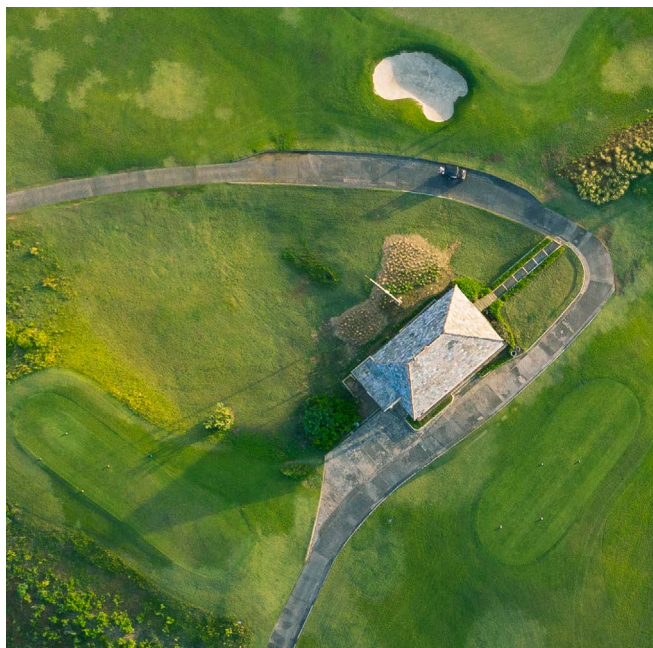
(iii) The duration of the arrangement with the fiduciary manager

There is no set time limit for arrangements with the fiduciary manager, although the continued appointment is reviewed periodically.

Similarly, there are no set time limits for arrangements with the underlying asset managers in which the fiduciary manager invests, although this is regularly reviewed as part of the manager research and portfolio manage

Responsible Investment and Stewardship

The Trustee recognises that effective stewardship of the Plan's assets is an important component of its fiduciary duty to the members and beneficiaries of the Plan. In this section we set out the approach the Trustee adopts for its money purchase assets.



(i) Environmental, Social and Governance (ESG) Consideration

In setting the investment strategy, the Trustee's primary concern is to act in the best financial interests of the Plan and its beneficiaries, seeking the best return that is consistent with a prudent and appropriate level of risk.

The Trustee has appointed the fiduciary manager to manage the Plan's assets. The fiduciary manager invests in a range of underlying investment vehicles.

As part of the fiduciary manager's management of the Plan's assets, the Trustee expects the fiduciary manager to:

- Where relevant, assess the integration of ESG factors in the investment process of underlying managers;
- Where relevant, assess the integration of significant long-term climate risks such as carbon exposure in the investment process of underlying managers (for example reducing carbon exposure in a factor equity fund);
- Use its influence to engage with underlying managers to ensure the Plan's assets are not exposed to undue risk;
- Report to the Trustee on its ESG activities as required; and
- Make an investment option available to members who want to make a beneficial social or environmental impact alongside generating an appropriate financial return.

(ii) Members' Views and Non-Financial Factors

The Trustee does not explicitly take into account the views of individual members and beneficiaries in relation to ethical considerations, social and environmental impact, or present and future quality of life matters (defined as 'non-financial factors').

The Trustee has made available an ethical investment option, an 'impact' investment option and a Shariah compliant fund option for those members who would like to invest in funds with these specific considerations. The Trustee believes that the underlying funds that make up the Default Option and other self-select fund options should not apply personal ethical or moral judgements as the sole basis for an investment decision.

(iii) Activism and the Exercise of the Rights Attaching to Investments

Exercising rights, including voting rights, attaching to investments

As the assets are held indirectly through unit linked funds, the Trustee delegates the responsibility of exercising the rights attached to investments to the underlying asset manager of each of the pooled funds. The Trustee will review from time to time the underlying asset managers' principles and how these have been applied in exercising these rights. The underlying asset managers are expected to exercise their powers of investment with a view to giving effect to the principles contained within this SIP, so far as reasonably practicable.

As part of the fiduciary manager's management of the Plan's assets, the Trustee expects the fiduciary manager to protect the financial interests of the Plan and its members by:

- Ensuring that (where appropriate) underlying asset managers use their influence as major institutional investors to exercise the Trustee's voting rights in relation to the Plan's assets;

- Ensuring that (where appropriate) underlying asset managers engage with investee companies and assets to promote good corporate governance, accountability and positive change;
- Considering collaboration with other investors, as permitted by relevant legal and regulatory codes, where collaboration is likely to be the most effective mechanism for encouraging issues to be addressed; and
- Reporting to the Trustee on stewardship activity by underlying asset managers as required.

