



## **PUBLIC TRANSPARENCY REPORT**

**2024**

**EQ Investors Limited**

Generated 25-11-2024

# About this report

PRI reporting is the largest global reporting project on responsible investment. It was developed with investors, for investors.

PRI signatories are required to report publicly on their responsible investment activities each year. In turn, they receive a number of outputs, including a public and private Transparency Report.

The public Transparency Reports, which are produced using signatories' reported information, provide accountability and support signatories to have internal discussions about their practices and to discuss these with their clients, beneficiaries, and other stakeholders.

This public Transparency Report is an export of the signatory's responses to the PRI Reporting Framework during the 2024 reporting period. It includes the signatory's responses to core indicators, as well as responses to plus indicators that the signatory has agreed to make public.

In response to signatory feedback, the PRI has not summarised signatories' responses – the information in this document is presented exactly as it was reported.

For each of the indicators in this document, all options selected by the signatory are presented, including links and qualitative responses. In some indicators, all applicable options are included for additional context.

## Disclaimers

### Legal Context

PRI recognises that the laws and regulations to which signatories are subject differ by jurisdiction. We do not seek or require any signatory to take an action that is not in compliance with applicable laws. All signatory responses should therefore be understood to be subject to and informed by the legal and regulatory context in which the signatory operates.

### Responsible investment definitions

Within the PRI Reporting Framework Glossary, we provide definitions for key terms to guide reporting on responsible investment practices in the Reporting Framework. These definitions may differ from those used or proposed by other authorities and regulatory bodies due to evolving industry perspectives and changing legislative landscapes. Users of this report should be aware of these variations, as they may impact interpretations of the information provided.

### Data accuracy

This document presents information reported directly by signatories in the 2024 reporting cycle. This information has not been audited by the PRI or any other party acting on its behalf. While this information is believed to be reliable, no representations or warranties are made as to the accuracy of the information presented. The PRI has taken reasonable action to ensure that data submitted by signatories in the reporting tool is reflected in their official PRI reports accurately. However, it is possible that small data inaccuracies and/or gaps remain, and the PRI shall not be responsible or liable for such inaccuracies and gaps.

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# SENIOR LEADERSHIP STATEMENT (SLS)

## SENIOR LEADERSHIP STATEMENT

### SENIOR LEADERSHIP STATEMENT

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SLS 1	CORE	N/A	N/A	PUBLIC	Senior Leadership Statement	GENERAL

#### Section 1. Our commitment

- Why does your organisation engage in responsible investment?
- What is your organisation's overall approach to responsible investment, and what major responsible investment commitment(s) have you made?

EQ Investors (EQ) is a sustainable wealth manager and founding B-Corporation, where responsible investing is embedded into every level of our business. We strongly believe in business as a force for good and our commitment stems from a belief that our approach will lead to creating a world that is ethical and equitable and this is aligned with our duty to clients and other stakeholders. As a PRI signatory, we recognise our duty to act in the best long-term interests of our beneficiaries, whom we strive to educate and better connect with their investments. Our mission is to create systems change through the power of investment. We aim to stimulate innovation by challenging the status quo, redirect capital flows by focusing on real value and not just profit, and improve decision making for the benefit of all.

ESG, sustainable and impact investment is central to our proposition. As a multi-manager investing in third party funds, we cannot control decisions on a security by security basis, but as part of our minimum standard we choose managers that avoid harm, employ systematic ESG integration into their investment process and stewardship, including the incorporation of climate change risks. EQ believes that these standards are appropriate across our entire client base, and in line with our fiduciary duties. Therefore our approach to Responsible Investment outlined in our public policies, including minimum standards, spans our total assets under management, across all asset classes.

Across all of our mandates EQ engages for change, summarised in our stewardship code. It is vital we hold our fund managers to account, so they in turn hold their investee companies to account – in a wider mission to improve sustainable impacts and long-term returns over time. Our approach continues to evolve as we engage with the industry, which itself is continuously evolving. Further, we do not believe that one-size-fits-all when it comes to sustainable investing. EQ offers four distinct sustainable investment approaches to match the diverse demand we see from clients. All of these are retail-friendly and aim to deliver their stated sustainable objectives without sacrificing returns. For example, our impact strategies are run under a dual mandate to invest in companies providing solutions to the world's social and environmental challenges while aiming to achieve long-term capital growth. All mandates report on whether their sustainability objectives have been met, and we pride ourselves in the transparency we can provide clients with. This transparency builds trust, builds consumer understanding and helps to connect clients with their investments.

#### Section 2. Annual overview

- Discuss your organisation's progress during the reporting year on the responsible investment issue you consider most relevant or material to your organisation or its assets.
- Reflect on your performance with respect to your organisation's responsible investment objectives and targets during the reporting year. Details might include, for example, outlining your single most important achievement or describing your general progress on topics such as the following (where applicable):
  - refinement of ESG analysis and incorporation
  - stewardship activities with investees and/or with policymakers
  - collaborative engagements
  - attainment of responsible investment certifications and/or awards

EQ fully embedded our "Minimum Sustainability Standards", implementing a minimum level of "negative" screens, limiting portfolio exposures to industries that cause significant harm, are in structural decline and present what we view as unmanageable long-term risks. In addition, the standards implement a minimum level of ESG integration. The continued materiality of these standards were reviewed this year and our processes continue to evolve with best practice

Over the past year, across all of EQ's various sustainability objectives we committed resource to refining and formalising our monitoring, oversight and engagement processes. Part of this included the formation of a stand-alone Sustainability Oversight Committee which aims to uphold EQ's responsible investment policy & stewardship code, the specific sustainability objectives of our portfolios and maintain EQs leadership position in the sustainable investment industry.

The committee will also discuss changing financial materiality of our standards, regulatory adherence, discuss any conflict of interests and ensure we continue to meet each of our mandates objectives.

The UK FCA's introduction of the anti-greenwashing rule and Sustainability Disclosure Requirements has drawn significant resources and investment team attention this reporting year, which is expected to continue. We successfully completed an anti-greenwashing review of our literature, we engaged with all our asset managers and peers on the SDR rules and submitted various rounds of feedback directly to the regulator. In preparation to the December 2024 deadline, we have started to put in place the necessary refinements to objectives, reporting and monitoring to deliver on the regulation.

In 2024 we further built out EQs engagement strategy and stewardship escalation process, and now publicly disclose our plan every year. This strategy is applicable across all of our portfolios. As part of this, we further enhanced monitoring of our engagement progress and success using KPIs, in order to better communicate its value-add to our clients. For the second year, EQ developed its AGM engagement strategy, which backs up engagement in our strategic priority themes and has attended 10 AGMs this season.

Collaborative Engagements in this period have spanned strategic themes; Climate Action, Human rights in supply chains, Ethical AI, Biodiversity risk.

On climate change, EQ has worked with CA100+, and with two ShareAction groups focusing on the decarbonisation of banking. On human rights, EQ engaged collaboratively through a group set up by Stewart Investors on human rights preservation in the semiconductor supply chain. On ethical AI, EQ has engaged as part of a World Benchmarking Alliance's Collective Impact Coalition on Ethical AI. On Biodiversity risk, EQ has joined as a founding signatory and collaborative engager to the Spring project coordinated by the UN PRI. EQ has recently joined the Access to Medicine Initiative given increased focus on medical research and affordable access.

EQ continued to provide structured education and training, both internally and externally, focused on a broad range of sustainability topics. We continue to win multiple awards for our approach towards responsible investing.

### Section 3. Next steps

- What specific steps has your organisation outlined to advance your commitment to responsible investment in the next two years?

EQ is committed to continue creating systems change through the power of investment and stewardship. We will continue to work alongside asset managers, actively shaping our opportunity set and best practice & encouraging new sustainable fund launches across asset classes while providing them with the seed capital to do so. Through this, we will continue to improve our adherence to evolving industry best practice and our minimum sustainability standards. The implementation of SDR will have a part to play with this and will drive innovation within EQ's investment team and reporting disclosures. EQ will continue to collaborate with industry peers, financial advisers and the regulator to help achieve the aim of this regulation and benefit clients.

We will continue to push ahead as strong stewards of our client's capital, focusing on expanding our engagement work, improving the consistency, depth, outcomes and reporting. It is likely that this will remain centred on Climate Action, Biodiversity risk, Human rights in supply chains and Ethical AI. Alongside this, we will further our work on voting policies and disclosures within asset management, ensuring better adherence to best practice across the industry.

### Section 4. Endorsement

**'The Senior Leadership Statement has been prepared and/or reviewed by the undersigned and reflects our organisation-wide commitment and approach to responsible investment'.**

Name

Sophie Kennedy

Position

Joint-CEO

Organisation's Name

● A

'This endorsement applies only to the Senior Leadership Statement and should not be considered an endorsement of the information reported by the above-mentioned organisation in the various modules of the Reporting Framework. The Senior Leadership Statement serves as a general overview of the above-mentioned organisation's responsible investment approach. The Senior Leadership Statement does not constitute advice and should not be relied upon as such. Further, it is not a substitute for the skill, judgement and experience of any third parties, their management, employees, advisors and/or clients when making investment and other business decisions'.

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# ORGANISATIONAL OVERVIEW (OO)

## ORGANISATIONAL INFORMATION

### REPORTING YEAR

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 1	CORE	N/A	N/A	PUBLIC	Reporting year	GENERAL

What is the year-end date of the 12-month period you have chosen to report for PRI reporting purposes?

