Taskforce on Climate-related Financial Disclosures Report

Kimberly-Clark Pension Scheme

Year ending 5 April 2026



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Trustee statement on climate risks and opportunities

We are pleased to release this TCFD Report for the year ending 5 April 2026.

We believe that climate change represents a long-term financial risk to the Scheme. Within the 2023/24 TCFD Report published in 2024, we set out our commitment to ensuring the potential risks associated with climate change, as well as opportunities arising from the transition to a lower-carbon economy, are identified, assessed, and effectively managed. Our activity during this Scheme year is summarised below, addressing each of the four pillars of TCFD – we are particularly pleased to remain ahead of plan on our decarbonisation target.

Governance

Governance around climate-related risks and opportunities

- The Trustee annually reviews its governance framework. A review conducted over the reporting period ended 5 April 2026 indicated that no further changes to the framework were needed and that the Scheme's policies are in line with regulations and market expectations.

Strategy

Actual and potential impacts of climate risks and opportunities

- In line with regulations, the Trustee is required to conduct a scenario analysis triennially (or if significant change in strategy). The analysis was refreshed in 2026, and a summary of results are included in this report.
- The Trustee remained comfortable with the respective strategies for the DB and DC Sections in respect of this analysis.

Risk Management

Identification, assessment and management of climate-related risks

- The Trustee reviewed its risk register to ensure that it remains appropriate for the current reporting year.
- The investment adviser conducted an annual review of the Scheme's investment managers to identify areas for improvement. The Scheme's mandates were found to have a suitable approach from an ESG perspective.

Metrics & Targets

Disclosure of key metrics and targets

- The Trustee is pleased to note that the Scope 1 & 2 Carbon Footprint reduced by a further 8% and 10% for the DB Section and DC Section respectively, remaining ahead of the target of a 7% year-on-year reduction.
- Scope 3 data is still largely estimated, and we expect a degree of volatility as this area evolves and data quality improves.

Chair of the Trustee of the Kimberly-Clark Pension Scheme

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TCFD Pillars



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Governance

Governance

Describe the Trustee Board's oversight of climate-related risks and opportunities

Climate-related beliefs

Climate considerations are considered as part of our investment-related decision making, demonstrated through a Sustainable Investment Policy. The policy was last updated in May 2024 and is reviewed annually with the latest review being deemed still appropriate. It sets out our views and beliefs in respect to sustainable investing and provides a framework to the Scheme's advisers to ensure consistent implementation of our views for both Sections.

Oversight responsibilities of the Trustee Board

The Trustee holds ultimate responsibility for overseeing ESG and climate change considerations for the Scheme, including the identification, assessment, and management of ESG-related risks. The Trustee considers the level of time and resources devoted to climate-related governance to be proportionate to the Scheme's exposure to climate-related risks and opportunities and reviews this regularly. The Trustee convenes eight times a year and receives updates from our various advisers on ESG and climate change matters. The Trustee measures the investment advisers against agreed objectives annually. The last review was in January 2026 whereby the Trustee deemed the services of the investment advisers to be satisfactory. Two of these objectives relate to effective advice on ESG risks and opportunities, and TCFD reporting.

Climate-related training

The Scheme's investment advisers provided climate training to the Trustee in March 2026 which covered an update on latest climate science and climate risks (including mitigation), governance best practices, climate opportunities, and regulatory updates. The Trustee maintains ongoing training and engagement with structured programs to keep pace with evolving ESG priorities. ESG has been considered as part of the ongoing strategy discussions. Opportunities for further ESG integration have been considered as part of the formal triennial review in 2026.

Key Principles of the Sustainable Investment Policy

Integration

Sustainability considerations should be integrated throughout the investment process.

Impact

The Trustee recognises the 'real world' impact of the Scheme's investments and asks investment managers to consider this throughout key stages of the investment process (including strategy selection and overall portfolio review) where possible.

Stewardship

The Trustee considers stewardship of assets to be a key responsibility and will seek to ensure its stewardship responsibilities are being effectively implemented through the Scheme's investment managers.

Monitoring and reporting

The Trustee will regularly monitor and report on the sustainability of its portfolios and strategy to relevant stakeholders.

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Governance

Describe the Trustee Board's role in assessing and managing climate-related risks and opportunities

Climate Delegation Framework

The Trustee and its advisers have their responsibilities clearly defined in a Climate Delegation Framework. The advisers deliver governance-related advice through formal meetings. This provides an opportunity for the Trustee to consider, discuss, and where it was appropriate, challenge the information provided. The Climate Delegation Framework is reviewed annually and as result of the latest review it was deemed still appropriate with no further changes required.

Roles and Responsibilities

Trustee	– Ensuring the Trustee has sufficient knowledge and understanding relating to climate-related risks and opportunities. – Setting and implementing a Climate Delegation Framework. – Incorporating climate-related considerations into the Plan's ESG Policy, ongoing risk management and strategic decisions. – Allowing for climate-related considerations when assessing and monitoring the strength of the sponsoring employer's covenant. – Ensuring that the external advisers have clearly defined responsibilities in respect of climate risk, and assessing advisers against their climate responsibilities. – Reviewing the climate-related risks and opportunities for the Scheme, and how risks and opportunities play out over multiple time horizons, across the short, medium and long-term. This includes defining what these time horizons are for the Scheme's DB and DC sections, respectively.
Investment Advisers	– Assisting the Trustee to fulfil its legal and regulatory obligations in relation to climate change, in partnership with the legal adviser and investment managers. – Providing ongoing support to the Trustee in terms of investment strategy for the DB and DC Sections, and explicitly the Scheme's climate change strategy. – Advising on the ESG and climate considerations that may arise as risks and/or opportunities in the Scheme's governance arrangements, investment beliefs and policies, DB and DC strategy, risk management and monitoring. – Assisting the Trustee with the selection, collection and presentation of the metrics, target and scenario analysis required for the annual TCFD report, across both the DB and DC Sections. – Providing training and relevant updates to the Trustee on ESG and climate-related regulatory matters and ensure the Trustee is aware of its ESG and climate-related statutory and fiduciary obligations.

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Governance

Describe the Trustee Board's role in assessing and managing climate-related risks and opportunities

Roles and Responsibilities

Scheme Actuary	– Assessing climate-related risks and opportunities in relation to the DB funding position over the short, medium and long term and the implications for the DB Scheme's funding and long-term objective.
Legal Adviser	– Ensuring the Trustee fulfils its legal obligations in relation to climate change. – Assisting in the documentation of the arrangements with the Scheme's third parties with respect to ESG and climate-related matters. Including but not limited to its governance arrangements, risk register, investment policies and climate strategy. – Providing training and relevant updates to the Trustee on ESG and climate-related legal matters and ensuring the Trustee is aware of its ESG and climate-related statutory and fiduciary obligations.
Covenant Adviser	– Providing advice on how climate-related risks and/or opportunities could affect the employer's covenant.
Investment Managers (including DC Providers)	– Identifying, assessing, and managing ESG and climate-related risks and opportunities in relation to the Scheme's investments, and how these play out over multiple time horizons, including the short, medium and long-term. – Exercising voting rights and engaging with portfolio companies in relation to ESG and climate-related risks and opportunities, on behalf of and in the best interest of the financial interests of members. – Providing reporting on climate-related voting and engagement activities which will support the production of the Implementation Statement. – Providing the agreed climate-related metrics in relation to the Scheme's investments and focus on increasing the quality and availability of these metrics, over time. – Providing reporting against any climate-related targets agreed upon between the Scheme and the investment manager.

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Strategy

Strategy

Describe the climate-related risks and opportunities the Trustee has identified over the short, medium and long term

Agreed timeframes

In 2026, the Trustee undertook the second climate scenario analysis and identified the following timeframes for assessment. These were determined by a blended view of the climate outlook, membership demographics, funding position, objective, and ability to pay benefits. We will review the chosen timeframes on a regular basis and assess the extent to which we believe the Scheme will have sufficient assets to meet expected future payments over its journey plan (for DB).