Engagement activities

The Trustee engages with the fiduciary manager, who in turn is able to engage with underlying asset managers, investee companies or other stakeholders on a range of environmental, social and governance considerations where they are deemed to be financially material.

The fiduciary manager meets all underlying asset managers twice each year to discuss performance and other non-financial factors. These meetings have a particular engagement theme each year to cover areas such as biodiversity and modern slavery. The Trustee expects this engagement with the underlying

asset managers and investments to also cover matters such as: strategy, risks, social and environmental impact, corporate governance, capital structure, and management of actual or potential conflicts of interest.

The Trustee will review the fiduciary manager's stewardship activity on an annual basis to ensure that the Trustee's stewardship policy and expectations of robust active ownership, as set out in this SIP, is being appropriately implemented in practice. As part of this review, the Trustee expects the fiduciary manager to provide:

1. A summary of the underlying asset managers' voting activities over the year, setting out in particular where votes were cast against management, votes against management were significant, votes were abstained, and voting differed from the voting policy of the underlying asset manager.
2. A summary of the underlying asset managers' engagement activities over the year, including the objectives of the engagement and relevance to the fund, the methods of engagement, progress and perspectives around shortcomings and outcomes and procedures for managing unsuccessful engagements.

Appendix 1: Default Option

Used for all members of the Plan who do not make an investment decision.

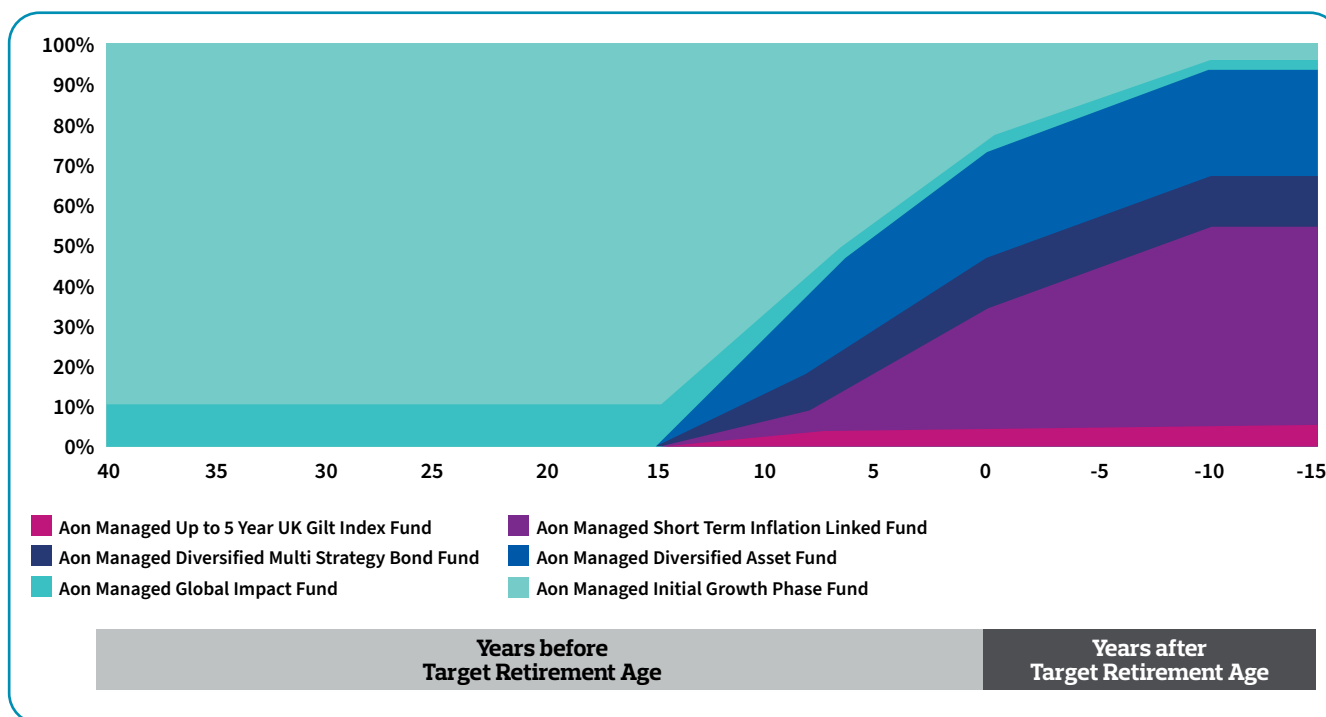
Default Option: Aon Managed Retirement Pathway Funds (which target drawdown)

The Aon Managed Retirement Pathway Funds work on the principle that a member that is invested in this option will transfer their account to a specialist income drawdown arrangement at retirement.

