London & Quadrant Housing Trustee Staff Benefits Plan - Money Purchase Section

Statement of Investment Principles – May 2025

Introduction

The Trustees of the London & Quadrant Housing Trustee Benefits Plan ("the Plan") have drawn up this Statement of Investment Principles ("the Statement") to comply with the requirements of the Pensions Act 1995, the Pensions Act 2004, and the Occupational Pensions Funds (Investment) Regulations 2005.

The Statement is intended to affirm the investment principles that govern decisions about the Plan's investments. In preparing this Statement the Trustees have consulted the London & Quadrant Housing Trust ("the Employer") on the Trustees' investment principles.

Governance

The Trustees of the Plan make all major strategic decisions including, but not limited to, the Plan's asset allocation and the appointment and termination of investment managers. The process for making investment decisions is as follows:

- Identify appropriate investment objectives.
- Agree the level of risk consistent with meeting the objectives; and
- Implement the investment strategy and investment manager structure in line with the level of risk and objectives agreed.

When making such decisions, and when appropriate, the Trustees take proper written advice. The Trustees' investment consultants, Hymans Robertson, are qualified by their ability in and practical experience of financial matters and have the appropriate knowledge and experience to provide such advice.

Investment Objectives

The Trustees recognise that their ultimate objective is to best ensure that members of the Plan are able to retire on a reasonable level of pension taking into account the contributions paid into their individual accounts and the timescale over which those contributions were paid.

The Trustees also recognise that individual members have different investment needs and that these may change during the course of their working lives. They also recognise that members have different attitudes to risk. Hence, the Trustees have in place investment options that they believe will achieve returns consistent with the level of security chosen by the member.

The Trustees' key objectives for the Plan's investment strategy are therefore to:

- Ensure the investment strategy is consistent with relevant legislation/regulations/Trustee Deed and Rules, and best practice, and there is sufficient flexibility to react to legislative/regulatory changes.
- Ensure the investment strategy structure and design is based on the membership profile, where practical to do so.
- Offer members a reasonable range of investment options to satisfy their risk and targeted return requirements, and to reflect the range of retirement options members now have following the introduction of freedom and choice in pensions.

- Be mindful of the costs borne by members as a result of investing in different asset classes and using different investment management styles.
- Use diversification between different types of assets to reduce investment risk, where practical and cost effective to do so within the investment strategy.
- Ensure the investment strategy is capable of being communicated relatively easily to members such that members can take informed decisions in the context of their personal financial circumstances.
- Ensure the expected level of ongoing governance does not exceed the Trustees' agreed overall governance budget.

The Trustees will regularly monitor the investment strategy against these objectives.

Investment Strategy

The Trustees will offer a sufficient fund range to satisfy the risk and targeted return requirements reasonable for most members.

The Trustees have in place a range of investment options that they believe will allow members to strike appropriate balances between long-term needs for capital growth and shorter-term volatility of returns, especially in the period approaching retirement.

The Trustees have designed five Lifestyle investment options. The Lifestyle investment options are automated switching facilities allowing members to pre-select an investment strategy, which will move their accrued funds into lower risk investments as retirement approaches. The five Lifestyle investment options are:

1. Moderate Lifestyle Strategy - Flexible Target (Default Option).
2. Moderate Lifestyle Strategy – Annuity Target.
3. Moderate Lifestyle Strategy – Lump Sum Target.
4. Higher Risk Lifestyle Strategy – Flexible Target.
5. Lower Risk Lifestyle Strategy - Flexible Target.

The Moderate Lifestyle Strategy (Flexible Target) is the default investment strategy that will match the risk profile of passive savers more closely. A flexible pre-retirement blend is used as the pre-retirement phase of the default investment strategy to provide greater flexibility for members at retirement.

The main objective of the default arrangement is to provide good member outcomes at retirement. The Trustees believe that it is in the best interests of the majority of members to offer a default which:

- Manages the principal investment risks members face during their membership of the Plan.
- Maximises investment returns relative to inflation while taking an appropriate level of risk during membership of the Plan for the majority of members who do not make investment choices.
- Reflects members' likely benefit choices at retirement.

There are also two variations to the default investment strategy, the Moderate Lifestyle Strategy (Annuity Target) and the Moderate Lifestyle Strategy (Lump Sum Target), to provide members with options which target annuity purchase or full encashment. This is to cater for embers in the Plan who may wish to draw their benefits in different ways.

The Trustees believe that it is in the best interests of members in the alternative lifestyle options to:

- Manage the principal investment risks members face during their membership of the Plan.
- Give further choice for members who feel that the Plan's default arrangement is not appropriate to their needs, but do not otherwise want to be involved in deciding where their contributions are invested.

The Higher Risk Lifestyle Strategy and the Lower Risk Lifestyle Strategy should remain as alternatives to the default option in order to provide members with the opportunity to make limited investment choices in line with the estimated proportion of limited personalisers.

The objectives of the self-select fund range are to:

- Provide a choice of individual funds for members who want to be more closely involved in choosing where their pension pot is invested.
- Complement the objectives of the default arrangement and the alternative lifestyle options.
- Provide a broader choice of levels of investment risk and return.
- Provide a broader choice of investment approaches including, ethical and faith-based funds.
- Help members more closely tailor how their pension pot is invested to their personal needs and attitude to risk.
- Help members more closely tailor how their pension pot is invested to reflect the benefits they intend to take at retirement.