	Date	Month	Year
Year-end date of the 12-month period for PRI reporting purposes:	30	05	2024

## SUBSIDIARY INFORMATION

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 2	CORE	N/A	OO 2.1	PUBLIC	Subsidiary information	GENERAL

Does your organisation have subsidiaries?

- (A) Yes
- (B) No

# ASSETS UNDER MANAGEMENT

## ALL ASSET CLASSES

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 4	CORE	OO 3	N/A	PUBLIC	All asset classes	GENERAL

What are your total assets under management (AUM) at the end of the reporting year, as indicated in [OO 1]?

USD

(A) AUM of your organisation, including subsidiaries, and excluding the AUM subject to execution, advisory, custody, or research advisory only

US\$ 2,319,127,545.00

(B) AUM of subsidiaries that are PRI signatories in their own right and excluded from this submission, as indicated in [OO 2.2]

US\$ 0.00

(C) AUM subject to execution, advisory, custody, or research advisory only

US\$ 168,902,279.00



## ASSET BREAKDOWN

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 5	CORE	OO 3	Multiple indicators	PUBLIC	Asset breakdown	GENERAL

Provide a percentage breakdown of your total AUM at the end of the reporting year as indicated in [OO 1].

	(1) Percentage of Internally managed AUM	(2) Percentage of Externally managed AUM
(A) Listed equity	0%	>50-75%
(B) Fixed income	0%	>10-50%
(C) Private equity	0%	0%
(D) Real estate	0%	0%
(E) Infrastructure	0%	>0-10%
(F) Hedge funds	0%	>0-10%
(G) Forestry	0%	0%
(H) Farmland	0%	0%
(I) Other	0%	>0-10%
(J) Off-balance sheet	0%	0%

**(I) Other - (2) Percentage of Externally managed AUM - Specify:**

This includes Cash, structured products and commodities

## ASSET BREAKDOWN: EXTERNALLY MANAGED ASSETS

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 5.1	CORE	OO 5	Multiple	PUBLIC	Asset breakdown: Externally managed assets	GENERAL

Provide a further breakdown of your organisation's externally managed listed equity and/or fixed income AUM.

	(1) Listed equity	(2) Fixed income - SSA	(3) Fixed income - corporate	(4) Fixed income - securitised	(5) Fixed income - private debt
(A) Active	>50-75%	>10-50%	>10-50%	>10-50%	0%
(B) Passive	>10-50%	>10-50%	>0-10%		

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 5.2	CORE	OO 5, OO 5.1	SAM 3, SAM 8	PUBLIC	Asset breakdown: Externally managed assets	GENERAL

Provide a breakdown of your organisation's externally managed AUM between segregated mandates and pooled funds or investments.

	(1) Segregated mandate(s)	(2) Pooled fund(s) or pooled investment(s)
(A) Listed equity - active	0%	>75%
(B) Listed equity - passive	0%	>75%
(C) Fixed income - active	0%	>75%
(D) Fixed income - passive	0%	>75%
(G) Infrastructure	0%	>75%
(H) Hedge funds	0%	>75%

## MANAGEMENT BY PRI SIGNATORIES

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 6	CORE	OO 5	N/A	PUBLIC	Management by PRI signatories	GENERAL

**What percentage of your organisation's externally managed assets are managed by PRI signatories?**

>75%

## GEOGRAPHICAL BREAKDOWN

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 7	CORE	Multiple, see guidance	N/A	PUBLIC	Geographical breakdown	GENERAL

**How much of your AUM in each asset class is invested in emerging markets and developing economies?**

### AUM in Emerging Markets and Developing Economies

(A) Listed equity	(2) >0 to 10%
(B) Fixed income – SSA	(2) >0 to 10%
(C) Fixed income – corporate	(2) >0 to 10%
(D) Fixed income – securitised	(2) >0 to 10%
(H) Infrastructure	(2) >0 to 10%
(I) Hedge funds	(2) >0 to 10%

# STEWARDSHIP

## STEWARDSHIP

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 8	CORE	Multiple, see guidance	Multiple indicators	PUBLIC	Stewardship	GENERAL

Does your organisation conduct stewardship activities, excluding (proxy) voting, for any of your assets?

	(1) Listed equity - active	(2) Listed equity - passive	(3) Fixed income - active	(4) Fixed income - passive
(A) Yes, through internal staff	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(B) Yes, through service providers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(C) Yes, through external managers	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(D) We do not conduct stewardship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

  

	(7) Infrastructure	(8) Hedge funds	(11) Other
(A) Yes, through internal staff	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(B) Yes, through service providers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(C) Yes, through external managers	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(D) We do not conduct stewardship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## STEWARDSHIP: (PROXY) VOTING

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 9 HF	CORE	OO 5	OO 9	PUBLIC	Stewardship: (Proxy) voting	GENERAL

Does your organisation have direct investments in listed equity across your hedge fund strategies?

- (A) Yes
- (B) No

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 9	CORE	Multiple, see guidance	Multiple indicators	PUBLIC	Stewardship: (Proxy) voting	GENERAL

Does your organisation conduct (proxy) voting activities for any of your listed equity holdings?

	(1) Listed equity - active	(2) Listed equity - passive
(A) Yes, through internal staff	<input type="checkbox"/>	<input type="checkbox"/>
(B) Yes, through service providers	<input type="checkbox"/>	<input type="checkbox"/>
(C) Yes, through external managers	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(D) We do not conduct (proxy) voting	<input type="radio"/>	<input type="radio"/>

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 9.1	CORE	OO 9	PGS 10.1, PGS 31	PUBLIC	Stewardship: (Proxy) voting	GENERAL

For each asset class, on what percentage of your listed equity holdings do you have the discretion to vote?

	Percentage of your listed equity holdings over which you have the discretion to vote
(A) Listed equity – active	(1) 0%
(B) Listed equity - passive	(1) 0%

# ESG INCORPORATION

## EXTERNAL MANAGER SELECTION

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 12	CORE	OO 5, OO 5.1	Multiple indicators	PUBLIC	External manager selection	1

For each externally managed asset class, does your organisation incorporate ESG factors, to some extent, when selecting external investment managers?

	(1) Yes, we incorporate ESG factors when selecting external investment managers	(2) No, we do not incorporate ESG factors when selecting external investment managers
(A) Listed equity - active	<input checked="" type="radio"/>	<input type="radio"/>
(B) Listed equity - passive	<input checked="" type="radio"/>	<input type="radio"/>
(C) Fixed income - active	<input checked="" type="radio"/>	<input type="radio"/>
(D) Fixed income - passive	<input checked="" type="radio"/>	<input type="radio"/>
(G) Infrastructure	<input checked="" type="radio"/>	<input type="radio"/>
(H) Hedge funds	<input checked="" type="radio"/>	<input type="radio"/>
(K) Other: This includes Cash, structured products and commodities	<input checked="" type="radio"/>	<input type="radio"/>

## EXTERNAL MANAGER APPOINTMENT

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 13	CORE	OO 5, OO 5.1	Multiple indicators	PUBLIC	External manager appointment	1

For each externally managed asset class, does your organisation incorporate ESG factors, to some extent, when appointing external investment managers?

	(1) Yes, we incorporate ESG factors when appointing external investment managers	(2) No, we do not incorporate ESG factors when appointing external investment managers
(A) Listed equity - active	<input checked="" type="radio"/>	<input type="radio"/>
(B) Listed equity - passive	<input checked="" type="radio"/>	<input type="radio"/>
(C) Fixed income - active	<input checked="" type="radio"/>	<input type="radio"/>
(D) Fixed income - passive	<input checked="" type="radio"/>	<input type="radio"/>
(G) Infrastructure	<input checked="" type="radio"/>	<input type="radio"/>
(H) Hedge funds	<input checked="" type="radio"/>	<input type="radio"/>
(K) Other: This includes Cash, structured products and commodities	<input checked="" type="radio"/>	<input type="radio"/>

## EXTERNAL MANAGER MONITORING

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 14	CORE	OO 5, OO 5.1	Multiple indicators	PUBLIC	External manager monitoring	1

For each externally managed asset class, does your organisation incorporate ESG factors, to some extent, when monitoring external investment managers?

	(1) Yes, we incorporate ESG factors when monitoring external investment managers	(2) No, we do not incorporate ESG factors when monitoring external investment managers
(A) Listed equity - active	<input checked="" type="radio"/>	<input type="radio"/>
(B) Listed equity - passive	<input checked="" type="radio"/>	<input type="radio"/>
(C) Fixed income - active	<input checked="" type="radio"/>	<input type="radio"/>
(D) Fixed income - passive	<input checked="" type="radio"/>	<input type="radio"/>
(G) Infrastructure	<input checked="" type="radio"/>	<input type="radio"/>
(H) Hedge funds	<input checked="" type="radio"/>	<input type="radio"/>
(K) Other: This includes Cash, structured products and commodities	<input checked="" type="radio"/>	<input type="radio"/>

## ESG IN OTHER ASSET CLASSES

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 15	CORE	OO 11, OO 12–14	N/A	PUBLIC	ESG in other asset classes	1

Describe how your organisation incorporates ESG factors into the following asset classes.

Externally managed  
(F) Other

For cash, we are seeking to understand the lending activity of the bank/custodian. For commodities, we look for ESG integration into the selection of the commodity or the commodity-exposed asset.