The Aon Managed Retirement Pathway Funds initially invests wholly in the Aon Managed Initial Growth Phase Fund and Aon Managed Global Impact Fund until fifteen years before a member's target retirement age. During this 'growth' phase, the Aon Managed Retirement Pathway Funds aim to provide real growth (in excess of inflation) over the long term.

From fifteen years before a member's target retirement age, the strategy looks to align the risks of the portfolio with the expected retirement decision by introducing diversifying assets, through the Aon Managed Diversified Asset Fund, Aon Managed Diversified Multi Strategy Bond Fund, Aon Managed Short Term Inflation Linked Fund and Aon Managed Up to 5 Year UK Gilt Index Fund. At a member's target retirement date, the Aon Managed Retirement Pathway Funds invests the member's assets across a range of asset classes with the aim of providing a real income during the post-retirement phase whilst providing some protection against capital losses. Furthermore, the asset allocation continues to de-risk for a further ten years after a member's target retirement date.

This structure is summarised in the chart below:



Source: Aon Investments Limited as at 30 June 2024

Appendix 2: Self-Select Funds

For members that wish to make their own investment choice, there are other funds available designed to capture the range of expected objectives and to enable members to navigate markets using different asset classes, and – if they choose to do so – reflecting their own views toward ESG risks. The self-select fund range is shown in the table opposite:

Self-select options	Aon OnePlan	Other sections*
Self-Select Target Date Fund Strategies		
Aon Managed Retirement Pathway to Annuity Funds	✓	✓
Aon Managed Retirement Pathway to Cash Funds	✓	✓
Aon Managed Core Retirement Pathway Funds (which targets Drawdown)	✓	✗
Aon Managed Core Retirement Pathway to Annuity Funds	✓	✗
Aon Managed Core Retirement Pathway to Cash Funds	✓	✗
Equity funds		
Aon Managed Global Equity Fund	✓	✓
Aon Managed Active Global Equity Fund	✓	✓
Aon Managed Global Impact Fund	✓	✓
Aegon HSBC Islamic Global Equity Index (BLK) Fund	✓	✓
Aegon BlackRock UK Equity Index (BLK) Fund	✓	✓
Aegon LGIM FTSE4GOOD Developed Equity Index (BLK) Fund	✓	✓
Aegon BlackRock World (ex-UK) Equity Index (BLK) Fund	✓	✗
Aegon BlackRock Emerging Markets Equity Index (BLK) Fund	✓	✗



Self-select options	Aon OnePlan	Other sections*
Multi-Asset and Property Funds		
Aon Managed Initial Growth Phase Fund	✓	✓
Aon Managed Property and Infrastructure Fund	✓	✓
Aon Managed Diversified Asset Fund	✓	✓
Bond and Cash Funds		
Aon Managed Diversified Multi Strategy Bond Fund	✓	✓
Aon Managed Bond Phase Fund	✓	✗
Aon Managed Passive Corporate Bond Fund	✓	✗
Aon Managed Pre-Retirement Bond Fund	✓	✓
Aon Managed Long-Term Inflation Linked Fund	✓	✓
Aon Managed Short-Term Inflation Linked Fund	✓	✓
Aon Managed Liquidity Fund	✓	✓
Legacy Fund (in process of being wound up)		
Aon Managed UK Equity (Legacy) Fund	(Suspended/ not available for selection)	(Suspended/ not available for selection)

*Other sections are those set out in the introduction to the SIP.

Investment Management Arrangements

The following table details the investment aim and benchmark for each of the self-select funds.

Fund	Aim	Benchmark
Equity funds		
Aon Managed Global Equity Fund	This Fund aims to outperform its benchmark.	MSCI All Country World Index
Aon Managed Active Global Equity Fund	This Fund aims to outperform its benchmark.	MSCI World Index
Aon Managed Global Impact Fund	The Fund aims to outperform its benchmark, before the deduction of fees, over rolling five-year periods. The fund will invest either in fund managers who invest in shares of companies whose products or services are expected to make a positive impact on society or the environment (in the opinion of the fund manager); or in funds where the fund manager takes an approach to actively engage with the companies regarding environmental, social or governance issues. The fund may also invest in cash and money market funds.	MSCI World Index
Aegon HSBC Islamic Global Equity Index (BLK) Fund	This Fund aims to create long-term capital growth and invests only in funds that comply with Shariah law.	Dow Jones Islamic Titans Index
Aegon BlackRock UK Equity Index (BLK) Fund	This Fund aims to achieve returns that are in line with its benchmark.	FTSE All-Share Index
Aegon BlackRock World (ex-UK) Equity Index (BLK) Fund	This Fund aims to achieve returns that are in line with its benchmark.	FTSE All-World Developed ex UK Index
Aegon LGIM FTSE4GOOD Developed Global Equity Index (BLK) Fund	This Fund aims to track the performance of its benchmark to within plus or minus 0.5% a year for two years out of three. This fund invests only in ethical funds.	FTSE4Good Global Index
Aegon BlackRock Emerging Markets Equity Index (BLK) Fund	This Fund aims to achieve returns that are in line with its benchmark.	MSCI Global Emerging Markets Index