Nevertheless, the self-select fund range cannot be expected to cover all the investment needs of all members.

The lifestyle strategies and the self-select fund range offered will be reviewed from time to time by the Trustees to take into account changes in various considerations such as: the membership profile and experience, the likely sizes of pension pots at retirement, the level of income in retirement that members are likely to need, legislation and regulations, ESG factors and developments in investment products.

Investment Mandates

The Trustees have appointed Legal & General Investment Management ("LGIM"), BlackRock Investment Management (UK) Limited ("BlackRock"), Schroder Investment Management Limited ("Schroder") and HSBC Global Asset Management UK Ltd ("HSBC") (the "Investment Managers") to manage the Defined Contribution assets of the Plan's Money Purchase Section. The Investment Managers are regulated under the Financial Services and Markets Act 2000. All decisions about the day-to-day management of the assets have been delegated to the Investment Manager via a written agreement, including the realisation of investments.

The details of the Money Purchase Section investment arrangements are set out in Appendix II.

Platform Provider

The Trustees have appointed Mobius Life Limited ('the Platform Provider'), as provider of an investment platform through which the Trustees are able to access third party funds in order to invest the assets of the Plan. The Platform Provider is regulated under the Financial Services and Markets Act 2000. All decisions about the day-to-day management of the assets have been delegated to the Platform Provider via a written agreement, including the realisation of investments.

Risk Management and Measurement

The Trustees are aware of and pay close attention to a range of risk inherent in investing the assets of the Plan. The Trustees believe that the investment strategy provides for adequate diversification both within and across different asset classes. The Trustees further believe that the current investment strategy is appropriate given the Plan's liability profile. The Trustees' policy on risk management is as follows:

- The Trustees recognise the risk that investment returns over members' working lives may not keep pace with inflation and, as a result, do not produce adequate retirement benefits. Further from retirement, this risk should be countered by funds investing in equities and other growth orientated assets which are expected to produce returns well in excess of inflation over the longer term. Approaching retirement, the impact of this risk needs to be balanced against the other main risks members face.

- The Trustees recognise that investment conditions just prior to retirement may increase the cost of turning members' fund values into retirement benefits. For members taking cash at retirement, funds investing in cash deposits and other short-term interest-bearing investments provide a high degree of (but not complete) capital security. Funds investing in a mix of different assets are expected to be broadly suitable for members planning income drawdown during retirement. For members buying an annuity at retirement, the value of funds investing in longer-dated bonds may be expected to broadly follow changes in annuity rates caused by long-term interest rates.

- The Trustees recognise that falls in fund values prior to retirement lead to a reduction in retirement benefits. Funds investing in bonds or a mix of assets or investment techniques intended to manage short-term risks may be expected to be subject to lower levels of short-term fluctuations in values - although there may be occasions when this does not hold good.

- The Trustees recognise the risks that may arise from lack of diversification of investments. Due to the size of the Plan's assets and recognising the need to diversify, investment exposure is obtained via pooled vehicles.

- The documents governing the Platform Provider's appointment and pooled funds' selection include a number of guidelines which, among other things, are designed to ensure that only suitable investments are held by the Plan.

- The Trustees recognise the extent to which Environmental, Social and Governance (ESG) issues are not reflected in asset prices and/or not considered in investment decision making leading to underperformance relative to expectations.

- The Trustees are aware of the extent to which climate change causes a material deterioration in asset values as a consequence of factors including, but not limited to policy change, physical impacts and the expected transition to a low-carbon economy.

- The Trustees recognise that the use of active management involves a risk that the assets do not achieve the expected return and potentially increases the governance requirements. For these reasons, and to reduce cost for members, investments are predominantly index-tracking funds. However, for some asset classes (e.g. corporate bonds and multi-asset funds) the Trustees believe this risk may be outweighed by the potential gains from successful active management which may be adjusted from time to time.

- The safe custody of the Plan's assets is delegated to professional custodians via the use of an investment platform and pooled vehicles.

Should there be a material change in the Plan's circumstances the Trustees will review whether the current investment options remain appropriate.

Private Markets

The Trustees acknowledge the evolution of the investment landscape for DC schemes, which has more recently improved the feasibility of incorporating illiquid assets into the Plan's default investment strategy.

These developments present the potential for diversification and enhanced returns within the Plan's investment strategy. However, the Trustees recognise that the decision to invest in illiquid assets requires careful consideration. The Trustees are mindful of the inherent challenges and risks associated with illiquid investments, emphasising the need for a thorough evaluation before committing assets to such strategies.

The Trustees' inclination is to exercise patience and prudence by awaiting further evidence of the market's development. The Trustees aim to observe the maturation of the market for illiquid assets and closely monitor the performance of associated products. This cautious stance ensures that any potential investment aligns with the Plan's risk tolerance, objectives, and the fiduciary duty to safeguard the interests of members.

The Trustees set clear criteria for prospective entry into the illiquid asset market. The decision to invest will be contingent upon the products within this market reaching a level of maturity. This encompasses the establishment of a proven history of success, demonstrating the resilience and reliability of the investment options under consideration.