# ESG/SUSTAINABILITY FUNDS AND PRODUCTS

## LABELLING AND MARKETING

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 18	CORE	OO 11–14	OO 18.1	PUBLIC	Labelling and marketing	1

**Do you explicitly market any of your products and/or funds as ESG and/or sustainable?**

**(A) Yes, we market products and/or funds as ESG and/or sustainable**

Provide the percentage of AUM that your ESG and/or sustainability-marketed products or funds represent:

>75%

- (B) No, we do not offer products or funds explicitly marketed as ESG and/or sustainable
- (C) Not applicable; we do not offer products or funds

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 18.1	CORE	OO 18	OO 18.2	PUBLIC	Labelling and marketing	1

**Do any of your ESG and/or sustainability-marketed products and/or funds hold formal ESG and/or RI certification(s) or label(s) awarded by a third party?**

**(A) Yes, our ESG and/or sustainability-marketed products and/or funds hold formal labels or certifications**

Provide the percentage of AUM that your labelled and/or certified products and/or funds represent:

>75%

- (B) No, our ESG and/or sustainability-marketed products and/or funds do not hold formal labels or certifications

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 18.2	CORE	OO 18.1	N/A	PUBLIC	Labelling and marketing	1

**Which ESG/RI certifications or labels do you hold?**

- (A) Commodity type label (e.g. BCI)
- (B) GRESB
- (C) Austrian Ecolabel (UZ49)
- (D) B Corporation**
- (E) BREEAM
- (F) CBI Climate Bonds Standard
- (G) DDV-Nachhaltigkeitskodex-ESG-Strategie
- (H) DDV-Nachhaltigkeitskodex-ESG-Impact
- (I) EU Ecolabel
- (J) EU Green Bond Standard
- (K) Febelfin label (Belgium)

- (L) Finansol
- (M) FNG-Siegel Ecolabel (Germany, Austria and Switzerland)
- (N) Greenfin label (France)
- (O) Grüner Pfandbrief
- (P) ICMA Green Bond Principles
- (Q) ICMA Social Bonds Principles
- (R) ICMA Sustainability Bonds Principles
- (S) ICMA Sustainability-linked Bonds Principles
- (T) Kein Verstoß gegen Atomwaffensperrvertrag
- (U) Le label ISR (French government SRI label)
- (V) Luxflag Climate Finance
- (W) Luxflag Environment
- (X) Luxflag ESG
- (Y) Luxflag Green Bond
- (Z) Luxflag Microfinance
- (AA) Luxflag Sustainable Insurance Products
- (AB) National stewardship code
- (AC) Nordic Swan Ecolabel
- (AD) Other SRI label based on EUROSIF SRI Transparency Code (e.g. Novethic)
- (AE) People's Bank of China green bond guidelines
- (AF) RIAA (Australia)
- (AG) Towards Sustainability label (Belgium)
- (AH) Other

## SUMMARY OF REPORTING REQUIREMENTS

### SUMMARY OF REPORTING REQUIREMENTS

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 21	CORE	Multiple indicators	Multiple indicators	PUBLIC	Summary of reporting requirements	GENERAL

The following table shows which modules are mandatory or voluntary to report on in the separate PRI asset class modules. Where a module is voluntary, indicate if you wish to report on it.

Applicable modules	(1) Mandatory to report (pre-filled based on previous responses)	(2.1) Voluntary to report. Yes, I want to opt-in to reporting on the module	(2.2) Voluntary to report. No, I want to opt-out of reporting on the module
Policy, Governance and Strategy	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Confidence Building Measures	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
(T) External manager selection, appointment and monitoring (SAM) – listed equity - active	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

(U) External manager selection, appointment and monitoring (SAM) – listed equity - passive	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
(V) External manager selection, appointment and monitoring (SAM) – fixed income - active	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
(W) External manager selection, appointment and monitoring (SAM) – fixed income - passive	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
(Z) External manager selection, appointment and monitoring (SAM) – infrastructure	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
(AA) External manager selection, appointment and monitoring (SAM) – hedge funds	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

## SUBMISSION INFORMATION

### REPORT DISCLOSURE

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 32	CORE	OO 3, OO 31	N/A	PUBLIC	Report disclosure	GENERAL

**How would you like to disclose the detailed percentage figures you reported throughout the Reporting Framework?**

- (A) Publish as absolute numbers
- (B) Publish as ranges

# POLICY, GOVERNANCE AND STRATEGY (PGS)

## POLICY

### RESPONSIBLE INVESTMENT POLICY ELEMENTS

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 1	CORE	OO 8, OO 9	Multiple indicators	PUBLIC	Responsible investment policy elements	1, 2

Which elements are covered in your formal responsible investment policy(ies)?

- (A) Overall approach to responsible investment
- (B) Guidelines on environmental factors
- (C) Guidelines on social factors
- (D) Guidelines on governance factors
- (E) Guidelines on sustainability outcomes
- (F) Guidelines tailored to the specific asset class(es) we hold
- (G) Guidelines on exclusions
- (H) Guidelines on managing conflicts of interest related to responsible investment
- (I) Stewardship: Guidelines on engagement with investees
- (J) Stewardship: Guidelines on overall political engagement
- (K) Stewardship: Guidelines on engagement with other key stakeholders
- (L) Stewardship: Guidelines on (proxy) voting
- (M) Other responsible investment elements not listed here

Specify:

Approach to innovation and raising ambition of responsible investment philosophy and process as best practices develop

- (N) Our organisation does not have a formal responsible investment policy and/or our policy(ies) do not cover any responsible investment elements

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 2	CORE	PGS 1	Multiple, see guidance	PUBLIC	Responsible investment policy elements	1

Does your formal responsible investment policy(ies) include specific guidelines on systematic sustainability issues?

- (A) Specific guidelines on climate change (may be part of guidelines on environmental factors)
- (B) Specific guidelines on human rights (may be part of guidelines on social factors)
- (C) Specific guidelines on other systematic sustainability issues

Specify:

We use the UN Sustainable Development Goals in order to assess investment contribution or detraction of all investments managed.

- (D) Our formal responsible investment policy(ies) does not include guidelines on systematic sustainability issues

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 3	CORE	PGS 1, PGS 2	N/A	PUBLIC	Responsible investment policy elements	6

**Which elements of your formal responsible investment policy(ies) are publicly available?**

**(A) Overall approach to responsible investment**

Add link:

<https://eqinvestors.co.uk/responsible-investment-policy>

**(B) Guidelines on environmental factors**

Add link:

<https://eqinvestors.co.uk/responsible-investment-policy>

**(C) Guidelines on social factors**

Add link:

<https://eqinvestors.co.uk/responsible-investment-policy>

**(D) Guidelines on governance factors**

Add link:

<https://eqinvestors.co.uk/responsible-investment-policy>

**(E) Guidelines on sustainability outcomes**

Add link:

<https://eqinvestors.co.uk/responsible-investment-policy>

**(F) Specific guidelines on climate change (may be part of guidelines on environmental factors)**

Add link:

<https://eqinvestors.co.uk/responsible-investment-policy>

**(G) Specific guidelines on human rights (may be part of guidelines on social factors)**

Add link:

<https://eqinvestors.co.uk/responsible-investment-policy>

**(H) Specific guidelines on other systematic sustainability issues**

Add link:

<https://eqinvestors.co.uk/responsible-investment-policy>

**(I) Guidelines tailored to the specific asset class(es) we hold**

Add link:

<https://eqinvestors.co.uk/responsible-investment-policy>

**(J) Guidelines on exclusions**

Add link:

<https://eqinvestors.co.uk/wp-content/uploads/2024/07/Sustainable-Investment-Exclusions-Policy.pdf>

**(K) Guidelines on managing conflicts of interest related to responsible investment**

Add link:

<https://eqinvestors.co.uk/responsible-investment-policy>

**(L) Stewardship: Guidelines on engagement with investees**

Add link:

<https://eqinvestors.co.uk/stewardship-code>

- (N) Stewardship: Guidelines on engagement with other key stakeholders**

Add link:

<https://eqinvestors.co.uk/stewardship-code>

- (O) Stewardship: Guidelines on (proxy) voting**

Add link:

<https://eqinvestors.co.uk/stewardship-code>

- (P) Other responsible investment aspects not listed here**

Add link:

<https://eqinvestors.co.uk/wp-content/uploads/2024/03/EQ-Investors-Stewardship-Plan-2024.pdf>

- (Q) No elements of our formal responsible investment policy(ies) are publicly available

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 4	PLUS	PGS 1	N/A	PUBLIC	Responsible investment policy elements	1 – 6

**Does your formal responsible investment policy(ies) identify a link between your responsible investment activities and your fiduciary duties or equivalent obligations?**

- (A) Yes**

Elaborate:

Please see our responsible investment policy. The EQ minimum sustainability standards are based on enhancing outcomes under our fiduciary duties to our clients.