Fund	Aim	Benchmark
Multi-Asset and Property Funds		
Aon Managed Initial Growth Phase Fund	This Fund aims to outperform its benchmark.	90% MSCI All Country World Index 7% FTSE EPRA Nareit Developed 1.5% IPD Quarterly All Balanced Property Funds Index Green Low Carbon Target Index 1.5% FTSE Developed Core Infrastructure Index
Aon Managed Property and Infrastructure Fund	This Fund aims to outperform its benchmark.	70% FTSE EPRA Nareit Developed Green Low Carbon Target Index 15% IPD Quarterly All Balanced Property Funds Index 15% FTSE Developed Core Infrastructure Index
Aon Managed Diversified Asset Fund	This Fund aims to outperform its benchmark by 3.25% a year over rolling three-year periods.	SONIA

Fund	Aim	Benchmark
Bond and Cash Funds		
Aon Managed Diversified Multi-Strategy Bond Fund	This Fund aims to outperform its benchmark by 2.0% a year over rolling three-year periods.	SONIA
Aon Managed Bond Phase Fund	This Fund aims to outperform its benchmark by 1.0% a year over rolling three-year periods.	50% SONIA 50% iBoxx Sterling Non-Gilts All Stocks Index
Aon Managed Passive Corporate Bond Fund	This Fund aims to achieve returns that are in line with its benchmark.	iBoxx Sterling Non-Gilts All Stocks Index
Aon Managed Pre-Retirement Bond Fund	This Fund aims to achieve returns that are in line with its bespoke benchmark to match the prices of typical annuity rates.	Manager Bespoke
Aon Managed Long-Term Inflation Linked Fund	This Fund aims to achieve returns that are in line with its benchmark.	FTSE UK Index-Linked Over 5 Years Gilts Index
Aon Managed Short-Term Inflation Linked Fund	This Fund aims to achieve returns that are in line with its benchmark.	FTSE UK Up to 5-Year Index-Linked Gilts Index
Aon Managed Liquidity Fund	This Fund aims to preserve capital and achieve returns before the deduction of fees that are in line with its benchmark.	SONIA
Legacy Fund (in process of being wound up)		
Aon Managed UK Equity (Legacy) Fund	(Suspended/not available for selection)	(Suspended/not available for selection)

Appendix 3a: Self-Select Target Date Fund Strategies

Available to all members of the Plan

Aon Managed Retirement Pathway to Annuity Funds

The Aon Managed Retirement Pathway to Annuity Funds work on the principle that a member selecting this option will take the maximum tax-free cash lump sum and use the rest of their account to purchase an annuity at retirement.

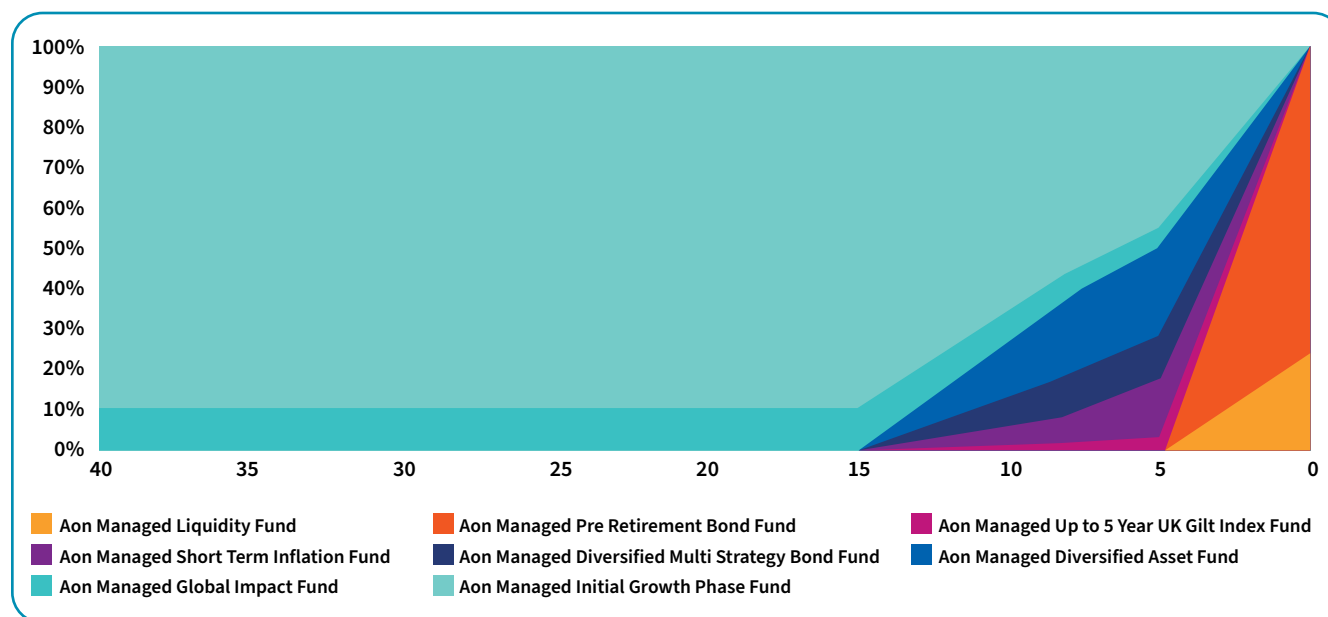
The Aon Managed Retirement Pathway to Annuity Funds initially invests in the Aon Managed Initial Growth Phase Fund and Aon Managed Global Impact Fund until fifteen years before a member's target retirement age. During this 'growth' phase, the Aon Managed Retirement Pathway to Annuity Funds aim to provide real growth (in excess of inflation) over the long term.