DB Section

Timeframe	Investment Horizon			Climate Horizon			Risks to Assets	Risks to Liabilities	Risks to Sponsor
Short term *3 years*	Actuarial review cycle	Review of Long-Term Objective	Potential de-risking	Improvement in data quality	Government responses to COP conferences	UN PRI Inevitable Policy Response	Costs associated with the transition to a lower carbon economy	Changes to yields (as for assets), inflation and longevity expectations due to expected transition costs or rising physical risks	The need to adapt to an economy in a global transition
Medium term *5 years*	LTO target & consideration of insurance options			Companies responding to position versus 2030 targets		Alignment with SDGs			
Long term *11 years*	Approximate duration of the Scheme's liabilities			Possible ramping up of physical damages			Costs relating to physical damages		

DC Section

Timeframe	Investment Horizon	Climate Horizon					Risks to Assets
Short term *5 years*	Next five years of investment: Equity/growth for younger members De-risking period for middling age members Older members approaching retirement age	Government responses to Net Zero commitments	To and through 2030 decarbonisation targets	Improvement in data quality	Alignment with UN SDGs	Government responses to COP27	Costs associated with the transition to a lower carbon economy
Medium term *15 years*	Next fifteen years of investment: Equity/growth for younger members Derisking period/approaching retirement for middling age members	Physical risks may become dominant		Further asset re-pricing as transition evolves impacted growth assets			Costs relating to physical damages
Long term *30 years*	Full lifestyle for younger members in an earlier career stage	Physical damages from climate change are significant under a Current Policies scenario					

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Strategy

Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the Trustee's overall risk management

In early 2026, the Trustee assessed the potential impacts on the Scheme's assets and liabilities (DB) under four different climate scenarios, defined by the NGFS. The Trustee, in conjunction with its investment adviser, chose these scenarios to provide a balanced set of hypothetical constructs with which to analyse the potential risks and opportunities across the Scheme's assets. Forward-looking analysis always involves uncertainty, however these scenarios help to examine different possible outcomes in terms of emissions, global average temperatures, and associated transition and physical risks.

Net Zero 2050

- Aligns with the most ambitious target of the Paris Agreement, a <1.5°C scenario this century (50% likelihood)
- Optimistic scenario, where climate policy is implemented immediately, from today
- Net zero carbon emissions by 2050. Some regions, e.g. EU and US reach net zero across all GHGs by that date
- Physical risks are minimised, however transition risks are extremely high

Delayed Transition

- Aligns with the less ambitious target of the Paris Agreement, of a well below <2°C scenario this century (67% likelihood)
- Emissions do not peak until 2030, with strong climate policies then needed to align with the Paris Agreement outcome
- There is regional variation in climate ambition
- Physical risks remain lower (vs high carbon scenarios), whilst transition risks incurred later than in the Net Zero 2050 scenario

Fragmented World

- Fails to achieve the Paris Agreement, >2°C scenario this century
- Generally, there is delayed and divergent climate policy ambition, globally
- Net zero targets are partially achieved, with those falling short continuing along as business as usual (or current policies) pathway
- Transition risk is high in some countries (i.e. those meeting net zero targets), whilst physical risks increase in general given the ineffectiveness of the transition

Current Policies

- Fails to achieve the Paris Agreement, >3°C scenario this century
- The scenario assumes currently implemented policies remain in place, with no further climate ambition
- There is low regional variation in climate ambition, globally
- Very high physical risks result (equivalent to a "hot house world"), with irreversible changes in the climate system. Meanwhile, transition risks remain extremely low

The Trustee accepts there are limitations involved within climate scenario analysis, including the potential underestimation of climate risk. The Trustee therefore uses the scenario analysis for comparative purposes rather than analysing the absolute magnitude of results. Further detail can be found in the Appendix.

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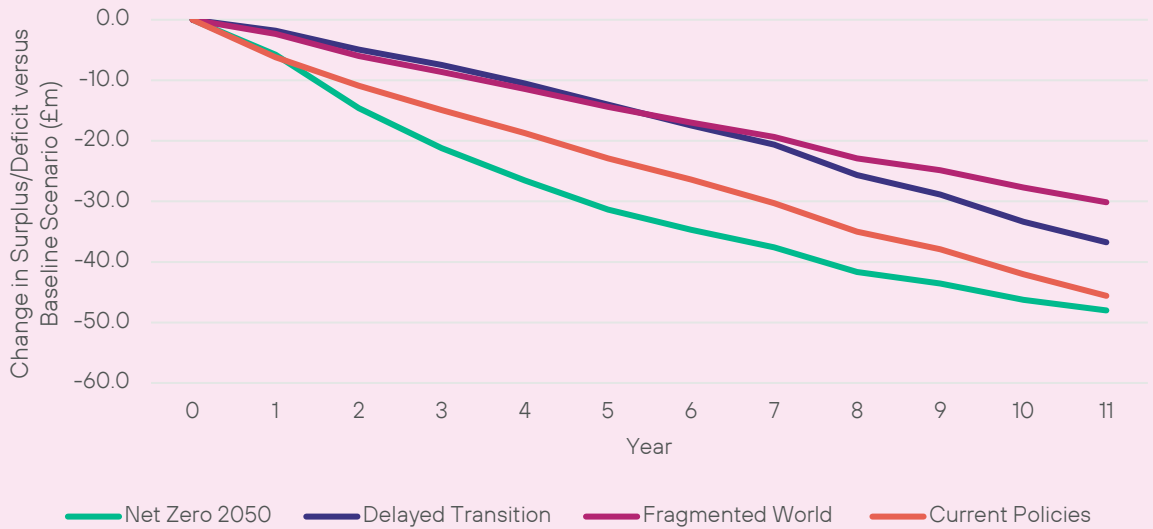
Strategy
DB Section

Strategy

Describe the climate-related risks and opportunities the Trustee has identified over the short, medium and long term

A summary of the key conclusions from the most recent climate scenario analysis for the DB Section is provided below and overleaf. The analysis was most recently conducted in March 2026.

The chart below shows the modelled change in surplus/deficit under the Scheme's current investment strategy for each of the climate scenarios, relative to the Baseline scenario.



Projected surplus/deficit (£m, median) (absolute)

Scenario	3 years	5 years	11 years
Baseline	26	36	71
Net Zero 2050	4	4	23
Delayed Transition	18	22	34
Fragmented World	17	21	41
Current Policies	11	13	25

The Baseline scenario assumes no transition or physical impacts of climate change i.e. a climate neutral scenario.
Source: Isio, Moody's. This is based on stochastic modelling, with the median outcome shown. Liabilities are modelled on a gilts + 0.41% basis.
Whilst we have modelled the potential physical and abatement costs over the next 28 years, in theory, markets may price these in sooner. The model's projections are sensitive to the underlying methodology and assumptions. No guarantee can be offered that actual outcomes will fall within the range of simulated results. Due to the long projection period, the model's outcomes are particularly reliant upon the underlying assumptions. Therefore, more attention should be paid to the relative comparisons between different projections than to the absolute magnitude of the results.

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Strategy

Describe the climate-related risks and opportunities the Trustee has identified over the short, medium and long term

Impact on assets

Over the short and medium term, the costs associated with the transition to a lower carbon economy are clear within the Net Zero 2050 scenario. This reinforces the focus on investing in companies that are prepared for the transition, where transition risks are minimised. Over the long term, the costs relating to physical damages are significant within the Current Policies scenario, with temperatures reaching a >3°C rise above pre-industrial levels by the end of the century. Whilst impacts under the Current Policies scenario are minimal over the shorter term/potential life of the Scheme given consideration of buy-out in the relatively nearer term, consideration should be given to the wider implications of this scenario. The analysis also highlights the importance of considering transition costs in a Net Zero transition scenario, while being aware of the physical damages materialising over the longer term under the current policies or fragmented world scenarios. The asset class with potentially the greatest exposure to climate risk (both transition and physical) is the Scheme's equity portfolio, while the LDI and cashflow matching bond mandates are less impacted due to an expected flight to safer asset classes in this circumstance.