The Trustees maintain a steadfast commitment to prioritising the best interests of the Plan's members. The decision-making framework is centred on prudence, diligence, and a fiduciary responsibility to ensure that any investment into illiquid assets aligns with the Plan's overarching goals and obligations.

Additional Voluntary Contributions ('AVCS')

Members can elect to pay additional voluntary contributions into any of the funds available for ordinary contributions to the Plan. The AVC arrangements are reviewed from time to time to ensure that the investment performance achieved is acceptable ad that the investment profile of the Plans remains consistent with the objectives of the Trustees and needs of members.

Monitoring Investment Managers

The Trustees will monitor the performance of the Investment Mangers against agreed performance objectives and will consider regularly whether they are satisfied that the Investment Managers have the appropriate knowledge and experience and are carrying out the work competently and complying with the given benchmarks and targets.

In the event that the Trustees are not satisfied with the Investment Managers they will require the Investment Managers to take requisite steps to correct this position or will remove their Investment Managers and appoint other Investment Managers.

As part of this ongoing review the Trustees will have to regard to whether the Investment Managers are:

- Carrying out their functions competently.
- Having regard for the need for diversity in relation to investments.
- Having regard to the suitability of investments.
- Exercising their investment powers in line with the SIP.

The Trustees will monitor the advice provide by their investment consultant on a regular basis.

The Trustees obtain quarterly investment reports form their Investment Managers.

The Trustees have delegated the on-going assessment of their Investment Managers to their investment consultant. The Trustees currently receive quarterly performance monitoring reports from the investment consultant.

Manager incentives

When selecting funds, the Trustees will ask their investment advisor to consider the Investment Managers' remuneration strategies and appropriateness of each fund's investment guidelines to ensure that there is no inducement or scope to take an undue level of risk and that the Investment Managers will act in line with the interests of the Plan's members.

In accordance with guidance from the Pensions Regulator, the Trustees will periodically review the Plan's choice of provider to ensure their charges and services remain competitive.

At least every three years, the Trustees will undertake a review of the appropriateness of the investment options and the ongoing suitability of the arrangements with the Plan's Investment Managers.

The Trustees monitor the Investment Managers against a series of metrics over a long-term time horizon of three years including:

- Performance of their funds' respective benchmarks or performance targets on a quarterly basis.
- Relative tracking error where appropriate on a quarterly basis.
- The exercise of stewardship responsibilities (including engagement with companies) on an annual basis.

The Investment Managers are expected to provide explanations for any significant divergence from a fund's objectives. A material deviation from performance and risk targets or approach to portfolio management is likely to result in the fund being formally reviewed.

Portfolio turnover

The Trustees do not expect Investment Managers to take excessive short-term risk relative to their objectives and will monitor the Investment Managers' performance against the benchmarks and objectives on a short, medium and long-term basis.

For passively managed funds the turnover of holdings is driven by changes in the index a fund seeks to track, and hence is largely outside the control of the Investment Manager. When selecting actively managed funds, the Trustees will consider, with the help of their investment advisor, the expected level of turnover given the fund's investment objectives, the Investment Managers' investment processes and the nature of the fund's assets.

Whilst the Trustees expect performance to be delivered net of costs, including the costs of trading within the portfolio, the Trustees expect managers to report on at least an annual basis on the level and cost of turnover within the portfolio over the period. The Trustees will challenge the Plan's managers if there is a sudden change in portfolio turnover or if the level of turnover seems excessive. This will typically be assessed relative to the previous years' levels.

Where a fund has significantly under or outperformed its benchmark, the Trustees will seek to ascertain where necessary whether a higher or lower than normal turnover has been a contributory factor.

Portfolio duration

The Trustees recognise the long-term nature of defined contribution pension investments and choose funds which are expected to deliver sustainable returns over the Plan members' (and pensioners') investment horizon. The appropriate time horizon is dependent on a member's position on their savings journey: younger members will have a very long (multiple decade) time horizon whereas older members close to retirement may have a short time horizon depending on how they intend to use their benefits.

The Trustees will carry out necessary due diligence on the underlying investment decision making process, to ensure the manager makes investment decisions over an appropriate time horizon aligned with the objectives for the related investment option.

The Trustees expect that each fund will be used for at least three years, this being the period over which performance of the fund can be appropriately evaluated and the costs of change amortised. The Trustees review the performance of each of its Investment Managers and mandates on a quarterly basis against the benchmark and objectives of the mandate.

Security of assets

The funds are provided through a policy of insurance issued to the Trustees by the Platform Provider. As a result, the value of the funds may be affected in the event of the provider getting into financial difficulties.

The underlying funds used by the provider's platform are accessed through unit purchase agreements. In the event of a fund manager getting into financial difficulties, the values in these underlying funds will depend upon the nature of the contract with the Platform Provider and the fund vehicles used by the fund managers' funds.

Corporate Governance

The Trustees wish to encourage best practice in terms of activism. The Trustees accept that by using pooled investment vehicles the day-to-day application of voting rights will be carried out by the Investment Managers. Consequently, the Trustees expect the Investment Managers to adopt voting policies that are in accordance with industry best practice, including the UK Stewardship Code.