From fifteen years before a member's target retirement age, diversifying assets are gradually introduced, through the Aon Managed Diversified Asset Fund, Aon Managed Diversified Multi Strategy Bond Fund, Aon Managed Short Term Inflation Linked Fund and Aon Managed Up to 5 Year UK Gilt Index Fund. From five years before a member's target retirement age, a member's account is moved into lower risk assets through the Aon Managed Pre-Retirement Bond Fund and the Aon Managed Liquidity Fund.

At a member's target retirement date, the Aon Managed Retirement Pathway to Annuity Funds invests the member's assets with 75% in the Aon Managed Pre-Retirement Bond Fund and 25% in the Aon

Managed Liquidity Fund with the aim of protecting the value of the investments relative to movements in annuity prices and cash.

This structure is summarised in the chart below.



Source: Aon Investments Limited as at 30 June 2024

Aon Managed Retirement Pathway to Cash Funds

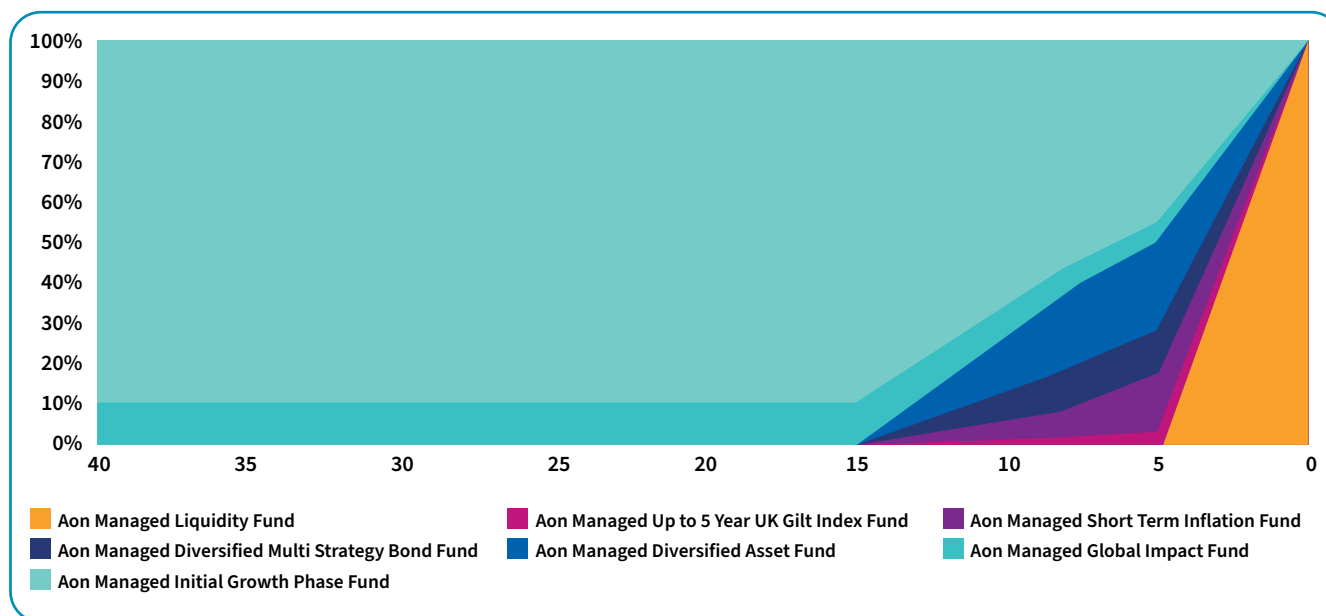
The Aon Managed Retirement Pathway to Cash Funds works on the principle that a member selecting this option will take the whole of their account as a cash lump sum at retirement.