Impact on liabilities

Aside from the risks to the Scheme's assets, the Scheme also controls the impact on liabilities by hedging the funding level against variations in interest rates and inflation expectations.

The Trustee is also aware that shifts in the expected life expectancy of members, known as "longevity risk", can considerably affect the funding level of the DB Section. The Scheme mitigates some of the longevity risk through a pensioners buy-in agreement with Just. It's the Scheme Actuary's responsibility to measure the rest of this risk against different climate scenarios and different timeframes. The scenario analysis conducted in 2026 concluded the following:

- Under the Net Zero scenario, the presumed mortality impacts result in a 0.8% increase in Scheme's liabilities due to longer life spans.
- With the Current Policies scenario, the presumed mortality impacts result in about a 4% reduction in Scheme's liabilities, due to an increase in morality rates.

As modelling and data become more sophisticated, the Trustee will continue to factor in climate risk as part of liability concerns. The Trustee also recognises that there is minimal possibility to influence climate risk management within the pensioners buy-in agreement with Just.

Impact on sponsor

Based on the analysis conducted in 2026, despite climate-linked risks and the associated costs, the Covenant is projected to remain resilient. A substantial part of these risks occur in the later years, a period when the Scheme's dependence on the Sponsor is predicted to be minimal (see appendix for more detail).

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Strategy

Low exposure to climate-related risks

Average exposure to climate-related risks

High exposure to climate-related risks

Describe the impact of climate-related risks and opportunities on the Scheme's strategy and planning

Materiality matrix of climate-related risks and opportunities

The Trustee, in conjunction with its advisers, has used a colour-coded rating system to summarise the results of the modelled impact upon the Scheme of climate-related risks and opportunities across the different time horizons agreed (see appendix for detailed analysis).

Assets – The Scheme's assets are well diversified and are expected to react differently to various climate scenarios.

Liabilities – The Scheme's liabilities are well hedged and significantly protected from adverse changes to yields and inflation. Potential changes in mortality assumptions are a material risk.

Covenant – Due to the nature of the Sponsor's business area, it faces a number of risks relating to ongoing climate change. However, mitigation actions could lessen the impact of climate-related risks.

Risk	Time frame	LDI	Cashflow matching bonds	Equity	Liabilities	Covenant
Transitional (net zero scenario)	Short term (3 years)				The mortality impacts assumed under the Net Zero scenario lead to an increase in the Scheme's liabilities of around 0.8% as there are longer life expectancies	
	Medium term (5 years)					
	Long term (11 years)					
Physical (current policies scenario)	Short term (3 years)				The mortality impacts assumed under the Current Policies scenario lead to a reduction in the Scheme's liabilities of around 4% as there are lower life expectancies	
	Medium term (5 years)					
	Long term (11 years)					
Opportunities			Opportunity to de-risk by selling off equity holdings and investing the proceeds into the Scheme's allocation to corporate bonds or ABS	Opportunity to incorporate further sustainable indices, impact funds or core satellite combination		

Whilst these colour-coded ratings are based on scenario analysis results, there are also additional qualitative overlays that have resulted in the final matrix output.

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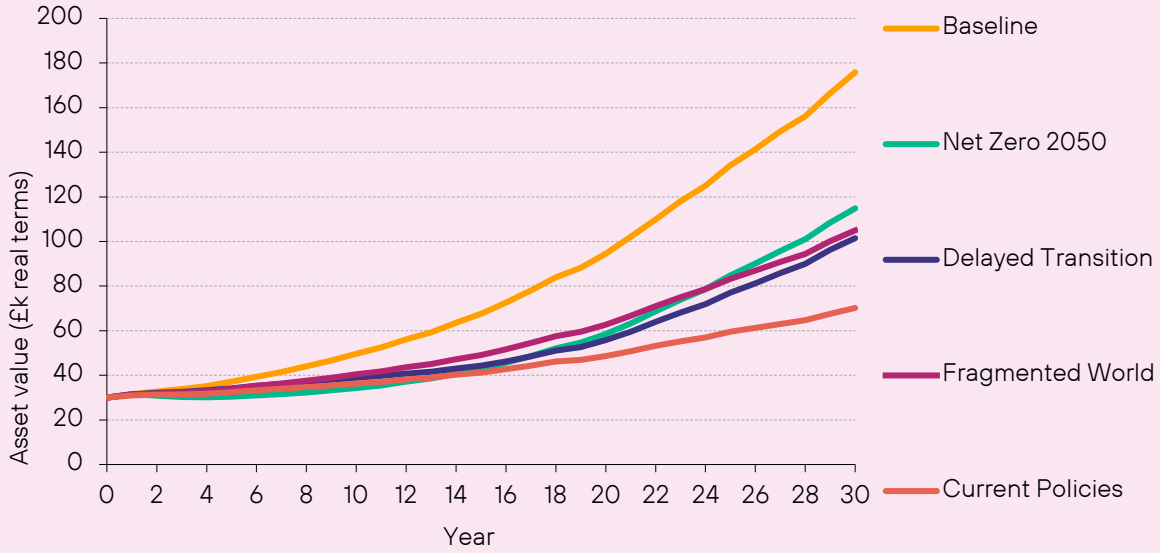
Strategy
DC Section

Strategy

Describe the climate-related risks and opportunities the Trustee has identified over the short, medium and long term

A summary of the key conclusions from the most recent climate scenario analysis for the DC Section is provided below and overleaf. The analysis was most recently conducted in March 2026.

The chart below shows the modelled asset value projections under the Scheme's Current Default Arrangement for each of the climate scenarios.



Projected asset values (£k real terms, median)

Scenario	5 years	15 years	30 years
Baseline	37	68	176
Net Zero 2050	30	43	115
Delayed Transition	34	49	105
Fragmented World	34	44	101
Current Policies	32	41	70

The Baseline scenario assumes no transition or physical impacts of climate change i.e. a climate neutral scenario.
Source: Isio, Moody's. This is based on stochastic modelling, with the median outcome shown.
Whilst we have modelled the potential physical and abatement costs over the next 30 years, in theory, markets may price these in sooner. The model's projections are sensitive to the underlying methodology and assumptions. No guarantee can be offered that actual outcomes will fall within the range of simulated results. Due to the long projection period, the model's outcomes are particularly reliant upon the underlying assumptions. Therefore, more attention should be paid to the relative comparisons between different projections than to the absolute magnitude of the results.

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Strategy

Describe the climate-related risks and opportunities the Trustee has identified over the short, medium and long term

Impact on assets

Under TCFD regulations, DC pension schemes are required to model the impact on the default strategy as well as any other popular arrangements in which £100m or more is invested or more than 10% of total assets under management (AUM). For this scheme the Trustee there only needs to consider the Default strategy.

Climate risks appear material across all time horizons for the updated climate scenarios we have modelled, which would be most significant for a young member.

For members more than 15 years from retirement the default arrangement is invested fully in Equities. Equities are substantially exposed to climate risks. However, for younger members with a significant investment horizon, this risk needs to be considered alongside other factors such as possible long-term growth.

The asset allocation for members closer to retirement is significantly de-risked, this continues to appear sensible both from a climate and broader perspective, as these members have less time to recover from possible climate-related market shocks.

The Net Zero 2050 scenario has the largest impact in the short term due to transition costs as a result of immediate policy action. However, in the long term, the drag resulting from Current Policies far exceeds this due to impacts from physical risks.