Consideration of financially material factors in investment arrangements

The Trustees believe their main duty is to protect the financial interests of the Plan's members. The Trustees recognise that financially material factors which may include ESG factors such as climate change, should be considered when choosing, holding or realising investments. The Trustees take account of financially material factors over the period for which the Trustees expect investments to be required to fund future benefits. As part of this, the Trustees acknowledge that ESG factors may be relevant at different stages of the investment process.

At this time, the Trustees have not made explicit allowance for climate change within the development or implementation of the investment strategy. The Trustee will discuss the potential impact of climate risks with its advisor when reviewing the investment strategy, and with managers on a periodic basis and will monitor developments in this area including the availability of solutions to mitigate climate-related risks.

Within active mandates, the Trustees have delegated responsibility for the consideration of stock specific issues to their individual Investment Managers. In passive mandates, the Trustees recognise that the choice of benchmark dictates the assets held by the Investment Manager and that the manager has minimal freedom to take account of factors that may be deemed to be financially material. The Trustees accept that the role of the passive manager is to deliver returns in line with the benchmark. The Trustees have elected to invest via pooled fund arrangements and therefore have no direct influence over the policies the managers have in place to govern to pooled funds.

In selecting new Investment Managers for the Plan, where relevant to the investment mandate, the Trustees will explicitly consider potential managers' approach to responsible investment and the extent to which managers integrate ESG issues in the investment process as a factor in their decision making. Minimum manager standards for responsible investment are expected (e.g. being signatory to the Principles for Responsible Investment) unless there is good justification for the manager adopting a different approach. Trustees receive advice from their investment consultants when making manager selections, which includes a view on the managers' approach to ESG.

Consideration of non-financially material factors in investment arrangements

The Trustees recognise that some members will have strong personal views or religious convictions that influence where they believe their savings should, or should not, be invested.

The Trustees will encourage members to express their views on non-financial factors relating to the Plan's investments via the annual newsletter. Nevertheless, while the Trustees will bear members' views in mind when reviewing the suitability of the Plan's investment options and choice of funds used, the Trustees will not be bound by the members' views (for instance where it is uneconomic or impracticable to do so).

DC members are provided with investment options which are managed to ethical and faith-based criteria:

- the L&G Ethical UK Equity Index Fund.
- the HSBC Amanah Global Equity Index Fund.

The Trustees note that non-financial factors can affect various investment risks which are borne by members and may under-perform other funds with broader-based investment approaches.

Voting and engagement

The Trustees believe that engagement with the companies in which the Plan invests through pooled investment funds, including the proactive use of shareholder voting rights, can improve the longer-term returns on the Plan's investments.

The Plan invests via an investment Platform Provider, who in turn invest in funds which are pooled with other investors to keep costs down and ensure adequate diversification. As a result, the Trustees have adopted a policy of delegating voting decisions on stocks to the underlying Investment Managers on the basis that voting power will be exercised by them with the objective of preserving and enhancing long term shareholder value. The Investment Managers are expected to exercise the voting rights attached to individual investments in accordance with their own house policy.

The Trustees will periodically review the voting and engagement policies of the Investment Managers as well as the approach to governance of the investment Platform Provider to determine that these policies are appropriate. On an ongoing basis, the Trustees will request that the investment Platform Provider and Investment Managers provide details of any change in their house policy.

Where appropriate, the Trustees will engage with and may seek further information from the investment Platform Provider and Investment Managers on how portfolios may be affected by a particular issue.

While the Trustees are not in a position to engage directly, the Trustees believe it is appropriate for their Investment Managers to engage in stewardship activity with key stakeholders which may including corporate management, regulators and governance bodies, relating to their investments in order to improve corporate behaviours, improve performance and mitigate financial risks. As the Trustees invests via an investment platform, there is no direct relationship between the Trustees and the Investment Managers. The Trustees accept that Investment Managers will not notify the Trustees about any particular stewardship activities.

The Trustees expect the investment Platform Provider to adopt similar practices with regards to the inclusion and ongoing oversight of Investment Managers on their platform. The Trustees also expect the Platform Provider to be able to evidence their own governance practices on request. The Trustees will consider the Platform

Provider's practices on the oversight of and engagement with the Investment Managers on its platform when reviewing the appointment of the Platform Provider.

The Trustees understand that conflicts of interest may arise in the management of the Plan and its investments. When appointing a new Platform Provider or choosing Investment Managers' funds, the Trustees will seek to establish that the provider/manager has an appropriate conflicts of interest policy in place. When notified, the Trustees will consider the impact of any conflicts of interest arising in the management of the funds used by the Plan.

Monitoring

The Trustees may request reports from the investment Platform Provider on the Investment Managers' voting activity on a periodic basis. The Trustees expect their Investment Managers to act in line with their own policies on voting activities.

The Trustees may consider the Investment Managers' voting activity on an annual basis in conjunction with their investment consultant. Where the Trustees deem it appropriate, any issues of concern will be raised with the manager for further explanation.

The Trustees will consider meeting with all major Investment Managers on a periodic basis if this is appropriate. The Trustees will provide the Investment Managers with an agenda for discussion, including where appropriate, ESG issues.