- (B) No

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 5	CORE	PGS 1	N/A	PUBLIC	Responsible investment policy elements	2

**Which elements are covered in your organisation's policy(ies) or guidelines on stewardship?**

- (A) Overall stewardship objectives**
- (B) Prioritisation of specific ESG factors to be advanced via stewardship activities**
- (C) Criteria used by our organisation to prioritise the investees, policy makers, key stakeholders, or other entities on which to focus our stewardship efforts**
- (D) How different stewardship tools and activities are used across the organisation**
- (E) Approach to escalation in stewardship**
- (F) Approach to collaboration in stewardship**
- (G) Conflicts of interest related to stewardship**
- (H) How stewardship efforts and results are communicated across the organisation to feed into investment decision-making and vice versa**
- (I) Other
- (J) None of the above elements is captured in our policy(ies) or guidelines on stewardship

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 6	CORE	PGS 1	N/A	PUBLIC	Responsible investment policy elements	2

**Does your policy on (proxy) voting include voting principles and/or guidelines on specific ESG factors?**

- (A) Yes, it includes voting principles and/or guidelines on specific environmental factors
- (B) Yes, it includes voting principles and/or guidelines on specific social factors
- (C) Yes, it includes voting principles and/or guidelines on specific governance factors
- (D) Our policy on (proxy) voting does not include voting principles or guidelines on specific ESG factors

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 7	CORE	OO 9	N/A	PUBLIC	Responsible investment policy elements	2

**Does your organisation have a policy that states how (proxy) voting is addressed in your securities lending programme?**

- (A) We have a publicly available policy to address (proxy) voting in our securities lending programme
- (B) We have a policy to address (proxy) voting in our securities lending programme, but it is not publicly available
- (C) We rely on the policy of our external service provider(s)
- (D) We do not have a policy to address (proxy) voting in our securities lending programme
- (E) Not applicable; we do not have a securities lending programme

## RESPONSIBLE INVESTMENT POLICY COVERAGE

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 8	CORE	PGS 1	N/A	PUBLIC	Responsible investment policy coverage	1

What percentage of your total AUM is covered by the below elements of your responsible investment policy(ies)?

### Combined AUM coverage of all policy elements

(A) Overall approach to responsible investment

(B) Guidelines on environmental factors

(C) Guidelines on social factors

(D) Guidelines on governance factors

(7) 100%

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 9	CORE	PGS 2	N/A	PUBLIC	Responsible investment policy coverage	1

What proportion of your AUM is covered by your formal policies or guidelines on climate change, human rights, or other systematic sustainability issues?

### AUM coverage

(A) Specific guidelines on climate change

(1) for all of our AUM

(B) Specific guidelines on human rights

(1) for all of our AUM

(C) Specific guidelines on other systematic sustainability issues

(2) for a majority of our AUM



Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 10	CORE	OO 8, OO 9, PGS 1	N/A	PUBLIC	Responsible investment policy coverage	2

Per asset class, what percentage of your AUM is covered by your policy(ies) or guidelines on stewardship with investees?

(A) Listed equity

(1) Percentage of AUM covered

- (1) >0% to 10%
- (2) >10% to 20%
- (3) >20% to 30%
- (4) >30% to 40%
- (5) >40% to 50%
- (6) >50% to 60%
- (7) >60% to 70%
- (8) >70% to 80%
- (9) >80% to 90%
- (10) >90% to <100%

(11) 100%

(B) Fixed income

(1) Percentage of AUM covered

- (1) >0% to 10%
- (2) >10% to 20%
- (3) >20% to 30%
- (4) >30% to 40%
- (5) >40% to 50%
- (6) >50% to 60%
- (7) >60% to 70%
- (8) >70% to 80%
- (9) >80% to 90%
- (10) >90% to <100%

(11) 100%

(E) Infrastructure

(1) Percentage of AUM covered

- (1) >0% to 10%
- (2) >10% to 20%
- (3) >20% to 30%
- (4) >30% to 40%
- (5) >40% to 50%
- (6) >50% to 60%
- (7) >60% to 70%
- (8) >70% to 80%
- (9) >80% to 90%
- (10) >90% to <100%

(11) 100%

(F) Hedge funds

(1) Percentage of AUM covered

- (1) >0% to 10%
- (2) >10% to 20%
- (3) >20% to 30%
- (4) >30% to 40%
- (5) >40% to 50%
- (6) >50% to 60%
- (7) >60% to 70%
- (8) >70% to 80%

- (9) >80% to 90%
  - (10) >90% to <100%
  - (11) 100%
- (I) Other
- (1) Percentage of AUM covered
- (1) >0% to 10%
  - (2) >10% to 20%
  - (3) >20% to 30%
  - (4) >30% to 40%
  - (5) >40% to 50%
  - (6) >50% to 60%
  - (7) >60% to 70%
  - (8) >70% to 80%
  - (9) >80% to 90%
  - (10) >90% to <100%
  - (11) 100%

## GOVERNANCE

### ROLES AND RESPONSIBILITIES

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 11	CORE	N/A	Multiple indicators	PUBLIC	Roles and responsibilities	1

**Which senior level body(ies) or role(s) in your organisation have formal oversight over and accountability for responsible investment?**

- (A) Board members, trustees, or equivalent
  - (B) Senior executive-level staff, or equivalent
- Specify:

Sophie Kennedy is our Joint-CEO

- (C) Investment committee, or equivalent
- Specify:

Different investment committees carry accountability of different parts of EQ's responsible investment commitments and implementation. For example:

SOC - oversees sustainability objectives, reporting and stewardship deliverables. Tackles conflict of interests and mandate drift

FSC- implements responsible investment objectives, including minimum standards, into fund selection and "BUY" list

PMC- implements client/mandate sustainability objectives consistently into portfolio construction

- (D) Head of department, or equivalent
- Specify department:

Louisiana Salge is our Head of Sustainability and oversees sustainability research, innovation, alignment with industry best-practices and regulation

- (E) None of the above bodies and roles have oversight over and accountability for responsible investment

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 11.1	CORE	PGS 1, PGS 2, PGS 11	N/A	PUBLIC	Roles and responsibilities	1, 2

**Does your organisation's senior level body(ies) or role(s) have formal oversight over and accountability for the elements covered in your responsible investment policy(ies)?**

	(1) Board members, trustees, or equivalent	(2) Senior executive-level staff, investment committee, head of department, or equivalent
(A) Overall approach to responsible investment	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(B) Guidelines on environmental, social and/or governance factors	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(C) Guidelines on sustainability outcomes	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(D) Specific guidelines on climate change (may be part of guidelines on environmental factors)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(E) Specific guidelines on human rights (may be part of guidelines on social factors)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(F) Specific guidelines on other systematic sustainability issues	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(G) Guidelines tailored to the specific asset class(es) we hold	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(H) Guidelines on exclusions	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(I) Guidelines on managing conflicts of interest related to responsible investment	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(J) Stewardship: Guidelines on engagement with investees	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(L) Stewardship: Guidelines on engagement with other key stakeholders	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

(M) Stewardship: Guidelines on (proxy) voting

(N) This role has no formal oversight over and accountability for any of the above elements covered in our responsible investment policy(ies)

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 11.2	CORE	N/A	N/A	PUBLIC	Roles and responsibilities	1 – 6

Does your organisation have governance processes or structures to ensure that your overall political engagement is aligned with your commitment to the principles of PRI, including any political engagement conducted by third parties on your behalf?

- (A) Yes
- (B) No
- (C) Not applicable, our organisation does not conduct any form of political engagement directly or through any third parties

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 12	CORE	N/A	N/A	PUBLIC	Roles and responsibilities	1

In your organisation, which internal or external roles are responsible for implementing your approach to responsible investment?

- (A) Internal role(s)  
Specify:  
The EQ investment team
- (B) External investment managers, service providers, or other external partners or suppliers  
Specify:  
The investment teams and stewardship personnel of the asset managers we select to invest with
- (C) We do not have any internal or external roles with responsibility for implementing responsible investment

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 13	CORE	PGS 11	N/A	PUBLIC	Roles and responsibilities	1

Does your organisation use responsible investment KPIs to evaluate the performance of your board members, trustees, or equivalent?

- (A) Yes, we use responsible investment KPIs to evaluate the performance of our board members, trustees, or equivalent  
Describe: (Voluntary)
- (B) No, we do not use responsible investment KPIs to evaluate the performance of our board members, trustees, or equivalent

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 14	CORE	PGS 11	N/A	PUBLIC	Roles and responsibilities	1

**Does your organisation use responsible investment KPIs to evaluate the performance of your senior executive-level staff (or equivalent), and are these KPIs linked to compensation?**

(A) Yes, we use responsible investment KPIs to evaluate the performance of our senior executive-level staff (or equivalent)

Indicate whether these responsible investment KPIs are linked to compensation

(1) KPIs are linked to compensation

(2) KPIs are not linked to compensation as these roles do not have variable compensation

(3) KPIs are not linked to compensation even though these roles have variable compensation

Describe: (Voluntary)

(B) No, we do not use responsible investment KPIs to evaluate the performance of our senior executive-level staff (or equivalent)

## EXTERNAL REPORTING AND DISCLOSURES

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 16	CORE	N/A	N/A	PUBLIC	External reporting and disclosures	6

**What elements are included in your regular reporting to clients and/or beneficiaries for the majority of your AUM?**

(A) Any changes in policies related to responsible investment

(B) Any changes in governance or oversight related to responsible investment

(C) Stewardship-related commitments

(D) Progress towards stewardship-related commitments

(E) Climate-related commitments

(F) Progress towards climate-related commitments

(G) Human rights-related commitments

(H) Progress towards human rights-related commitments

(I) Commitments to other systematic sustainability issues

(J) Progress towards commitments on other systematic sustainability issues

(K) We do not include any of these elements in our regular reporting to clients and/or beneficiaries for the majority of our AUM

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 17	CORE	N/A	N/A	PUBLIC	External reporting and disclosures	6

**During the reporting year, did your organisation publicly disclose climate-related information in line with the Task Force on Climate-Related Financial Disclosures' (TCFD) recommendations?**

(A) Yes, including all governance-related recommended disclosures

- (B) Yes, including all strategy-related recommended disclosures
  - (C) Yes, including all risk management-related recommended disclosures
  - (D) Yes, including all applicable metrics and targets-related recommended disclosures
  - (E) None of the above
- Explain why: (Voluntary)