The Aon Managed Retirement Pathway to Cash Funds initially invests in the Aon Managed Initial Growth Phase Fund and Aon Managed Global Impact Fund until fifteen years before a member's target retirement age. During this 'growth' phase, the Aon Managed Retirement Pathway to Cash Funds aims to provide real growth (in excess of inflation) over the long term.

From fifteen years before a member's target retirement age, diversifying assets are gradually introduced, including protection and income generating investments, through the Aon Managed Diversified Asset Fund, Aon Managed Diversified Multi Strategy Bond Fund, Aon Managed Short Term Inflation Linked Fund and Aon Managed Up to 5 Year UK Gilt Index Fund. From five years before a member's target retirement age, a member's account is moved into cash, namely the Aon Managed Liquidity Fund.

At a member's target retirement date, the Aon Managed Retirement Pathway to Cash Funds invests the member's assets 100% in the Aon Managed Liquidity Fund, with the aim of protecting the value of the investments relative to cash.

This structure is summarised in the chart below.



Source: Aon Investments Limited as at 30 June 2024

Appendix 3b: Self-Select Target Date Fund Strategies

Available only to members of the Aon OnePlan section

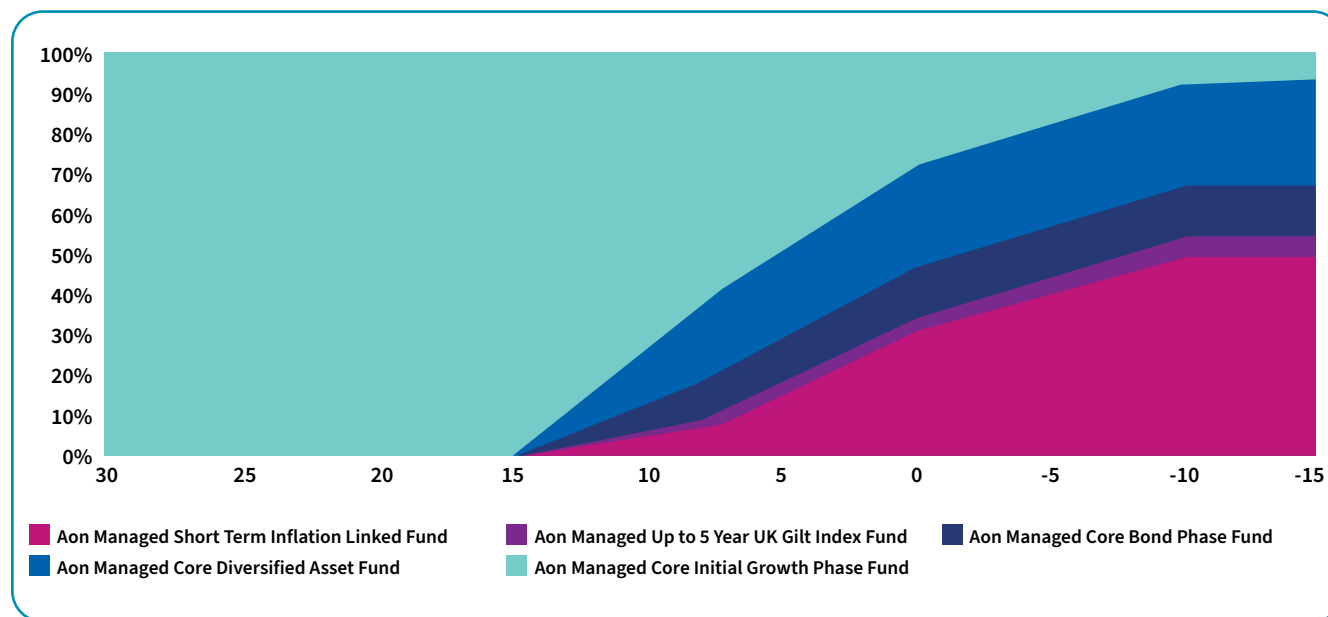
Aon Managed Core Retirement Pathway Funds (which targets Drawdown)

The Aon Managed Core Retirement Pathway Funds work on the principle that a member selecting this option will transfer their account to a specialist income drawdown arrangement at retirement.