Employer – Related Investments

The Trustees' policy is not to hold any employer-related investments as defined in the Pensions Act 1995, the Pensions Act 2004 and the Occupational Pension Plans (Investment) Regulations 2005.

Fee Structures

The investment Platform Provider and the Investment Managers are paid a management charge on the basis of assets under management. No additional fees are payable. The investment consultant is paid on a project basis, which may be a fixed fee or based on time cost, as agreed by the Trustees in the interests of obtaining best value for the Plan.

Review of this Statement

The Trustees will review this Statement at least once every three years and without delay after any significant change in investment policy. Any change to this Statement will only be made after having obtained and considered the written advice of someone who the Trustees reasonably believe to be qualified by their ability in and practical experience of financial matters and to have the appropriate knowledge and experience of the management of pension plan investments.

[redacted]
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Trustee

13-May-2025 | 18:48 BST
....

Date

On behalf of The Trustees of the London & Quadrant Housing Trustee Staff Benefits Plan – Money Purchase Section

Appendix I – Third Party Agreements

Advisors

The following advisors assist the Trustees:

Pensions Consultants

Hymans Robertson
One London Wall
London EC2Y 5EA

Investment Consultants

Hymans Robertson
One London Wall
London EC2Y 5EA

Scheme Actuary

Laura Andrikopoulos
Hymans Robertson
One London Wall
London EC2Y 5EA

Auditors

BDO LLP
2 City Place
Beehive Ring Road
London Gatwick Airport
Gatwick
RH6 0PA

Investment Managers – Money Purchase Section

The Trustees have appointed the following Investment Managers for the assets of the Plan's Money Purchase Section:

Legal & General Investment Management Ltd.
One Coleman Street
London
EC25 5AA

BlackRock Investment Management (UK) Ltd.
12 Throgmorton Avenue
London
EC2N 2DL

Schroder Investment Management Limited
1 London Wall Place
London
EC2Y 5AU

HSBC Global Asset Management (UK) Ltd
8 Canada Square
London
E14 5HQ

Appendix II – Money Purchase Section Investment Arrangements

Moderate Lifestyle Strategy – Flexible Target – Default Option

A summary of the Moderate Lifestyle Strategy – Flexible Target option is as follows:

<table>
<tr><th></th><th>Growth Phase</th><th>Pre-Retirement Phase</th></tr>
<tr><td>Objective</td><td>To generate returns while taking acceptable level of risk. To reduce the negative impact of severe economic shocks.</td><td>To transition from a portfolio of equities and diversified growth funds to a blended allocation of safer investments while targeting greater flexibility for members are retirement.</td></tr>
<tr><td rowspan="4">Growth Phase</td><td>Fund</td><td>Allocation</td></tr>
<tr><td>Global Equity</td><td>50%</td></tr>
<tr><td>Diversified Growth</td><td>50%</td></tr>
<tr><td>Total Charge*</td><td>0.28%</td></tr>
<tr><td>Lifestyling</td><td colspan="2">The default Lifestyle arrangement has been designed to automatically and progressively de-risk members’ portfolios as they approach retirement.</td></tr>
<tr><td>Switching Period</td><td colspan="2">10 Years</td></tr>
<tr><td>Consolidation Phase</td><td colspan="2">Switch to:

Global Equity 20%

Diversified Growth 30%

Index-Linked Gilts 25%

Corporate Bonds 25%</td></tr>
</table>

*Total Charge includes Annual Management Charge, Additional Fund Manager Expenses, and Mobius Platform Fee. Source: Mobius as at 31 March 2024.

Fund	Investment Approach	Benchmark	Fund Manager
Mobius Life Global Equity blend: 90% LGIM Global Equity 50:50 Index 10% LGIM World Emerging Market Equity Index	Passive	Composite index (45% FTSE All-Share Index, 45% FTSE World Index overseas, 10% FTSE Emerging Index)	LGIM
Mobius Life Diversified Growth Blend: 40% BlackRock Dynamic Diversified Growth 60% Schroder Sustainable Future Multi-Asset	Active	Composite Index (40% Sonia+3% net of fees over rolling 3-year periods, 60% Consumer Price Inflation +4%)	BlackRock/Schroder
Mobius Life LGIM Over 5 Year Index-Linked Gilts Index	Passive	FTSE A Index-Linked (Over 5 Year) Index	LGIM
Mobius Life LGIM Active Corporate Bonds – All Stocks	Active	Markit iBoxx £ Non-Gilt Index	LGIM

Moderate Lifestyle Strategy – Annuity Target

A summary of the Moderate Lifestyle Strategy – Annuity Target option is as follows:

	Growth Phase	Pre-Retirement Phase
Objective	To generate returns while taking acceptable level of risk. To reduce the negative impact of severe economic shocks.	To transition from growth to annuity matching assets and cash to reduce the probability of severe losses close to retirement.
Growth Phase	**Fund**	**Allocation**
	Global Equity	50%
	Diversified Growth	50%
	Total Charge*	0.28%
Lifestyling	The Lifestyle arrangement has been designed to automatically and progressively de-risk members' portfolios as they approach retirement.	
Switching Period	10 Years	
Consolidation Phase	Switch to: Annuity Matching Lifecyle 75% Cash 25%	

*Total Charge includes Annual Management Charge, Additional Fund Manager Expenses, and Mobius Platform Fee. Source: Mobius as at 31 March 2024.