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 19	CORE	N/A	N/A	PUBLIC	External reporting and disclosures	6

**During the reporting year, did your organisation publicly disclose its membership in and support for trade associations, think tanks or similar bodies that conduct any form of political engagement?**

- (A) Yes, we publicly disclosed our membership in and support for trade associations, think tanks, or similar bodies that conduct any form of political engagement
- (B) No, we did not publicly disclose our membership in and support for trade associations, think tanks, or similar bodies that conduct any form of political engagement
- (C) Not applicable, we were not members in or supporters of any trade associations, think tanks, or similar bodies that conduct any form of political engagement during the reporting year

## STRATEGY

### CAPITAL ALLOCATION

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 20	CORE	N/A	N/A	PUBLIC	Capital allocation	1

**Which elements do your organisation-level exclusions cover?**

- (A) Exclusions based on our organisation's values or beliefs regarding particular sectors, products or services
- (B) Exclusions based on our organisation's values or beliefs regarding particular regions or countries
- (C) Exclusions based on minimum standards of business practice aligned with international norms such as the OECD Guidelines for Multinational Enterprises, the International Bill of Human Rights, UN Security Council sanctions or the UN Global Compact
- (D) Exclusions based on our organisation's climate change commitments
- (E) Other elements
- (F) Not applicable; our organisation does not have any organisation-level exclusions

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 21	CORE	N/A	N/A	PUBLIC	Capital allocation	1

**How does your responsible investment approach influence your strategic asset allocation process?**

- (A) We incorporate ESG factors into our assessment of expected asset class risks and returns
- Select from dropdown list:
- (1) for all of our AUM subject to strategic asset allocation

- (2) for a majority of our AUM subject to strategic asset allocation
- (3) for a minority of our AUM subject to strategic asset allocation

**(B) We incorporate climate change–related risks and opportunities into our assessment of expected asset class risks and returns**

Select from dropdown list:

- (1) for all of our AUM subject to strategic asset allocation**
- (2) for a majority of our AUM subject to strategic asset allocation
- (3) for a minority of our AUM subject to strategic asset allocation

(C) We incorporate human rights–related risks and opportunities into our assessment of expected asset class risks and returns

**(D) We incorporate risks and opportunities related to other systematic sustainability issues into our assessment of expected asset class risks and returns**

Select from dropdown list:

- (1) for all of our AUM subject to strategic asset allocation**
- (2) for a majority of our AUM subject to strategic asset allocation
- (3) for a minority of our AUM subject to strategic asset allocation

Specify: (Voluntary)

- (E) We do not incorporate ESG factors, climate change, human rights or other systematic sustainability issues into our assessment of expected asset class risks and returns
- (F) Not applicable; we do not have a strategic asset allocation process

## STEWARDSHIP: OVERALL STEWARDSHIP STRATEGY

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 22	CORE	OO 8, OO 9	N/A	PUBLIC	Stewardship: Overall stewardship strategy	2

For the majority of AUM within each asset class, which of the following best describes your primary stewardship objective?

(1) Listed equity      (2) Fixed income      (5) Infrastructure      (6) Hedge funds

(A) Maximise our portfolio-level risk-adjusted returns. In doing so, we seek to address any risks to overall portfolio performance caused by individual investees' contribution to systematic sustainability issues.

(B) Maximise our individual investments' risk-adjusted returns. In doing so, we do not seek to address any risks to overall portfolio performance caused by individual investees' contribution to systematic sustainability issues.

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 24	CORE	OO 8, OO 9	N/A	PUBLIC	Stewardship: Overall stewardship strategy	2

Which of the following best describes your organisation's default position, or the position of the external service providers or external managers acting on your behalf, concerning collaborative stewardship efforts?

- (A) We recognise the value of collective action, and as a result, we prioritise collaborative stewardship efforts wherever possible
- (B) We collaborate on a case-by-case basis
- (C) Other
- (D) We do not join collaborative stewardship efforts



Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 24.1	PLUS	OO 8, OO 9	N/A	PUBLIC	Stewardship: Overall stewardship strategy	2

**Elaborate on your organisation’s default position on collaborative stewardship, or the position of the external service providers or external investment managers acting on your behalf, including any other details on your overall approach to collaboration.**

Collective, collaborative engagement is the most appropriate and effective way EQ Investors can directly push for positive ESG improvement and net-impact improvement in underlying companies held within external funds we select. We join investor collaboration networks related to our strategic engagement themes with focused sets of companies, such as decarbonisation, modern slavery, digital inclusion or nutrition. Within this effort EQ investors contributes to objective-setting, joins and participates in company meetings, sends engagement letters and does site visits (where appropriate). We also collaborate with investors and industry bodies in advocating for sustainable investing, best practice and increased transparency/standardisation of approaches.

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 27	PLUS	OO 8, OO 9	N/A	PUBLIC	Stewardship: Overall stewardship strategy	2

**How are your organisation’s stewardship activities linked to your investment decision making, and vice versa?**

EQ Investors predominantly invest in funds and Investment Trusts managed by external, third party managers. The investment team’s focus therefore lies in the assessment and monitoring of their respective stewardship activities, applying shareholder rights on behalf of our clients capital. We have developed an ESG and stewardship assessment methodology that allows the consistent and transparent rating of fund managers engagement and voting policies, processes and records. Our rating methodology distinguishes between engagement intentionality. Here, we distinguish between fund-specific and asset-manager level activities, as well as differentiate between expectations by asset class targeted by the fund mandate. This assessment of engagement and stewardship forms part of the final fund conviction, and the minimum baseline expectations will influence whether a fund passes the fund selection committee onto the EQ buy-list. The intentionality of a fund managers’ engagement with underlying companies will further influence whether the fund is included in portfolios with sustainability mandates. For any investments, we monitor the frequency and intention of engagement and how these activities feed into the ESG integration of the investment process. We also aim to assess the voting activity against the expectations held for the investment strategy. Furthermore, we aim to build strong relationships with external fund managers and positive collaboration with EQ will enhance fund conviction. Vice, versa, the the outcomes of these assessments, including any remaining identified weaknesses, will dictate where we prioritise our own engagement efforts in respect to external fund managers.

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 28	PLUS	OO 8, OO 9	N/A	PUBLIC	Stewardship: Overall stewardship strategy	2

If relevant, provide any further details on your organisation's overall stewardship strategy.

Please refer to the stewardship code which details our stewardship strategy and processes. [https://eqinvestors.co.uk/wp-content/uploads/2023/08/EQ-Stewardship-Code\\_Aug23.pdf](https://eqinvestors.co.uk/wp-content/uploads/2023/08/EQ-Stewardship-Code_Aug23.pdf)

Further please review the stewardship plan for 2024 here. <https://eqinvestors.co.uk/wp-content/uploads/2024/03/EQ-Investors-Stewardship-Plan-2024.pdf>

## STEWARDSHIP: ESCALATION

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 36	CORE	OO 8, OO 9 HF, OO 9	N/A	PUBLIC	Stewardship: Escalation	2

For your listed equity holdings, what escalation measures did your organisation, or the external investment managers or service providers acting on your behalf, use in the past three years?

### (1) Listed equity

(A) Joining or broadening an existing collaborative engagement or creating a new one	<input checked="" type="checkbox"/>
(B) Filing, co-filing, and/or submitting a shareholder resolution or proposal	<input checked="" type="checkbox"/>
(C) Publicly engaging the entity, e.g. signing an open letter	<input checked="" type="checkbox"/>
(D) Voting against the re-election of one or more board directors	<input checked="" type="checkbox"/>
(E) Voting against the chair of the board of directors, or equivalent, e.g. lead independent director	<input checked="" type="checkbox"/>
(F) Divesting	<input checked="" type="checkbox"/>

(G) Litigation

(H) Other

(I) In the past three years, we did not use any of the above escalation measures for our listed equity holdings

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 37	CORE	Multiple, see guidance	N/A	PUBLIC	Stewardship: Escalation	2

For your corporate fixed income assets, what escalation measures did your organisation, or the external investment managers or service providers acting on your behalf, use in the past three years?

- (A) Joining or broadening an existing collaborative engagement or creating a new one
- (B) Publicly engaging the entity, e.g. signing an open letter
- (C) Not investing
- (D) Reducing exposure to the investee entity
- (E) Divesting
- (F) Litigation
- (G) Other
- (H) In the past three years, we did not use any of the above escalation measures for our corporate fixed income assets

## STEWARDSHIP: ENGAGEMENT WITH POLICY MAKERS

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 39	CORE	OO 8, OO 9	PGS 39.1, PGS 39.2	PUBLIC	Stewardship: Engagement with policy makers	2

Did your organisation, or the external investment managers or service providers acting on your behalf, engage with policy makers as part of your responsible investment approach during the reporting year?

- (A) Yes, we engaged with policy makers directly
- (B) Yes, we engaged with policy makers through the leadership of or active participation in working groups or collaborative initiatives, including via the PRI
- (C) Yes, we were members of, supported, or were in another way affiliated with third party organisations, including trade associations and non-profit organisations, that engage with policy makers, excluding the PRI
- (D) We did not engage with policy makers directly or indirectly during the reporting year beyond our membership in the PRI

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 39.1	CORE	PGS 39	N/A	PUBLIC	Stewardship: Engagement with policy makers	2

During the reporting year, what methods did you, or the external investment managers or service providers acting on your behalf, use to engage with policy makers as part of your responsible investment approach?