The Aon Managed Retirement Pathway Funds initially invests wholly in the Aon Managed Core Initial Growth Phase Fund until fifteen years before a member's target retirement age. During this 'growth' phase, the Aon Managed Core Retirement Pathway Funds aims to provide real growth (in excess of inflation) over the long term.

From fifteen years before a member's target retirement age, diversifying assets are gradually introduced, through the Aon Managed Core Diversified Asset Fund, Aon Managed Core Bond Fund, Aon Managed Up to 5 Year UK Gilt Index Fund and Aon Managed Short Term Inflation Linked Fund. At a member's target retirement date, the Aon Managed Core Retirement Pathway Funds invests the member's assets across a range of asset classes with the aim of providing a real income during the post-retirement phase whilst providing some protection against capital losses. Furthermore, the asset allocation continues to de-risk for a further ten years after a member's target retirement date.

This structure is summarised in the chart below.



Source: Aon Investments Limited as at 30 June 2024

Aon Managed Core Retirement Pathway to Annuity Funds

The Aon Managed Core Retirement Pathway to Annuity Funds work on the principle that a member selecting this option will take the maximum tax-free cash sum and use the rest of their account to purchase an annuity at retirement.

The Aon Managed Retirement Pathway to Annuity Funds initially invests in the Aon Managed Core Initial Growth Phase Fund until fifteen years before a member's target retirement age. During this 'growth' phase, the Aon Managed Retirement Pathway to Annuity Funds aims to provide real growth (in excess of inflation) over the long term.

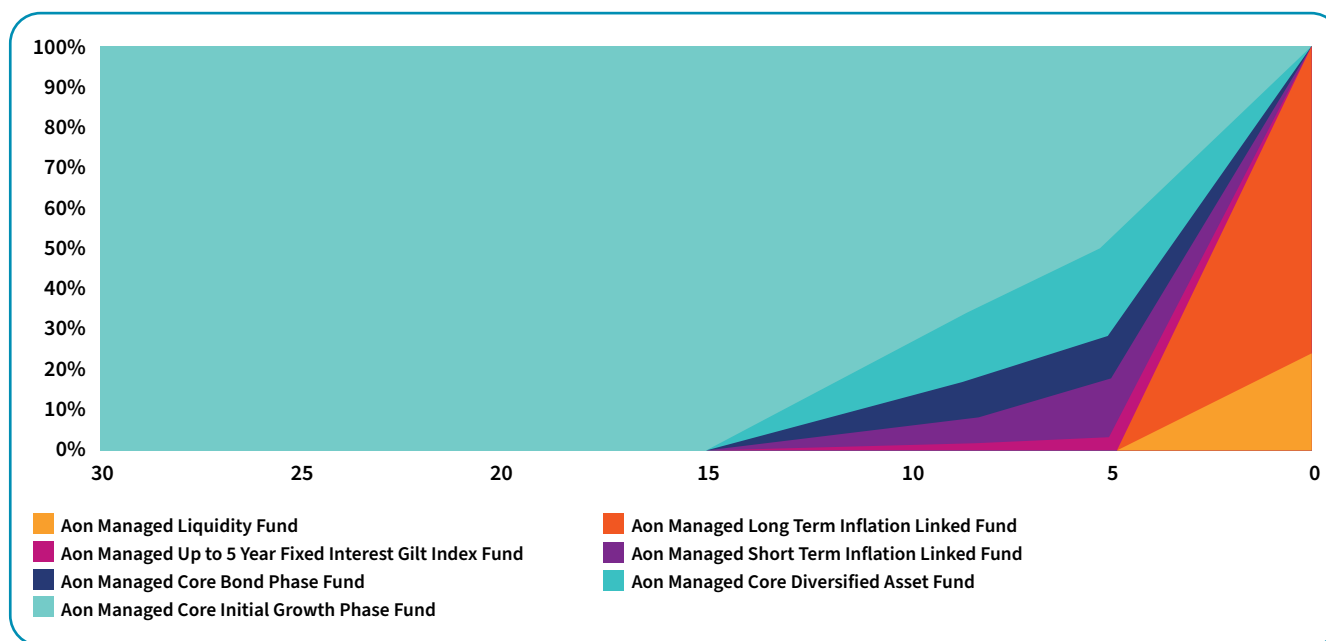
From fifteen years before a member's target retirement age, diversifying assets are gradually introduced, through the Aon Managed Core Diversified Asset Fund, Aon Managed Core Bond Phase Fund, Aon Managed Short Term Inflation Linked Fund and the Aon Managed Up to 5 Year UK Gilt Index. From five years before a member's target retirement age, a member's account is moved into lower risk assets through the Aon Managed Long Term Inflation Linked Fund and the Aon Managed Liquidity Fund, while remaining invested in the Aon Managed Short Term Inflation Linked Fund.