Fund	Investment Approach	Benchmark	Fund Manager
Mobius Life Global Equity blend: 90% LGIM Global Equity 50:50 Index 10% LGIM World Emerging Market Equity Index	Passive	Composite index (45% FTSE All-Share Index, 45% FTSE World Index overseas, 10% FTSE Emerging Index)	LGIM
Mobius Life Diversified Growth Blend: 40% BlackRock Dynamic Diversified Growth 60% Schroder Sustainable Future Multi-Asset	Active	Composite Index (40% SONIA+3% net of fees over rolling 3-year periods, 60% Consumer Price Inflation +4%)	BlackRock/Schroder
Mobius Life Future World Annuity Aware Fund	Passive/Active	FTSE Annuities Index	LGIM
Mobius Life LGIM Cash Fund	Active	SONIA	LGIM

Moderate Lifestyle Strategy – Lump Sum Target

A summary of the Moderate Lifestyle Strategy – Lump Sum Target option is as follows:

	Growth Phase	Pre-Retirement Phase
Objective	To generate returns while taking acceptable level of risk. To reduce the negative impact of sever economic shocks.	To transition from growth assets to cash to achieve a lump sum target upon retirement.
Growth Phase	**Fund** Global Equity Diversified Growth	**Allocation** 50% 50%
	Total Charge	0.28%
Lifestyling	The Lifestyle arrangement has been designed to automatically and progressively de-risk members' portfolios as they approach retirement	
Switching Period	10 Years	
Consolidation Phase	Switch to: Cash 100%	

*Total Charge includes Annual Management Charge, Additional Fund Manager Expenses, and Mobius Platform Fee. Source: Mobius as at 31 March 2024.

Fund	Investment Approach	Benchmark	Fund Manager
Mobius Life Global Equity blend: 90% LGIM Global Equity 50:50 Index 10% LGIM World Emerging Market Equity Index	Passive	Composite index (45% FTSE All-Share Index, 45% FTSE World Index overseas, 10% FTSE Emerging Index)	LGIM
Mobius Life Diversified Growth Blend: 40% BlackRock Dynamic Diversified Growth 60% Schroder Sustainable Future Multi-Asset	Active	Composite Index (40% SONIA+3% net of fees over rolling 3-year periods, 60% Consumer Price Inflation +4%	BlackRock/Schroder
Mobius Life LGIM Cash Fund	Active	SONIA	LGIM

Higher Risk Lifestyle Strategy – Flexible Target

A summary of the Higher Risk Lifestyle Strategy – Flexible Target option is as follows:

	Growth Phase	Pre-Retirement Phase
Objective	To generate returns while taking acceptable level of risk. To reduce the negative impact of sever economic shocks.	To transition from a portfolio of equities to a blended allocation of safer investments wile targeting greater flexibility for members are retirement.
Growth Phase	**Fund** Global Equity	**Allocation** 100%
	Total Charge*	0.14%
Life styling	The default Lifestyle arrangement has been designed to automatically and progressively de-risk members' portfolios as they approach retirement	
Switching Period	10 Years	
Consolidation Phase	**Switch to:** Global Equity 20% Diversified Growth 30% Index-Linked Gilts 25% Corporate Bonds 25%	

*Total Charge includes Annual Management Charge, Additional Fund Manager Expenses, and Mobius Platform Fee. Source: Mobius as at 31 March 2024.

Fund	**Investment Approach**	**Benchmark**	**Fund Manager**
Mobius Life Global Equity blend: 90% LGIM Global Equity 50:50 Index 10% LGIM World Emerging Market Equity Index	Passive	Composite index (45% FTSE All-Share Index, 45% FTSE World Index overseas, 10% FTSE Emerging Index)	LGIM
Mobius Life Diversified Growth Blend: 40% BlackRock Dynamic Diversified Growth 60% Schroder Sustainable Future Multi-Asset	Active	Composite Index (40% SONIA+3% net of fees over rolling 3-year periods, 60% Consumer Price Inflation +4%	BlackRock/Schroder
Mobius Life LGIM Over 5 Year Index-Linked Gilts Index	Passive	FTSE A Index-Linked (Over 5 Year) Index	LGIM
Mobius Life LGIM Active Corporate Bonds – All Stocks	Active	Markit iBoxx £ Non-Gilt Index	LGIM

Lower Risk Lifestyle Strategy – Flexible Target

A summary of the Lower Risk Lifestyle Strategy – Flexible Target option is as follows.

	Growth Phase	**Pre-Retirement Phase**
Objective	To generate returns while taking acceptable level of risk. To reduce the negative impact of sever economic shocks.	To transition from a portfolio of diversified growth funds to a blended allocation of safer investments wile targeting greater flexibility for members are retirement.
Growth Phase	**Fund** Diversified Growth	**Allocation** 100%
	Total Charge*	0.42%
Life styling	The default Lifestyle arrangement has been designed to automatically and progressively de-risk members' portfolios as they approach retirement	
Switching Period	10 Years	
Consolidation Phase	**Switch to:** Global Equity 20% Diversified Growth 30% Index-Linked Gilts 25% Corporate Bonds 25%	

*Total Charge includes Annual Management Charge, Additional Fund Manager Expenses, and Mobius Platform Fee. Source: Mobius as at 31 March 2024.