- (A) We participated in 'sign-on' letters
- (B) We responded to policy consultations
- (C) We provided technical input via government- or regulator-backed working groups

Describe:

We were consulted and provided written structured feedback to the FCA's consultation on the Sustainability Disclosure Requirements and fund labels. As part of this we joined a group of selected sustainable investment managers in a working group related to DLAG. We continue to join peer-group consultations to feed into iterations of the SDR regime for portfolio managers, directly to the regulator.

- (D) We engaged policy makers on our own initiative

Describe:

We were consulted and provided structured feedback to the FCA's consultation on the Sustainability Disclosure Requirements and fund labels. We had bilateral calls with the relevant FCA personnel and also submitted a written feedback report and further comments via email correspondence.

- (E) Other methods

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 39.2	CORE	PGS 39	N/A	PUBLIC	Stewardship: Engagement with policy makers	2

During the reporting year, did your organisation publicly disclose details of your engagement with policy makers conducted as part of your responsible investment approach, including through external investment managers or service providers?

- (A) We publicly disclosed all our policy positions
- (B) We publicly disclosed details of our engagements with policy makers

Add link(s):

<https://eqinvestors.co.uk/advisers/blog/fca-publishes-final-sdr-rules/>

- (C) No, we did not publicly disclose details of our engagement with policy makers conducted as part of our responsible investment approach during the reporting year

## STEWARDSHIP: EXAMPLES

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 40	PLUS	OO 8, OO 9	N/A	PUBLIC	Stewardship: Examples	2

**Provide examples of stewardship activities that you conducted individually or collaboratively during the reporting year that contributed to desired changes in the investees, policy makers or other entities with which you interacted.**

(A) Example 1:

Title of stewardship activity:

Fund manager engagement on biodiversity risk assessments, and stewardship

(1) Led by

- (1) Internally led
- (2) External service provider led
- (3) Led by an external investment manager, real assets third-party operator and/or external property manager

(2) Primary focus of stewardship activity

- (1) Environmental factors
- (2) Social factors
- (3) Governance factors

(3) Asset class(es)

- (1) Listed equity
- (2) Fixed income
- (3) Private equity
- (4) Real estate
- (5) Infrastructure
- (6) Hedge funds
- (7) Forestry
- (8) Farmland
- (9) Other

(4) Description of the activity and what was achieved. For collaborative activities, provide detail on your individual contribution.

Established strategic engagement theme on biodiversity risk. Fund managers with exposure to Forest500 companies (Global canopy) or other high-risk biodiversity impact sectors were engaged with by EQ team. Baselines were established, objectives were set. Some of these include: feed into TCFD forum, Join Finance for biodiversity pledge, commit to deforestation policy across assets, align assessments with ENCORE framework, start strategic engagement on biodiversity for highlighted businesses.

(B) Example 2:

Title of stewardship activity:

Fund manager engagement on fossil fuel banking and insurance

(1) Led by

- (1) Internally led
- (2) External service provider led
- (3) Led by an external investment manager, real assets third-party operator and/or external property manager

(2) Primary focus of stewardship activity

- (1) Environmental factors
- (2) Social factors
- (3) Governance factors

(3) Asset class(es)

- (1) Listed equity
- (2) Fixed income
- (3) Private equity

- (4) Real estate
- (5) Infrastructure
- (6) Hedge funds
- (7) Forestry
- (8) Farmland
- (9) Other

(4) Description of the activity and what was achieved. For collaborative activities, provide detail on your individual contribution.

Established strategic engagement theme on fossil fuel banking and insurance. Fund managers with insurance and banking exposure were assessed against external research on fossil fuel financing and facilitation. We established a list of best practices and baselined all exposure. Baselines were established, objectives were set. We then engaged with all fund managers to integrate fossil fuel financing more explicitly in investment process and stewardship, including capital markets facilitation. Requested strategic engagement on laggards and more stringent escalation plans attached to those too.

(C) Example 3:

Title of stewardship activity:

Digital inclusion engagement

(1) Led by

- (1) Internally led
- (2) External service provider led
- (3) Led by an external investment manager, real assets third-party operator and/or external property manager

(2) Primary focus of stewardship activity

- (1) Environmental factors
- (2) Social factors
- (3) Governance factors

(3) Asset class(es)

- (1) Listed equity
- (2) Fixed income
- (3) Private equity
- (4) Real estate
- (5) Infrastructure
- (6) Hedge funds
- (7) Forestry
- (8) Farmland
- (9) Other

(4) Description of the activity and what was achieved. For collaborative activities, provide detail on your individual contribution.

Established strategic engagement theme on digital inclusion. Fund managers with underlying holdings exposure to World Benchmarking Alliance Digital inclusion index companies were targeted. We identified weaknesses and established best practices on material issues, including Ethical AI and access policies. Baselines and objectives were set. Requested strategic engagement on digital inclusion, integration of WBA frameworks into assessments, joining the Digital Inclusion Collective Investor Coalition (CIC) on ethical AI.

(D) Example 4:

Title of stewardship activity:

Ethical AI framework and processes

(1) Led by

- (1) Internally led
- (2) External service provider led
- (3) Led by an external investment manager, real assets third-party operator and/or external property manager

(2) Primary focus of stewardship activity

- (1) Environmental factors
- (2) Social factors
- (3) Governance factors

(3) Asset class(es)

- (1) Listed equity
- (2) Fixed income
- (3) Private equity

- (4) Real estate
- (5) Infrastructure
- (6) Hedge funds
- (7) Forestry
- (8) Farmland
- (9) Other

(4) Description of the activity and what was achieved. For collaborative activities, provide detail on your individual contribution.

We are coalition partners in the Digital Inclusion Collective Investor Coalition (CIC) on ethical AI. We are supporting engagement partners focused on two companies. We conducted initial benchmarking, letter outreach and calls with companies.

(E) Example 5:

Title of stewardship activity:

Asset Manager Net Zero strategies

(1) Led by

- (1) Internally led
- (2) External service provider led
- (3) Led by an external investment manager, real assets third-party operator and/or external property manager

(2) Primary focus of stewardship activity

- (1) Environmental factors
- (2) Social factors
- (3) Governance factors

(3) Asset class(es)

- (1) Listed equity
- (2) Fixed income
- (3) Private equity
- (4) Real estate
- (5) Infrastructure
- (6) Hedge funds
- (7) Forestry
- (8) Farmland
- (9) Other

(4) Description of the activity and what was achieved. For collaborative activities, provide detail on your individual contribution.

Most asset managers now have commitments to net-zero by 2050. Few of them have strong, ambitious strategies in place to achieve this target. Our engagement is ongoing, aimed at increasing the scope of assets the net-zero targets apply to, strengthening engagement plans, strengthening voting policies, establishing escalation plans, better governance and remuneration-link, and extending disclosure.

## CLIMATE CHANGE

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 41	CORE	N/A	PGS 41.1	PUBLIC	Climate change	General

**Has your organisation identified climate-related risks and opportunities affecting your investments?**

(A) Yes, within our standard planning horizon

Specify the risks and opportunities identified and your relevant standard planning horizon:

We have identified that climate change poses significant risks and opportunities across and within geographies and economic sectors. The unique characteristics and challenges of climate change for the financial system include: the breadth and magnitude of impact will cover all economic agents, and that there is considerable uncertainty over the time horizons and exact physical materialisation of climate impacts due to the complexity of the world's climate system and ecosystems. However, it is also clear that climate risks will materialise (albeit at uncertain times), and that global action to target climate mitigation is underway and very likely. In this context we have identified risks and opportunities affecting the investments managed at EQ investors. We do not distinguish between investment time horizons because of the uncertain time horizons for climate action and physical impacts of climate change. Instead we take an approach that prefers risks and opportunities to be evaluated on an ongoing basis.

**RISKS:** We have identified widespread physical and transition risks resulting from climate change and therefore captured the expectation to manage these risks in our EQ sustainability standards. While transition risks will affect all parts of the economy, transition risks are most relevant to assess for sectors that are high-emitting or presently dependent on the fossil fuel value chain. Transition risks stem from legal, legislation, technology and reputational risks; we refer to the Inevitable Policy Response for example scenarios. They may materialise in growth and/or productivity loss of high-emitting businesses, and lower valued/stranded assets. Physical risks will most directly affect investments in sectors with physical footprints, complex supply chains and/or in high-impact geographies. They will materialise through impacts on climate patterns, natural capital availability and/or extreme weather events and can lead to migration, business disruption, and asset disruption.

**Opportunities:** We have identified investment opportunities in respect to climate change.

Firstly, opportunities present within sectors that need to undergo a transition to align with the new net-zero legislative paradigm, where climate leadership today can translate into strong competitive advantages. Secondly, we have identified investment opportunities in environmental equities, which encompasses a variety of companies developing solutions to climate mitigation and adaptation. We have a taxonomy of activities, based on revenue alignment, which pass this climate solution criteria. These are and will benefit from legislative tailwinds, and increased market demands during the low carbon transition. Further, investment opportunities also present in alternative asset classes, such as nature-based carbon solutions, carbon markets and renewable energy infrastructure.

**(B) Yes, beyond our standard planning horizon**

Specify the risks and opportunities identified and your relevant standard planning horizon:

We have identified that climate change poses significant risks and opportunities across and within geographies and economic sectors. The unique characteristics and challenges of climate change for the financial system include: the breadth and magnitude of impact will cover all economic agents, and that there is considerable uncertainty over the time horizons and exact physical materialisation of climate impacts due to the complexity of the world's climate system and ecosystems. However, it is also clear that climate risks will materialise (albeit at uncertain times), and that global action to target climate mitigation is underway and very likely. In this context we have identified risks and opportunities affecting the investments managed at EQ investors. We do not distinguish between investment time horizons because of the uncertain time horizons for climate action and physical impacts of climate change. Instead we take an approach that prefers risks and opportunities to be evaluated on an ongoing basis.