At a member's target retirement date, the Aon Managed Core Retirement Pathway to Annuity Funds invests the member's assets with 30% in the Aon

Managed Short Term Inflation Linked Fund, 45% in the Aon Managed Long Term Inflation Linked Fund and 25% in the Aon Managed Liquidity Fund with the aim

of protecting the value of the investments relative to movements in annuity prices and cash.

This structure is summarised in the chart below.



Source: Aon Investments Limited as at 30 June 2024

Aon Managed Core Retirement Pathway to Cash Funds

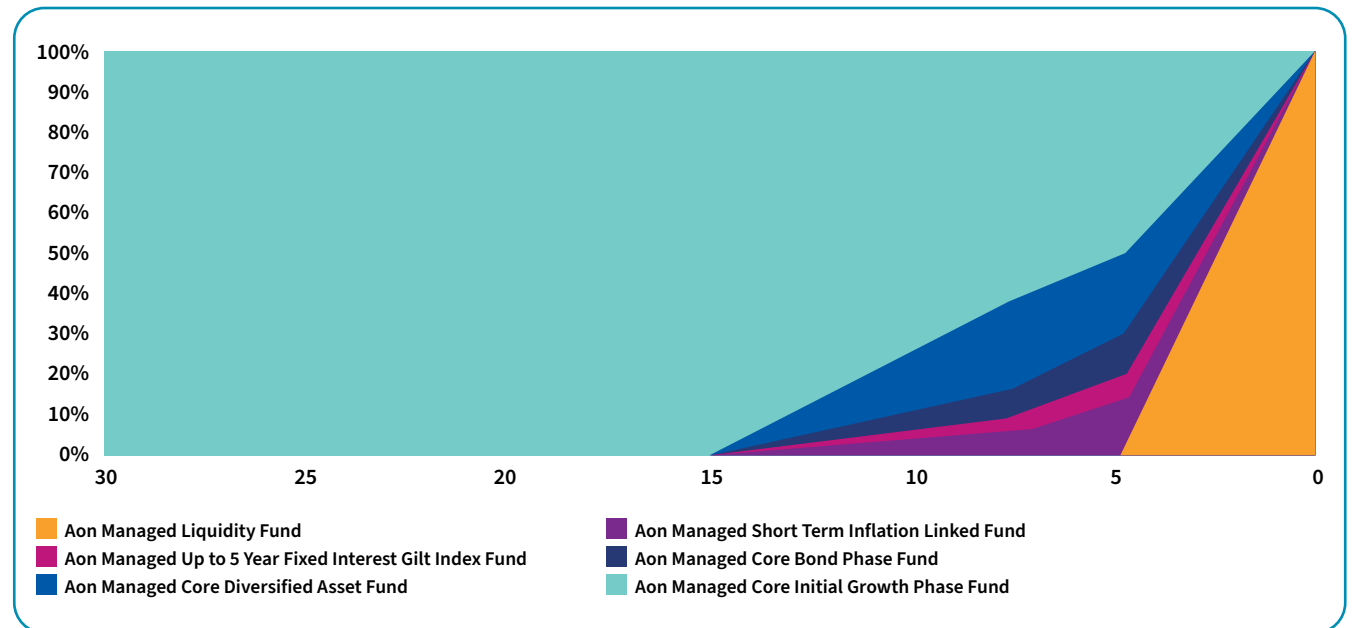
The Aon Managed Core Retirement Pathway to Cash Funds works on the principle that a member selecting this option will take the whole of their account as a cash lump sum at retirement.

The Aon Managed Core Retirement Pathway to Cash Funds initially invests in the Aon Managed Core Initial Growth Phase Fund until fifteen years before a member's target retirement age. During this 'growth' phase, the Aon Managed Retirement Pathway to Cash Funds aims to provide real growth (in excess of inflation) over the long term.

From fifteen years before a member's target retirement age, diversifying assets are gradually introduced, through the Aon Managed Core Diversified Asset Fund, Aon Managed Core Bond Phase Fund, Aon Managed Up to 5 Year UK Gilt Index Fund and the Aon Managed Short Term Inflation Linked Fund. From five years before a member's target retirement age, a member's account is moved into cash, namely the Aon Managed Liquidity Fund.

At a member's target retirement date, the Aon Managed Core Retirement Pathway to Cash Funds invests the member's assets 100% in the Aon Managed Liquidity Fund, with the aim of protecting the value of the investments relative to cash.

This structure is summarised in the chart below.



Source: Aon Investments Limited as at 30 June 2024