Fund	Investment Approach	Benchmark	Fund Manager
Mobius Life Global Equity blend: 90% LGIM Global Equity 50:50 Index 10% LGIM World Emerging Market Equity Index	Passive	Composite index (45% FTSE All-Share Index, 45% FTSE World Index overseas, 10% FTSE Emerging Index)	LGIM
Mobius Life Diversified Growth Blend: 40% BlackRock Dynamic Diversified Growth 60% Schroder Sustainable Future Multi-Asset	Active	Composite Index (40% SONIA+3% net of fees over rolling 3-year periods, 60% Consumer Price Inflation +4%	BlackRock/Schroder
Mobius Life LGIM Over 5 Year Index-Linked Gilts Index	Passive	FTSE A Index-Linked (Over 5 Year) Index	LGIM
Mobius Life LGIM Active Corporate Bonds – All Stocks	Active	Markit iBoxx £ Non-Gilt Index	LGIM

Lifestyle Strategy Matrices

Moderate Lifestyle Strategy – Flexible Target – Default Strategy

Fund/Years to Retirement	10 or more	9	8	7	6	5	4	3	2	1	0
Global Equity	50.00%	47.00%	44.00%	41.00%	38.00%	35.00%	32.00%	29.00%	26.00%	23.00%	20.00%
Diversified Growth	50.00%	48.00%	46.00%	44.00%	42.00%	40.00%	38.00%	36.00%	34.00%	32.00%	30.00%
Index-Linked Gilts	0.00%	2.50%	5.00%	7.50%	10.00	12.50	15.00	17.50	20.00	22.50	25.00
All Stocks Corporate Bonds	0.00%	2.50%	5.00%	7.50%	10.00	12.50	15.00	17.50	20.00	22.50	25.00
Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

Moderate Lifestyle Strategy – Annuity Target

Fund/Years to Retirement	10 or more	9	8	7	6	5	4	3	2	1	0
Global Equity	50.00%	45.00%	40.00%	35.00%	30.00%	25.00%	20.00%	15.00%	10.00%	5.00%	0.00%
Diversified Growth	50.00%	45.00%	40.00%	35.00%	30.00%	25.00%	20.00%	15.00%	10.00%	5.00%	0.00%
Annuity Matching Lifecyle	0.00%	7.50%	15.00%	22.50%	30.00%	37.50%	45.00%	52.50%	60.00%	67.50%	75.00%
Cash	0.00%	2.50%	5.00%	7.50%	10.00%	12.50%	15.00%	17.50%	20.00%	22.50%	25.00%
Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

Moderate Lifestyle Strategy – Lump Sum Target

Fund/Years to Retirement	10 or more	9	8	7	6	5	4	3	2	1	0
Global Equity	50.00%	47.00%	44.00%	41.00%	38.00%	35.00%	32.00%	29.00%	23.00%	15.00%	0.00%
Diversified Growth	50.00%	48.00%	46.00%	44.00%	42.00%	40.00%	38.00%	36.00%	29.50%	20.00%	0.00%
Index-Linked Gilts	0.00%	2.50%	5.00%	7.50%	10.00%	12.50%	15.00%	17.50%	16.25%	12.50%	0.00%
All Stocks Corporate Bonds	0.00%	2.50%	5.00%	7.50%	10.00%	12.50%	15.00%	17.50%	16.25%	12.50%	0.00%
Cash	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	15.00%	40.50%	100.00%
Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

Higher Risk Lifestyle – Flexible Target

Fund/Years to Retirement	10 or more	9	8	7	6	5	4	3	2	1	0
Global Equity	100.00%	92.00%	84.00%	76.00%	68.00%	60.00%	52.00%	44.00%	36.00%	28.00%	20.00%
Diversified Growth	0.00%	3.00%	6.00%	9.00%	12.00%	15.00%	18.00%	21.00%	24.00%	27.00%	30.00%
Index-Linked Gilts	0.00%	2.50%	5.00%	7.50%	10.00%	12.50%	15.00%	17.50%	20.00%	22.50%	25.00%
All Stocks Corporate Bonds	0.00%	2.50%	5.00%	7.50%	10.00%	12.50%	15.00%	17.50%	20.00%	22.50%	25.00%
Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

Lower Risk Lifestyle – Flexible Target

Fund/Years to Retirement	10 or more	9	8	7	6	5	4	3	2	1	0
Global Equity	0.00%	2.00%	4.00%	6.00%	8.00%	10.00%	12.00%	14.00%	16.00%	18.00%	20.00%
Diversified Growth	100.00%	93.00%	86.00%	79.00%	72.00%	65.00%	58.00%	51.00%	44.00%	37.00%	30.00%
Index-Linked Gilts	0.00%	2.50%	5.00%	7.50%	10.00%	12.50%	15.00%	17.50%	20.00%	22.50%	25.00%
All Stocks Corporate Bonds	0.00%	2.50%	5.00%	7.50%	10.00%	12.50%	15.00%	17.50%	20.00%	22.50%	25.00%
Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