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Firstly, opportunities present within sectors that need to undergo a transition to align with the new net-zero legislative paradigm, where climate leadership today can translate into strong competitive advantages. Secondly, we have identified investment opportunities in environmental equities, which encompasses a variety of companies developing solutions to climate mitigation and adaptation. We have a taxonomy of activities, based on revenue alignment, which pass this climate solution criteria. These are and will benefit from legislative tailwinds, and increased market demands during the low carbon transition. Further, investment opportunities also present in alternative asset classes, such as nature-based carbon solutions, carbon markets and renewable energy infrastructure.

- (C) No, we have not identified climate-related risks and/or opportunities affecting our investments



Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 41.1	CORE	PGS 41	N/A	PUBLIC	Climate change	General

**Does your organisation integrate climate-related risks and opportunities affecting your investments in its overall investment strategy, financial planning and (if relevant) products?**

**☉ (A) Yes, our overall investment strategy, financial planning and (if relevant) products integrate climate-related risks and opportunities**

Describe how climate-related risks and opportunities have affected or are expected to affect your investment strategy, financial planning and (if relevant) products:

**Investment strategy:**

EQ is currently developing a net-zero target and plan (here referred to as “transition plan”) across its investment portfolios to reflect evolving best practices, but the below is already in place.

Within the EQ investment strategy we have put in place mechanisms and methodologies to ensure that climate related risks and opportunities we have identified (in PGS 41) are integrated. They present real investment risks and managing these effectively is aligned with our fiduciary duty to clients.

- Fund selection: Recognising its financial materiality, as part of EQ’s minimum standards, EQ expects asset managers to incorporate climate change contribution and climate-related risks into their investment decision-making and stewardship. We test this in due diligence and monitoring.

We also assess underlying holdings independently to test the implementation of such processes. This feeds into fund conviction and fund manager engagement. For example, EQ aims to proxy the climate change contribution and transition risk of all funds via carbon foot printing (Scope 1, 2 and 3), net-zero target/ SBTi alignment, carbon reserve exposure. Furthermore, we analyse the investment in climate solutions (or green bond financing thereof) where appropriate for the funds’ and portfolios’ objective, using our own taxonomy and revenue mapping of underlying holdings.

- Portfolio management: We enable portfolio managers to integrate climate risk into portfolio construction by feeding data into the portfolio management software.

This data presents some proxies for climate risk exposure – such as carbon intensity (Scope 1, 2 and 3), net-zero target/SBTi alignment, carbon reserve exposure. Furthermore, portfolio management committee and strategic asset allocation committees cover climate risks and opportunities in “judgement scores” which influence asset allocation recommendations. For example, this can result in tactical overweights in capital allocation to environmental equities/climate solutions.

- Engagement/stewardship: Climate change is a strategic engagement theme for EQ Investors and thus we aim to affect change in the fund managers we work with, and the underlying holdings, to limit climate risks and capture opportunities.

**Investment products:**

EQ Investors is a sustainable discretionary fund manager, and thus offers a range of products with sustainability objectives.

All of our products benefit from climate-integration in our overarching investment strategy described above. In addition to this, we have developed dedicated products that have more specific climate-related objectives. For example, in 2022 EQ Investors launched the EQ Climate Action strategy that aims to contribute to the world’s transition to net-zero. This strategy optimises climate risk mitigation and climate opportunity capture, above any other sustainable investment objective.

**○ (B) No, our organisation has not yet integrated climate-related risks and opportunities into its investment strategy, financial planning and (if relevant) products**

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 42	PLUS	N/A	N/A	PUBLIC	Climate change	General

**Which sectors are covered by your organisation’s strategy addressing high-emitting sectors?**

**(A) Coal**

Describe your strategy:

We have a cross AUM exclusion on thermal coal generation and extraction at the underlying holdings level >25% revenues. This was introduced because the climate transition risks far outweigh the potential for financial gain from companies breaching this

**(B) Gas**

Describe your strategy:

Our EQ Positive Impact, EQ Future Leaders, EQ Climate action strategies exclude fossil fuel extraction over >5%.

**(C) Oil**

Describe your strategy:

Our EQ Positive Impact, EQ Future Leaders, EQ Climate action strategies exclude fossil fuel extraction over >5%.

**(D) Utilities**

Describe your strategy:

Our EQ Positive Impact strategies avoid investing in utilities that derive more than 50% from non-renewable energy sources, nor are aligned with a science-based decarbonisation plan (like SBTI).

EQ Climate Action will select low-carbon leaders in this sector.

**(E) Cement**

Describe your strategy:

EQ Climate Action will select low-carbon leaders or SBTI-aligned businesses in this sector.

**(F) Steel**

Describe your strategy:

EQ Climate Action will select low-carbon leaders or SBTI-aligned businesses in this sector.

**(G) Aviation**

Describe your strategy:

Our EQ Positive Impact strategies exclude businesses with core revenue segments linked to aviation.

(H) Heavy duty road

(I) Light duty road

**(J) Shipping**

Describe your strategy:

EQ Climate Action will select low-carbon leaders or SBTI-aligned businesses in this sector.

**(K) Aluminium**

Describe your strategy:

EQ Climate Action will select low-carbon leaders or SBTI-aligned businesses in this sector.

(L) Agriculture, forestry, fishery

**(M) Chemicals**

Describe your strategy:

EQ Climate Action will select low-carbon leaders or SBTI-aligned businesses in this sector.

**(N) Construction and buildings**

Describe your strategy:

EQ Climate Action will select low-carbon leaders or SBTI-aligned businesses in this sector.

(O) Textile and leather

(P) Water

(Q) Other

(R) We do not have a strategy addressing high-emitting sectors

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 43	CORE	N/A	N/A	PUBLIC	Climate change	General

**Has your organisation assessed the resilience of its investment strategy in different climate scenarios, including one in which the average temperature rise is held to below 2 degrees Celsius (preferably to 1.5 degrees Celsius) above pre-industrial levels?**

- (A) Yes, using the Inevitable Policy Response Forecast Policy Scenario (FPS) or Required Policy Scenario (RPS)
- (B) Yes, using the One Earth Climate Model scenario
- (C) Yes, using the International Energy Agency (IEA) Net Zero scenario
- (D) Yes, using other scenarios**

Specify:

We have applied the open-source climate stress test by Paris Agreement Capital Transition Assessment (PACTA). This can be found here: <https://pacta.rmi.org/pacta-for-investors/> ; <https://platform.transitionmonitor.com/> . This applies the FPS to signify a disorderly transition.

- (E) No, we have not assessed the resilience of our investment strategy in different climate scenarios, including one that holds temperature rise to below 2 degrees

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 44	CORE	N/A	N/A	PUBLIC	Climate change	General

**Does your organisation have a process to identify, assess, and manage the climate-related risks (potentially) affecting your investments?**

- (A) Yes, we have a process to identify and assess climate-related risks**

(1) Describe your process

Identification:

We outlined the identified risks and opportunities in PGS 41. Our internal investment research team will carry out most identification of risk and opportunity, but we are supported by other sources.

- We subscribe to external research providers, including those that review macro, asset class and thematic impact of the climate transition.
- We have access to expert fund managers which contribute further to our identification of climate related risks.

Assessment:

- We assess the ambition and quality of the fund managers' assessment of climate risks and opportunity. We importantly appoint these to identify the most relevant risks to their investment mandate.
- We can assess or proxy climate related risks in our portfolios through a variety of data, feeding into fund selection and portfolio management, and reporting. This includes carbon intensity (Scope 1, 2 and 3), net-zero target/SBTI alignment, carbon reserve exposure.

Further, EQ manages multiple portfolio strategies which have explicit climate-related objectives.

- Portfolios are assessed against these objectives, and reporting provides the transparency as to whether these have been met.

(2) Describe how this process is integrated into your overall risk management

Climate and other ESG related risks are embedded throughout our investment process. Please request our investment process documentation for a full review of the risk management process.

The oversight of identification, assessment and management of climate-related risks is therefore split between different investment committees and members of the investment team:

Fund Selection committee:

- In charge of fund-level climate risk integration into the process
- Monitors EQ Buy list against changing best practices in climate risk integration
- Implements escalation plan if funds flag on process or underlying holdings'

Strategic asset allocation:

- Cover climate risks and opportunities in "judgement scores" which influence asset allocation recommendations.

For example, this can result in tactical overweight in capital allocation to environmental equities/climate solutions.

Investment Oversight committee:

- Reviews sustainability metrics and outcomes to ensure the relevant standards are being met across EQs assets
- Reviews sustainability objectives of specific portfolios are met

The EQ sustainability team conducts research to improve identification, assessment and management in line with evolving best practices.

**(B) Yes, we have a process to manage climate-related risks**

(1) Describe your process

Management: EQ is currently developing a net-zero target and plan (here referred to as "transition plan") across its investment portfolios to reflect evolving best practices, but the below is already in place.

Within the EQ investment strategy we have put in place mechanisms and methodologies to ensure that climate related risks and opportunities we have identified (in PGS 41) are integrated and managed. They present real investment risks and managing these effectively is aligned with our fiduciary duty to clients.