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Strategy

Low
Average
High

Describe the impact of climate-related risks and opportunities on the Scheme's strategy and planning

Materiality matrix of climate-related risks and opportunities

The Trustee, in conjunction with its advisers, has used a colour-coded rating to summarise the results of the modelled impact upon the Scheme of climate-related risks and opportunities across the different time horizons agreed (see appendix for detailed analysis).

Assets – The Scheme's assets are well diversified, will be de-risked as the member approaches retirement and are expected to react differently to various climate scenarios. The shaded areas represent the assets that are not in the default arrangement at each time horizon.

Note whilst equity appears the highest risk (as with other measurements) for younger members a substantial growth allocation is required, with risk needing to be balanced with other factors including potential returns.

Risk	Time frame	Equity	Diversified Growth	Annuity Aware	Cash
Transitional (net zero scenario)	Short term (5 years)				
	Medium term (15 years)				
	Long term (30 years)				
Physical (current policies scenario)	Short term (5 years)				
	Medium term (15 years)				
	Long term (30 years)				
Opportunities		Opportunity to incorporate further sustainable indices, impact funds or core satellite combination	Explore options to replace the current fund for more sustainable multi-asset funds	Option to consider alternative styles of credit fund	

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Whilst these colour-coded ratings are based on scenario analysis results, there are also additional qualitative overlays that have resulted in the final matrix output.

Risk Management

Risk Management

Describe the Trustee's processes for identifying, assessing and managing climate-related risks

Climate-related risk management process

The Trustee's climate-related risk management process is depicted below. The process is designed to allow identification of the most material/significant risks for the Scheme and the development of controls and processes to manage these. This is an iterative process which is designed to be evolved over time.

Risk identification and prioritisation	Investment strategy impact	Climate risk monitoring	Stewardship
Risk register: The Trustee reviews the climate-related considerations annually. **Roles & responsibilities:** The Trustee has agreed with the Scheme's advisers their various roles and responsibilities, documented in the Climate Delegation Framework. This includes their advice covering the identification, assessment and managements of climate-related risks across investment, actuarial, legal and covenant matters. **Training:** The Trustee regularly receives training to understand potential impacts of climate-related risks.	**Climate scenario analysis:** The Trustee seeks to quantify the potential impact of climate change on the Scheme's investment and funding position (DB), and the projected asset values (DC). **ESG integration:** Where possible, the Trustee ensures ESG considerations are integrated within the investment strategies (for both Sections). For example, one of the Equity mandate tracks an MSCI index which excludes companies with thermal coal-related activities, and the Corporate Bonds mandate incorporates climate guidelines to reduce carbon emissions.	**Assessing investment managers:** The Trustee assesses the ESG capabilities of the investment managers (including the DC provider) on an annual basis. **Assessing climate metrics:** In line with TCFD recommendations, the Trustee monitors the Scheme's investments against pre-agreed climate-related metrics on an annual basis.	**Assessing investment managers:** The Trustee assesses the stewardship activities and capabilities of the investment managers annually, documenting this in the Implementation Statement, to ensure these align with our Sustainable Investment Policy.

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Risk Management

Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the Trustee's overall risk management

Investment managers

Whilst the Trustee retains ultimate responsibility, the Trustee delegates day-to-day management of the investments to investment managers, and the Trustee expects the managers to be identifying, assessing and managing climate-related risks on an ongoing basis on the Trustee's behalf.

The investment advisers provide the Trustee with an annual assessment report that assesses each of the underlying managers with regards to their ESG capabilities, where each mandate is allocated an ESG score of between 0 to 5 as well as an explicit climate score. Example criteria of this assessment under each area are shown below. While the Trustee relies on its investment advisers, it ensures alignment to their view through the annual consultant review process.

At a high level, the Scheme's investment managers in both the DB and DC Sections received at least satisfactory ratings and remained broadly consistent over the last year. The Trustee uses this assessment to identify areas of improvement and targets engagement efforts towards these areas while the investment advisers engage with the managers on an ongoing basis, covering the proposed action points as well as wider ESG issues. The Trustee expects to see progress in the investment managers' capabilities and the investment advisers' considerations each year.

Assessment category	Example evaluation criteria
Investment approach	Are the fund's climate objectives quantifiable with interim targets set?
Risk management	Does the manager have dedicated individuals within the ESG team with responsibility for oversight of ESG processes?
Stewardship	Can the manager provide a case study example demonstrating effective engagement on climate-related issues?
Reporting	Does the manager publish a variety of TCFD metrics and is this available in quarterly reports?
Collaboration	Is the manager a member of the Net-Zero Asset Managers Initiative? If not, is there a valid reason why?

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Risk Management

Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the Trustee's overall risk management

Risk register

The risk register is reviewed annually to ensure it remains appropriate to the Scheme. The review conducted over the Scheme year indicated that no changes were needed to the existing risk register in place (as outlined below).

	Potential risk	Potential control measures:	Impact	Likelihood
Principal Employer covenant (DB)	• Worsening covenant position associated with the impacts of climate change (transitional and physical).	• Covenant formally considered by the covenant adviser. • Regular review with Principal Employer.	• Low	• Low
	• Damage to reputation and/or legal challenge due to poor or inconsistent climate practices.		• Low	• Low
Funding (DB)	• Funding target is increased at future actuarial valuations due to higher expected costs / greater uncertainty / weaker Principal Employer due to climate-related reasons.	• Actuary, Principal Employer, investment adviser and covenant adviser all involved in ongoing Risk Management ("IRM"). • Training and advice on potential funding impact using climate scenario analysis.	• Medium	• Medium
	• Cost of longevity insurance increases due to climate change.		• High	• Medium
Investment strategy (DB and DC)	• Asset mispricing due to the impacts of climate change and the transition to low carbon economy and/or physical impacts of climate change, e.g. lower real returns and/or market shocks due to pricing-in climate change.	• Professional advice from investment advisers. • Continued monitoring of investments against the Trustee's Sustainable Investment Policy and climate target(s), and regular (at least triennial) climate scenario modelling. • Ongoing Trustee training.	• Medium	• Medium

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Risk Management

Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the Trustee's overall risk management

	Potential risk:	Potential control measures:	Impact	Likelihood
Asset and investment manager allocations (DB and DC)	• Investment managers do not adequately integrate financially material ESG factors (including climate risks) in their risk management framework.	• Investment adviser monitor managers and report to the Trustee. This may include, but is not limited to, monitoring managers and asset classes on the risks and opportunities that arise from climate change and how these are managed on an ongoing basis.	• Medium	• Low
	• Investment managers do not adopt effective stewardship: e.g. using voting rights (if applicable) and engagement to improve management of climate factors by investee entities, or do not collaborate to encourage best practice in addressing systemic climate risks.		• Low	• Medium
	• Investment managers do not consider potential investment opportunities, which may be expected to benefit from climate change and provide upside opportunity for the portfolio, or individual asset classes, such as exposure to decarbonising companies and investing in specific climate solutions (e.g. renewables) or physically resilient solutions (e.g. infrastructure).		• Low	• Medium

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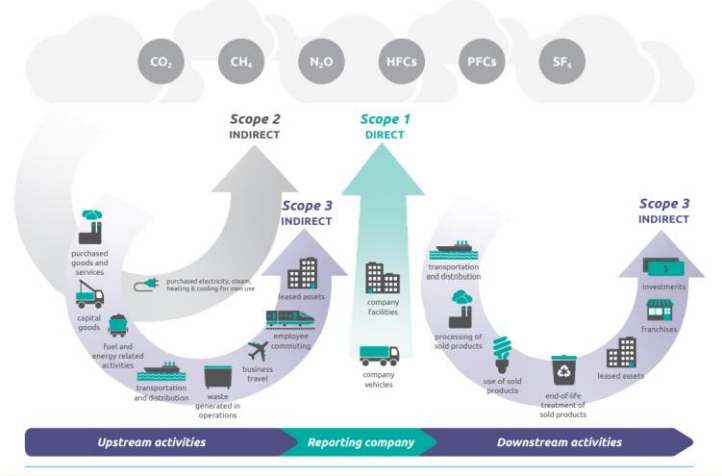
Metrics and Targets

Metrics and Targets

Disclose the metrics used by the Trustee to assess climate-related risks and opportunities in line with its strategy and risk management process

The Trustee agreed to annually measure, monitor and publish four climate metrics:

1. Absolute emissions metric: Total greenhouse gas emissions (scope 1 & 2 and scope 3)
2. Emissions intensity-based metric: Carbon footprint (scope 1 & 2 and scope 3)
3. Portfolio alignment metric: Implied temperature rise ("ITR")
4. Additional climate change metric: Climate Engagements



Metrics

Greenhouse gas ("GHG") emissions are a key driver of climate change. Reducing GHG emissions in the atmosphere is imperative in limiting the physical harm caused by severe weather conditions. In line with the recommendations set by DWP, the Trustee chose four climate-related metrics. The investment adviser gathers the metrics from the investment managers on behalf of the Trustee, which are outlined in this section.