Self-select fund range

Asset class	Fund Name	Benchmark	Performance Target	Fund Charge (%per annum)
Equities				
UK	LGIM UK Equity Index	FTSE All-Share Index	The investment objective of the fund is to track the performance of the FTSE All-Share Index to within +/- 0.25% p.a. for two years out of three.	0.07%
Global	Global Equity blend: 90% LGIM Global Equity 50:50 Index 10% LGIM World Emerging Market Equity Index	45% FTSE All-Share Index, 45% FTSE World Index overseas, 10% FTSE Emerging Index	The investment objective of the Fund is to track the performance of the benchmark (less withholding tax if applicable) to within +/-0.5% p.a. for two years out of three.	0.14%
North America	LGIM North American Equity Index	FTSE World North America Index	The investment objective of the Fund is to track the performance of the FTSE World North America Index (less withholding tax if applicable) to within +/-0.5% p.a. for two years out of three.	0.12%
Europe	LGIM Europe (ex-UK) Equity Index	FTSE Developed Europe ex UK Index	The investment objective of the Fund is to track the performance of the FTSE Developed Europe ex UK (less withholding tax if applicable) to within +/-0.5% p.a. for two years out of three.	0.12%

Asia Pacific	LGIM Asia (ex-Japan) Equity Index	FTSE Developed Asia Pacific ex Japan Index	The investment objective of the Fund is to track the performance of the FTSE Developed Asia Pacific ex Japan Index (less withholding tax if applicable) to within +/-0.75% p.a. for two years out of three.	0.12%
Japan	LGIM Japan Equity Index	FTSE Japan Index	The investment objective of the Fund is to track the performance of the FTSE Japan Index (less withholding tax if applicable) to within +/-0.5% p.a. for two years out of three.	0.12%
Emerging Markets	LGIM World Emerging Markets Equity Index	FTSE Emerging Index	The investment objective of the Fund is to track the performance of the FTSE Emerging Index (less withholding tax if applicable) to within +/-1.5% p.a. for two years out of three.	0.34%
World (ex UK)	LGIM World (ex UK) Equity Index	FTSE World (ex UK)	The investment objective of the Fund is to track the performance of the FTSE World (ex UK) Index (less withholding tax if applicable) to within +/-0.5% p.a. for two years out of three.	0.12%
Bonds				
Corporate Bonds	LGIM Active Corporate Bonds – All Stocks	Markit iBoxx £ Non-Gilt Index	The Fund aims to exceed the benchmark by 0.75% p.a. (before fees) over a three-year rolling period.	0.24%

Index -Linked Gilts	LGIM Over 5 Year Index – Linked Gilts Index	FTSE A Index-Linked (Over 5 Year) Index	The investment objective of the Fund is to track the performance of the FTSE A Index-Linked (Over 5 Year) Index to within +/- 0.25% p.a. for two years out of three.	0.08%
Multi Asset				
Diversified Growth	DGF blend: 40% BlackRock Dynamic Diversified Growth 60% Schroder Sustainable Future Multi Asset	Composite Index (40% SONIA+3% net of fees over rolling 3-year periods, 60% Consumer Price Inflation +4%	To perform in line with the composite benchmark.	0.42%
Multi Asset	LGIM Multi-Asset	The average Balanced Fund, excluding Property as published in the CAPS Polled Pension Fund Update – Balanced Section.	The investment objective of the Fund is to provide diversified exposure to a range of securities excluding property. The Fund aims to maintain an asset distribution close to that of the average Balanced Fund, excluding property, as published in the CAPS Pooled Pensions Fund Update.	0.19%
Multi Asset	Flexible Pre-Retirement blend: 20% Global Equity Blend 30% DGF Blend 25% LGIM Over 5 Year Index-Linked Gilts 25% LGIM Active Corporate Bond All Stocks	9% FTSE All-Share Index, 9% FTSE World Index overseas, 2% FTSE Emerging Index, 12% SONIA+3% net of fees over rolling 3-year periods, 18% Consumer Price Inflation +4%, 25% FTSE A Index-linked (Over 5 Year) Index, 25% Markit IBoxx Sterling Non-Gilt Index	To perform in line with the composite benchmark.	0.23%

Other				
Money Market	LGIM Cash	SONIA	The Fund aims to perform in line with SONIA without incurring excessive risk.	0.09%
Property	LGIM Managed Property	AREF/IPD UK Quarterly All Balanced Property Funds Index	The Fund aims to outperform the AREF/IPD UK Quarterly All Balanced Property Funds Index over 3- and 5-year periods	1.40%
Annuity Match Blend	Annuity Matching blend: 75% L&G Future World Annuity Aware Fund 25% L&G Cash Fund	75% FTSE Annuities Index, 25% SONIA	To perform in line with the composite benchmark.	0.10%
Ethical				
Equities	LGIM Ethical UK Equity Index	FTSE4Good UK Equity Index	The investment objective of the Fund is to track the performance of the FTSE4Good UK Equity Index to within +/-0.5% p.a. for two years out of three.	0.24%
Shariah	HSBC Amanah Global Equity Index	DOW JONES ISLAMIC TITANS 100	The fund aims to track the performance of a world index, through investment in a diversified portfolio of securities as defined by the relevant index, which meets Islamic investment principles as interpreted and laid down by the Shariah committee and provided to the Board of Directors.	0.34%