The Trustee has reported, where available, on Scope 1 & Scope 2 emissions and, separately, Scope 3 emissions. It should be recognised that Scope 3 emissions data is not yet easy to collate and should be treated with caution.

Monitoring the implied temperature rise metric provides a forward-looking perspective to feed into strategic discussions, whereas emissions reporting is backward-looking in nature.

The metrics landscape continues to evolve, particularly in relation to Scope 3 emissions as well as regulatory disclosure requirements, which vary by region and jurisdiction. We will continue to monitor this as it evolves.

Data quality

The emissions data coverage continues to be high for both Sections. The Trustee, therefore, views the information on emissions useful and meaningful, allowing us to set a long-term climate target.

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Metrics and Targets

Overview of metrics for DB and DC Sections (30 September 2025)

Summary

The Trustee agreed to monitor the same set of metrics and one target across both DB and DC Sections. The metrics are consolidated and tabled at the Scheme-level to allow for a comprehensive overview of the aggregate exposure to climate-related risks and opportunities. The metrics review was conducted earlier this year to ensure sufficient time was available for the subsequent scenario analysis.

Data coverage has remained broadly consistent over the year but seen strong improvement over the last couple years. Furthermore, Scope 1 & 2 GHG emissions and carbon footprint have both fallen for both the DB and DC Sections.

Metric		DB Section (excl. LDI)				DC Section (Default Lifestyle)			
		31 December 2024		30 September 2025		31 December 2024		30 September 2025	
		Metric	Coverage	Metric	Coverage	Metric	Coverage	Metric	Coverage
Total GHG Emissions * tonnes CO2e	**Scope 1 & 2**	15,821	84%	14,824	85%	10,212	94%	10,188	95%
	Scope 3	150,798	84%	147,972	85%	114,246	89%	114,094	88%
Carbon Footprint * tonnes CO2e / $M invested	**Scope 1 & 2**	33	84%	30	85%	59	94%	52	95%
	Scope 3	316	84%	284	85%	701	89%	633	88%
Implied Temperature Rise °C		2.3	74%	2.3	74%	2.7	93%	2.8	94%
Climate Engagement # of engagements		3,012	58%	1,484	58%	5,472	100%	4,338	100%

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*Carbon metrics are reported excluding LDI assets, due to differences in methodology, however the Implied Temperature Rise includes LDI. Footnotes to this table are presented in the Appendix. Additionally, the footnotes include a more detailed table including LDI.

Metrics and Targets

Describe the targets used by the Trustee to manage climate-related risks and opportunities and performance against targets

Long-Term Climate Target

In March 2024, following the implementation of the new DB strategy, the Trustee decided to set a long-term climate target. Setting such a target ensures appropriate focus is placed on decarbonisation, meaning climate change risk is being managed effectively in order to deliver more sustainable investment returns in the future. Strong focus on climate risk within the investment guidelines of the Corporate Bond mandate and continuous engagement with the investment managers is intended to support the reduction of overall carbon footprint and drive progress towards the Scheme's target. The Trustee will continue to monitor performance against the target annually and consider whether further action is required should progress materially deviate from the expected pathway.

The Trustee set a target to achieve a 42% reduction in Carbon Footprint (Scope 1 and 2) of both the DB (excluding LDI) and DC Sections by 2030 from a 2023 baseline, in line with scientific guidance on achieving a 1.5°C scenario. This broadly equates to a 7% decarbonisation year-on-year for each Section through to 2030.

Carbon footprint (Scope 1 & 2)	DB Section (excluding LDI)			DC Section		
Date (Baseline)	**31 Dec 2023**	**31 Dec 2024**	**30 Sept 2025**	**31 Dec 2023**	**31 Dec 2024**	**30 Sept 2025**
Total Portfolio tonnes CO2e / $M invested	**37**	**33**	**30**	**68**	**59**	**52**

Over 2025, the Scheme continued to be on target to exceed this target for both Sections, with a total reduction of carbon footprint of c.19% - 24% across each Section from the 2023 baseline.

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Appendix

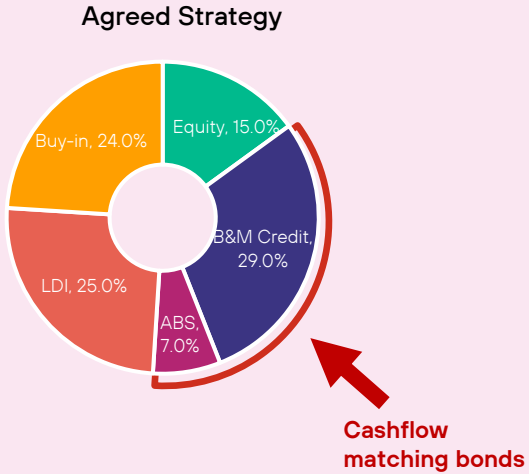
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Strategy

Scenario analysis appendix – Modelling approach – Strategic asset allocations

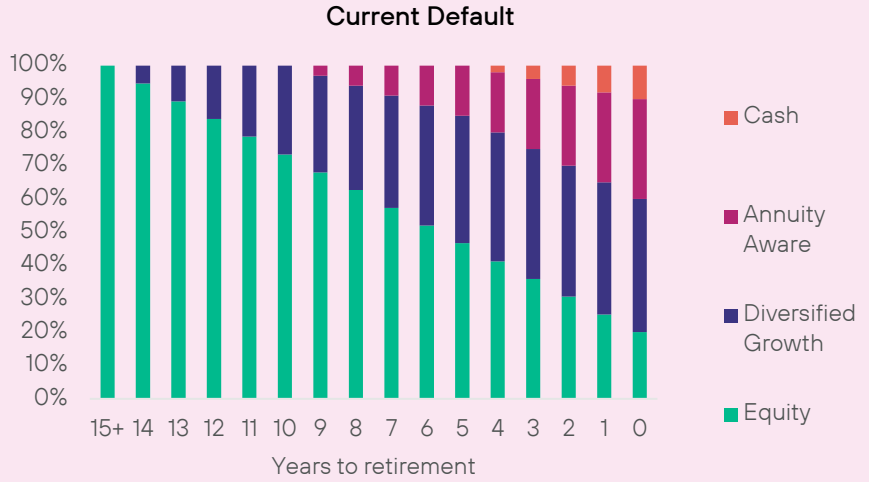
DB strategy

Liability Hedging 96% on a TPs basis



- We have applied a "greenium" to the B&M credit allocation to reflect the additional return premium that can be expected from investing in climate-aware issuers in these scenarios.

DC strategy



- The Equity Mandate is considered to be a broad-based ESG fund rather than being specifically climate focussed; it is not expected to be more prepared for a climate transition than a traditional equity fund.

Isio's climate model has been developed in partnership with Moody Analytics and based on NGFS scenarios. Commentary is Isio's interpretation of results.

Source: Investment Adviser, Moody's.

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Strategy

Describe the resilience of the Scheme's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario – DB Section

Climate scenario analysis

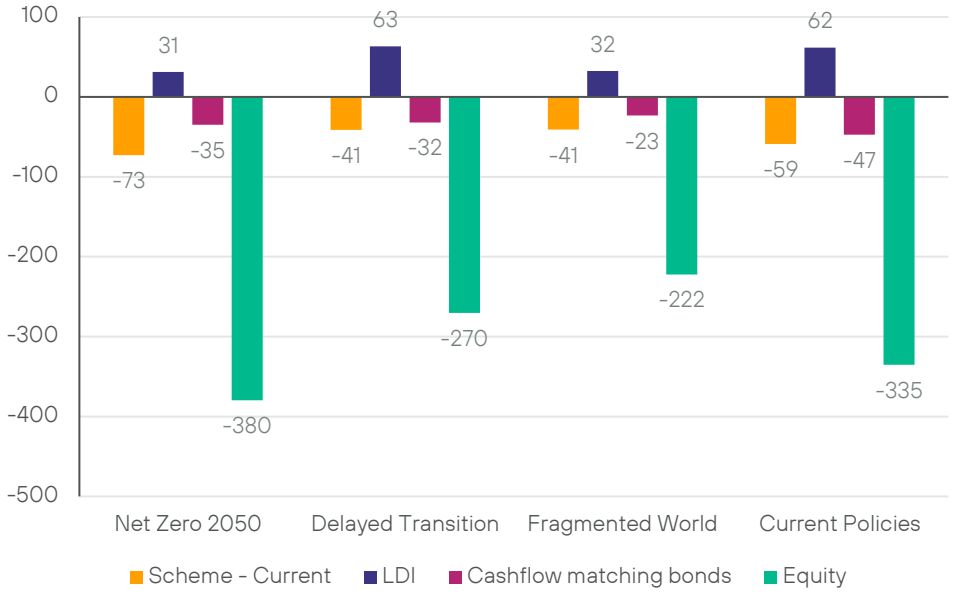
In the latest analysis, the Trustee considered the potential individual effects on the Scheme's asset classes to understand how these allocations might contribute to climate risks over time.

The Scheme's equity allocation has considerable exposure to climate risks and is the most susceptible to potential climate change impacts across all climate scenarios.

The physical impacts arising from the escalating global temperatures (with temperature rise reaching >3.0°C under the Current Policies scenario) are significantly visible in the long term (11 years).

Under the Delayed Transition scenario, transition costs are apparent, while physical damages are similar to the Fragmented World, with expected decrease in yields and higher inflation compared to Fragmented World, but resulting in a similar overall impact to the Scheme under both scenarios.

The return drag of the asset classes that feature in the Scheme's investment strategy under different climate scenarios relative to the Baseline scenario (ann. bps) at year 11.



Source: Investment Adviser, Moody's.

Isio's climate model has been developed in partnership with Moody Analytics and based on NGFS scenarios. Commentary is Isio's interpretation of results.

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Strategy

Describe the climate-related risks and opportunities the Trustee has identified over the short, medium and long term – DB Section

Impact on the sponsor

Based on the analysis conducted by Kimberly-Clark Corporation ("KC Corp") in 2026, the sectors in which KC Corp operates face several climate-related risks. These risks, their impacts and risk mitigation opportunities are detailed in the table below.

Timeframe	Regardless of the climate-linked risks and the associated increase in costs, the covenant is projected to remain strong. A substantial part of these risks occur in the later years, a period when the Scheme's dependence on the Sponsor is predicted to be minimal. The Scheme's improved funding position since the previous 2023 TCFD Covenant Report places it in a stronger position to manage potential climate-related adverse scenarios. This will further reduce reliance on covenant as longer-term physical risks emerge.
Climate risks	The primary transition risks are concentrated over the next 10 years and are largely related to the cost of carbon, mandates and regulations of products, the rising cost of raw materials and the shift in consumer values. The primary physical risks pertain to physical impacts from flooding, wildfire and drought, with the most severe financial impact seen from the disruption to the sponsor's key resources. The physical risks are further categorised into two groups, namely acute and chronic. Acute risks consider the increased likelihood of extreme weather events which could cause disruption to sites across 38 countries and KC Corp's supply chain for its key input materials. Chronic risks consider key resources that will be at risk from wildfires, precipitation and drought.
Mitigating actions and targets	KC Corp have set the following objectives to mitigate these risks: • A 50% reduction in its plastic footprint by 2030 vs 2019. • A 50% reduction in its water footprint in its mills in water stressed areas by 2030 vs 2015. • 100% natural forest free across its portfolio by 2030. • A 50% reduction in its Scope 1 & 2 GHG emissions and 20% reduction in Scope 3 emissions by 2030 vs 2015.

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Strategy

Describe the resilience of the Scheme's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario – DC Section

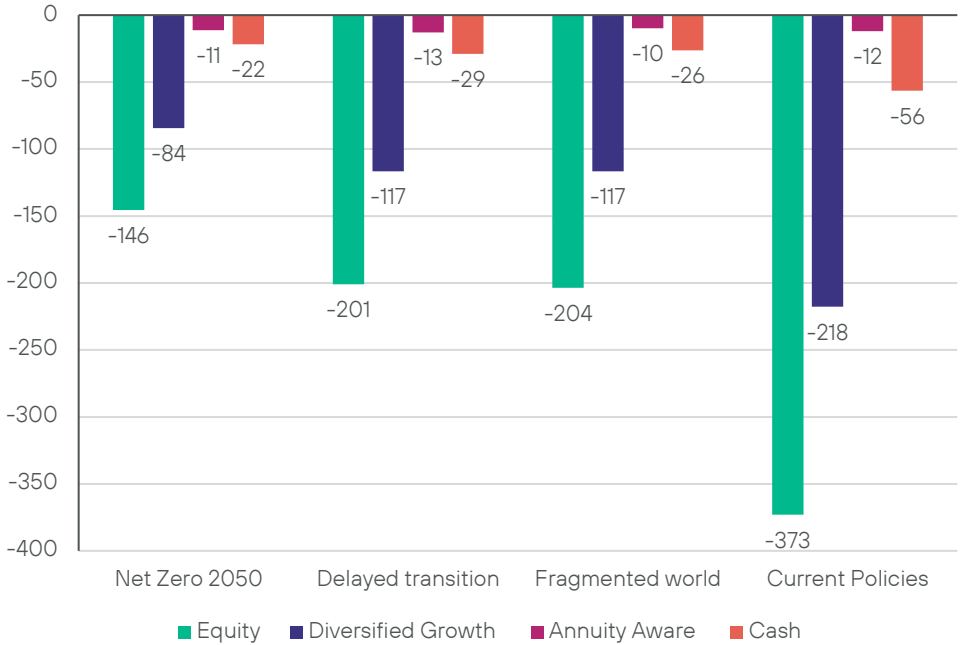
Climate scenario analysis: total portfolio – impact on asset classes

The Trustee has considered and assessed the isolated potential impacts upon the Scheme's asset classes to understand which allocations might contribute to the Scheme's climate risks over time.

Over a 30-year period, there are significant physical costs being incurred with temperature rises reaching >3.0°C under the Current Policies scenario. Both the Delayed Transition and Fragmented World deliver broadly similar results. However, the Fragmented World scenario will have incurred lower transition costs, as a result of a more fragmented policy reaction to climate change and higher physical costs as temperatures rise.

As members approach retirement they are invested in lower risk assets, which pose the least climate risk. Therefore, the "at retirement" strategy reduces climate-risks for members.

The return drag of the asset classes that feature in the Scheme's default lifestyle under different climate scenarios relative to the Baseline scenario (ann. bps) at year 30.



Isio's climate model has been developed in partnership with Moody Analytics and based on NGFS scenarios. Commentary is Isio's interpretation of results.

Source: Investment Adviser, Moody's.

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Strategy

Scenario analysis – Modelling principles and limitations

Modelling principles

Modelling was undertaken by the Scheme's investment advisers using a stochastic model that simulates a large number of possible future economic outcomes, in which financial conditions develop in a number of different ways, defined by assumptions for average outcomes, range of volatility, and inter-dependency between different markets. The results shown in this report are based on the median results.

The high-level market scenarios are generated by a third-party Economic Scenario Generator ("ESG") provided by Moody's Analytics. The ESG is an industry-standard tool that is widely used by financial institutions (e.g. insurers, asset managers, and investment banks). Both the climate scenarios and the underlying economic impacts are provided by Moody's Analytics.

Based on the scenarios generated by the ESG, the model simulates asset class returns calibrated to the asset class assumptions.

The model takes the initial starting position of the assets, and projects these values forward under the simulated scenarios, taking into account any relevant inflows and outflows.

Different investment strategies are modelled in order to illustrate the effects of different allocations. In each case, the model assumes that the strategy remains constant over the full projection period, and assets are annually rebalanced back to the original allocations. We can model alternative future strategic asset allocations being explored.

Modelling limitations

The models are based on assumptions and simplifications across both the climate-related impacts and the investment implications, they are not intended to be a perfect prediction of the future but rather provide the Trustee with hypothetical constructs.

No guarantee can be offered that actual outcomes will fall within the range of simulated results.

The only risk factors considered in the modelling are those that affect the values of pension schemes' assets. The modelling results should be viewed alongside other qualitative considerations including portfolio complexity, governance burden, and liquidity risk.

The model's projections are sensitive to the starting position and the econometric assumptions. Changes to the assumptions can have a material impact upon the output. There can be no guarantee that any particular asset class or investment manager will behave in accordance with the assumptions. Newer asset classes can be harder to calibrate due to the lack of a long-term history.

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Strategy

Scenario analysis – Modelling explanation

Climate scenario analysis

The Scheme's investment adviser partnered with Moody's to deliver a climate change model. Please see below an overview:

1. Selection of climate scenarios from the Network for Greening the Financial System. The interpretation and implementation of these scenarios are detailed below, across these building blocks.
2. Inclusion of climate scenarios within Moody's climate model, composed of two building blocks: a socioeconomic REMIND-MAGPIE general equilibrium model, modelling macroeconomic growth and energy systems. This assumes that markets are efficient and sets out traditional economic assumptions around the evolution of economic markets. This is combined with the MAGICC 6 climate model, modelling climate and weather. The model runs 600 climate scenario projections and takes the median outcome for each climate scenario: baseline, Net Zero 2020, Delayed Transition, Fragmented World, and Current Policies. There is interplay between these models.
3. The investment model determines how different asset classes will react under the different climate change scenarios analysed, and across time. It is also composed of two building blocks: Moody's Economic Scenario Generator, modelling economic pathways. This is combined with a proprietary investment model, which models the impact on investments.
4. The output is an understanding of the potential impacts on investment strategy and asset class outcomes, as well as the funding position. In particular, the impacts of rising transitional and physical costs associated with climate change are assessed.

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Strategy

Scenario analysis – DC Assumptions

Climate scenario analysis

The modelled asset values are based on an illustrative scheme member with the following characteristics:

Member age	35
Retirement age	65
Starting pot size	£30,000
Starting Salary	£0 (all members are deferred)
Contribution	0.0% (all members are deferred)

The Default Lifestyle investment strategy is as follows:

Mandate	Target Allocation in Growth Phase (15+ years from retirement)	Target Allocation at Retirement (0 years from retirement)
Equity Mandate 1	100%	20%
Equity Mandate 2		
Diversified Growth Mandate	-	40%
Corporate Bonds Mandate	-	30%
Cash Mandate	-	10%

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Metrics and Targets

Metrics appendix

Climate metrics definitions

The Trustee selected and monitored four climate metrics over the scheme year:

1. **Absolute emissions metric:** Total greenhouse emissions (scope 1 & 2 and scope 3)
   - *Total amount of greenhouse gas emissions emitted by the underlying portfolio companies, attributed to the investor based on the total investment in each company.*
   - *Equation:* $\sum_i \left(\frac{\text{Current value of investment}_i}{\text{Investee company EVIC}_i} \right) \text{X Investee company's scope 1 and 2 emissions}_i$ *(or equivalent for Scope 3 emissions)*
2. **Emissions intensity-based metric:** Carbon footprint (scope 1 & 2 and scope 3)
   - *An intensity measure of emissions that assesses the level of greenhouse gas emissions arising from a $1 million investment in a company.*
   - *Equation:* $\frac{\sum_i \left(\frac{\text{Current value of investment}_i}{\text{Investee company EVIC}_i} \text{X Investee company's scope 1 and 2 emissions}_i \right)}{\text{Current value of all investments (£ millions)}}$ *(or equivalent for Scope 3 emissions)*
3. **Portfolio alignment metric:** Implied temperature rise ("ITR")
   - *The temperature pathway the mandate aligns to, expressed as a projected increase in global average temperatures by the end of the century. A Paris-aligned strategy should have an ITR of 1.5°C.*
   - *This metric is reliant on the modelling methodologies adopted by the Scheme's investment managers.*
4. **Additional climate change metric:** Climate Engagements
   - *The number of companies within the portfolio for which engagement or voting on climate-related risk and opportunities has been a substantive topic over the course of the previous 12 months.*

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Metrics and Targets

Metrics appendix

Climate metrics supporting information

The following caveats support the table on pages 26-27; and more detail on the following pages

Source: Investment managers, investment advisers calculations.

- tCO_2e: Tonnes of carbon dioxide equivalent, where CO_2e expresses the impact of each different greenhouse gas in terms of the amount of CO_2 that would create the same amount of warming.
- Carbon footprint reported in tonnes of CO_2e per $1m invested.
- EVIC: Enterprise value including cash.
- Coverage: Denotes the % of each fund where data is available. Figures rounded to nearest whole number or percentage. Coverage includes reported and estimated data.

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Metrics and Targets

Manager	Fund	Caveats
Manager 1	LDI – Mandate 1 Asset-Backed Securities Mandate Corporate Bonds – Mandate 1 Equity - Mandate 1 (DB) Equity – Mandate 2 (DB) Equity – Mandate 3 (DB)	• Data as at 30 September 2025, except LDI ITR data which is as at 31 December 2023 based on data provided by MSCI. • Carbon footprint reported in tonnes of CO_2e per $1m invested. • Coverage includes reported and estimated data. • Climate Engagements are those under the "Environmental" Engagement theme. • Corporate Bond Mandate 1 (DB Section) carbon footprint is green bond adjusted, where it is assumed that green bonds have a carbon footprint of zero. Coverage is MSCI data coverage. • Corporate Bond Mandate 3 (DB Section) coverage is the weighted assets calculated in absolute terms excluding cash, fees and FX. • LDI emissions data covers the gilts portion of the portfolio. As Manager 1 are not able to provide absolute gilt emissions metrics, Isio has calculated these using the market value of the gilt holdings and emissions intensity, in line with PCAF methodology.
Manager 2	Equity - Mandate 1 (DC) Equity - Mandate 2 (DC) / Equity – Mandate 4 (DB) Annuity Aware Mandate Diversified Growth Mandate Cash Mandate	• Data as at 30 September 2025. • Coverage includes reported and estimated data. • Carbon footprint reported in tonnes of CO_2e per $1m invested.

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Metrics and Targets – DB Section

Disclosure of Scope 1 and Scope 2 greenhouse gas (GHG) emissions

Manager	Strategic Asset Allocation	Total GHG emissions Scope 1 & 2 (tCO_2e)				Carbon footprint Scope 1 & 2 (tCO_2e/$1m of EVIC)			
		31 December 2024		30 September 2025		31 December 2024		30 September 2025	
		Metric	Coverage	Metric	Coverage	Metric	Coverage	Metric	Coverage
Equity – Mandate 1	0.4%	135	95%	129	95%	58	95%	53	95%
Equity – Mandate 2	8.4%	2,174	100%	2,142	100%	34	100%	32	100%
Equity – Mandate 3	2.0%	832	100%	873	98%	116	100%	112	98%
Equity – Mandate 4	8.9%	4,061	97%	4,020	98%	56	97%	47	98%
Total Equity Portfolio	**15.0%**	**7,202**	**99%**	**7,163**	**99%**	**53**	**99%**	**48**	**99%**
Corporate Bonds – Mandate 1	38.2%	8,619	97%	7,661	98%	32	97%	29	98%
Asset-Backed Securities Mandate	9.2%	-	-	-	-	-	-	-	-
Total Portfolio excl. LDI	**67.1%**	**15,821**	**84%**	**14,824**	**85%**	**33**	**84%**	**30**	**85%**
LDI – Physical Bonds (unlevered)	**-**	**16,350**	**100%**	17,877	100%	**-**	**-**	**-**	**-**
LDI – Derivatives (repo/unfunded)	**-**	**25,506**	**100%**	23,909	100%	**-**	**-**	**-**	**-**
LDI – Total (levered)	**32.9%**	**41,856**	**100%***	**41,785**	**100%***	**109**	**100%**	**109**	**100%**

Footnotes to this table are presented in the Appendix.*LDI reporting only covers 100% of sovereigns (including repo).

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Metrics and Targets – DB Section

Disclosure of Scope 3 greenhouse gas (GHG) emissions

Manager	Strategic Asset Allocation	Total GHG emissions Scope 3 (tCO_2e)				Carbon footprint Scope 3 (tCO_2e/$1m of EVIC)			
		31 December 2024		30 September 2025		31 December 2024		30 September 2025	
		Metric	Coverage	Metric	Coverage	Metric	Coverage	Metric	Coverage
Equity – Mandate 1	0.4%	1,567	95%	1,651	95%	673	95%	670	95%
Equity – Mandate 2	8.4%	15,901	100%	17,417	100%	278	100%	272	100%
Equity – Mandate 3	2.0%	3,119	100%	3,482	98%	529	100%	442	98%
Equity – Mandate 4	8.9%	61,296	97%	61,507	98%	851	97%	733	98%
Total Equity Portfolio	**15.0%**	**81,883**	**99%**	**84,057**	**99%**	**570**	**99%**	**505**	**99%**
Corporate Bonds – Mandate 1	38.2%	68,916	97%	63,914	98%	262	97%	239	98%
Asset-Backed Securities Mandate	9.2%	-	-	-	-	-	-	-	-
Total Portfolio excl. LDI	**67.1%**	**150,798**	**84%**	**147,972**	**85%**	**316**	**84%**	**284**	**85%**
LDI – Mandate 1	**32.9%**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**

Footnotes to this table are presented in the Appendix.

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Metrics and Targets – DB Section

Disclosure of other metrics

Manager	Strategic Asset Allocation	Implied Temperature Rise				Climate Engagement			
		31 December 2024		30 September 2025		31 December 2024		30 September 2025	
		°C	Coverage	°C	Coverage	Engagements	Coverage	Engagements	Coverage
Equity – Mandate 1	0.4%	-	-	-	-	1,093	100%	56	100%
Equity – Mandate 2	8.4%	-	-	-	-	587	100%	446	100%
Equity – Mandate 3	2.0%	-	-	-	-	158	100%	82	100%
Equity – Mandate 4	8.9%	2.7°C	97%	2.8°C	98%	1,131	100%	877	100%
Total Equity Portfolio	**15.0%**	**2.7°C**	**44%**	**2.8°C**	**44%**	**2,969**	**100%**	**1,459**	**100%**
Corporate Bonds – Mandate 1	38.2%	1.7°C	92%	1.8°C	92%	43	100%	23	100%
Asset-Backed Securities Mandate	9.2%	-	-	-	-	-	-	-	-
LDI – Mandate 1	32.9%	2.8°C	91%	2.8°C	91%	-	-	-	-
Total Portfolio incl. LDI	**100%**	**2.3°C**	**74%**	**2.3°C**	**74%**	**3,012**	**58%**	**1,484**	**58%**

Footnotes to this table are presented in the Appendix.

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Metrics and Targets – DC Section

Disclosure of Scope 1 and Scope 2 greenhouse gas (GHG) emissions

Manager	Current Asset Allocation	Total GHG emissions Scope 1 & 2 (tCO_2e)				Carbon footprint Scope 1 & 2 (tCO_2e/$1m of EVIC)			
		31 December 2024		30 September 2025		31 December 2024		30 September 2025	
		Metric	Coverage	Metric	Coverage	Metric	Coverage	Metric	Coverage
Equity – Mandate 1	38.4%	3,563	98%	3,517	99%	53	98%	46	99%
Equity – Mandate 2	38.4%	3,765	97%	3,591	98%	56	97%	47	98%
Diversified Growth Mandate	17.2%	2,343	82%	2,546	81%	82	82%	75	81%
Annuity Aware Mandate	4.8%	436	81%	435	88%	53	81%	46	88%
Cash Mandate	1.1%	105	78%	99	74%	50	78%	45	74%
Total Portfolio (Default Lifestyle)	**100.0%**	**10,212**	**94%**	**10,188**	**95%**	**59**	**94%**	**52**	**95%**

Footnotes to this table are presented in the Appendix.

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Metrics and Targets – DC Section

Disclosure of Scope 3 greenhouse gas (GHG) emissions

Manager	Current Asset Allocation	Total GHG emissions Scope 3 (tCO_2e)				Carbon footprint Scope 3 (tCO_2e/$1m of EVIC)			
		31 December 2024		30 September 2025		31 December 2024		30 September 2025	
		Metric	Coverage	Metric	Coverage	Metric	Coverage	Metric	Coverage
Equity – Mandate 1	38.4%	39,094	98%	40,048	99%	585	98%	531	99%
Equity – Mandate 2	38.4%	56,824	97%	54,934	98%	851	97%	733	98%
Diversified Growth Mandate	17.2%	15,552	65%	16,509	63%	699	65%	658	63%
Annuity Aware Mandate	4.8%	2,703	42%	2,172	33%	542	42%	522	33%
Cash Mandate	1.1%	73	12%	430	13%	245	12%	818	13%
Total Portfolio (Default Lifestyle)	**100.0%**	**114,246**	**89%**	**114,094**	**88%**	**701**	**89%**	**633**	**88%**

Footnotes to this table are presented in the Appendix.

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Metrics and Targets – DC Section

Disclosure of other metrics

Manager	Current Asset Allocation	Implied Temperature Rise				Climate Engagement			
		31 December 2024		30 September 2025		31 December 2024		30 September 2025	
		°C	Coverage	°C	Coverage	Engagements	Coverage	Engagements	Coverage
Equity – Mandate 1	38.4%	2.8°C	98%	2.9°C	98%	1,518	100%	1,241	100%
Equity – Mandate 2	38.4%	2.7°C	97%	2.8°C	98%	1,131	100%	877	100%
Diversified Growth Mandate	17.2%	2.7°C	77%	2.9°C	78%	2,622	100%	2,087	100%
Annuity Aware Mandate	4.8%	2.0°C	81%	2.1°C	90%	192	100%	132	100%
Cash Mandate	1.1%	1.9°C	65%	2.1°C	61%	9	100%	1	100%
Total Portfolio (Default Lifestyle)	**100.0%**	**2.7°C**	**93%**	**2.8°C**	**94%**	**5,472**	**100%**	**4,338**	**100%**

Footnotes to this table are presented in the Appendix.

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