- Fund selection: Recognising its financial materiality, as part of EQ's minimum standards, EQ expects asset managers to incorporate climate change contribution and climate-related risks into their investment decision-making and stewardship. We test this in due diligence and monitoring. We also assess underlying holdings independently to test the implementation of such processes. This feeds into fund conviction and fund manager engagement. For example, EQ aims to proxy the climate change contribution and transition risk of all funds via carbon foot printing (Scope 1, 2 and 3), net-zero target/ SBTi alignment, carbon reserve exposure. Furthermore, we analyse the investment in climate solutions (or green bond financing thereof) where appropriate for the funds' and portfolios' objective, using our own taxonomy and revenue mapping of underlying holdings.
- Portfolio management: We enable portfolio managers to integrate climate risk into portfolio construction by feeding data into the portfolio management software.

This data presents some proxies for climate risk exposure – such as carbon intensity (Scope 1, 2 and 3), net-zero target/SBTi alignment, carbon reserve exposure. Furthermore, portfolio management committee and strategic asset allocation committees cover climate risks and opportunities in "judgement scores" which influence asset allocation recommendations. For example, this can result in tactical overweights in capital allocation to environmental equities/climate solutions.

- Engagement/stewardship: Climate change is a strategic engagement theme for EQ Investors and thus we aim to affect change in the fund managers we work with, and the underlying holdings, to limit climate risks and capture opportunities.

Further, EQ manages portfolio management strategies which have explicit climate-related objectives. These are managed through our sustainability risk monitoring at portfolio, fund, and underlying holding level.

(2) Describe how this process is integrated into your overall risk management

Climate and other ESG related risks are embedded throughout our investment process. Please request our investment process documentation for a full review of the risk management process.

The oversight of identification, assessment and management of climate-related risks is therefore split between different investment committees and members of the investment team:

Fund Selection committee:

- In charge of fund-level climate risk integration into the process
- Monitors EQ Buy list against changing best practices in climate risk integration
- Implements escalation plan if funds flag on process or underlying holdings'

Strategic asset allocation:

- Cover climate risks and opportunities in "judgement scores" which influence asset allocation recommendations.

For example, this can result in tactical overweight in capital allocation to environmental equities/climate solutions.

Investment Oversight committee:

- Reviews sustainability metrics and outcomes to ensure the relevant standards are being met across EQs assets
- Reviews sustainability objectives of specific portfolios are met

The EQ sustainability team conducts research to improve identification, assessment and management in line with evolving best practices.

- o (C) No, we do not have any processes to identify, assess, or manage the climate-related risks affecting our investments

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 45	CORE	N/A	N/A	PUBLIC	Climate change	General

**During the reporting year, which of the following climate risk metrics or variables affecting your investments did your organisation use and publicly disclose?**

- (A) Exposure to physical risk
- (B) Exposure to transition risk
- (C) Internal carbon price
- (D) Total carbon emissions**
  - (1) Indicate whether this metric or variable was used and disclosed, including the methodology
    - o (1) Metric or variable used
    - o (2) Metric or variable used and disclosed
    - **(3) Metric or variable used and disclosed, including methodology**
  - (2) Provide link to the disclosed metric or variable, including the methodology followed, as applicable
    - o <https://eqinvestors.co.uk/carbon-calculator-methodology/>
- (E) Weighted average carbon intensity**
  - (1) Indicate whether this metric or variable was used and disclosed, including the methodology
    - o (1) Metric or variable used
    - o (2) Metric or variable used and disclosed
    - **(3) Metric or variable used and disclosed, including methodology**
  - (2) Provide link to the disclosed metric or variable, including the methodology followed, as applicable
    - o <https://eqinvestors.co.uk/carbon-calculator-methodology/>
- (F) Avoided emissions**

- (1) Indicate whether this metric or variable was used and disclosed, including the methodology
  - (1) Metric or variable used
  - (2) Metric or variable used and disclosed
  - **(3) Metric or variable used and disclosed, including methodology**
- (2) Provide link to the disclosed metric or variable, including the methodology followed, as applicable

<https://eqinvestors.co.uk/impact-calculator-methodology>

- (G) Implied Temperature Rise (ITR)
- (H) Non-ITR measure of portfolio alignment with UNFCCC Paris Agreement goals
- (I) Proportion of assets or other business activities aligned with climate-related opportunities**
  - (1) Indicate whether this metric or variable was used and disclosed, including the methodology
    - (1) Metric or variable used
    - (2) Metric or variable used and disclosed
    - **(3) Metric or variable used and disclosed, including methodology**
  - (2) Provide link to the disclosed metric or variable, including the methodology followed, as applicable

<https://eqinvestors.co.uk/wp-content/uploads/2023/11/Impact-Report-2023.pdf>

- (J) Other metrics or variables
  - (K) Our organisation did not use or publicly disclose any climate risk metrics or variables affecting our investments during the reporting year

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 46	CORE	N/A	N/A	PUBLIC	Climate change	General

**During the reporting year, did your organisation publicly disclose its Scope 1, Scope 2, and/or Scope 3 greenhouse gas emissions?**

- (A) Scope 1 emissions**
  - (1) Indicate whether this metric was disclosed, including the methodology
    - (1) Metric disclosed
    - **(2) Metric and methodology disclosed**
  - (2) Provide links to the disclosed metric and methodology, as applicable

<https://eqinvestors.co.uk/wp-content/uploads/2023/11/EQ-Corporate-Impact-Report-Nov2023.pdf>

- (B) Scope 2 emissions**
  - (1) Indicate whether this metric was disclosed, including the methodology
    - (1) Metric disclosed
    - **(2) Metric and methodology disclosed**
  - (2) Provide links to the disclosed metric and methodology, as applicable

<https://eqinvestors.co.uk/wp-content/uploads/2023/11/EQ-Corporate-Impact-Report-Nov2023.pdf>

- (C) Scope 3 emissions (including financed emissions)**
  - (1) Indicate whether this metric was disclosed, including the methodology
    - (1) Metric disclosed
    - **(2) Metric and methodology disclosed**
  - (2) Provide links to the disclosed metric and methodology, as applicable

<https://eqinvestors.co.uk/advisers/blog/an-update-on-our-progress-to-net-zero/>

- (D) Our organisation did not publicly disclose its Scope 1, Scope 2, or Scope 3 greenhouse gas emissions during the reporting year

## SUSTAINABILITY OUTCOMES

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 47	CORE	N/A	Multiple indicators	PUBLIC	Sustainability outcomes	1, 2

**Has your organisation identified the intended and unintended sustainability outcomes connected to its investment activities?**

- (A) Yes, we have identified one or more specific sustainability outcomes connected to our investment activities
- (B) No, we have not yet identified the sustainability outcomes connected to any of our investment activities

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 47.1	CORE	PGS 47	N/A	PUBLIC	Sustainability outcomes	1, 2

**Which widely recognised frameworks has your organisation used to identify the intended and unintended sustainability outcomes connected to its investment activities?**

- (A) The UN Sustainable Development Goals (SDGs) and targets
- (B) The UNFCCC Paris Agreement
- (C) The UN Guiding Principles on Business and Human Rights (UNGPs)
- (D) OECD frameworks: OECD Guidelines for Multinational Enterprises and Guidance on Responsible Business Conduct for Institutional Investors
- (E) The EU Taxonomy
- (F) Other relevant taxonomies
- (G) The International Bill of Human Rights
- (H) The International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the eight core conventions
- (I) The Convention on Biological Diversity
- (J) Other international framework(s)
- (K) Other regional framework(s)

Specify:

Freedom House Global freedom scores, Transparency International Corruption perception index, World bank development indicators

- (L) Other sectoral/issue-specific framework(s)

Specify:

Forest 500, CA100+, TPI, Access to Medicine Index, Access to Nutrition Index, World Benchmarking Alliance projects, KnowTheChain

- (M) Our organisation did not use any widely recognised frameworks to identify the intended and unintended sustainability outcomes connected to its investment activities

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 47.2	CORE	PGS 47	PGS 48	PUBLIC	Sustainability outcomes	1, 2

What are the primary methods that your organisation has used to determine the most important intended and unintended sustainability outcomes connected to its investment activities?

- (A) Identify sustainability outcomes that are closely linked to our core investment activities
- (B) Consult with key clients and/or beneficiaries to align with their priorities
- (C) Assess which actual or potential negative outcomes for people are most severe based on their scale, scope, and irremediable character
- (D) Identify sustainability outcomes that are closely linked to systematic sustainability issues
- (E) Analyse the input from different stakeholders (e.g. affected communities, civil society, trade unions or similar)
- (F) Understand the geographical relevance of specific sustainability outcome objectives
- (G) Other method
- (H) We have not yet determined the most important sustainability outcomes connected to our investment activities

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 48	CORE	PGS 47.2	PGS 48.1, SO 1	PUBLIC	Sustainability outcomes	1, 2

Has your organisation taken action on any specific sustainability outcomes connected to its investment activities, including to prevent and mitigate actual and potential negative outcomes?

- (A) Yes, we have taken action on some of the specific sustainability outcomes connected to our investment activities
- (B) No, we have not yet taken action on any specific sustainability outcomes connected to our investment activities

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 48.1	PLUS	PGS 48	N/A	PUBLIC	Sustainability outcomes	1, 2

Why has your organisation taken action on specific sustainability outcomes connected to its investment activities?

- (A) We believe that taking action on sustainability outcomes is relevant to our financial risks and returns over both short- and long-term horizons
- (B) We believe that taking action on sustainability outcomes, although not yet relevant to our financial risks and returns, will become so over a long-time horizon
- (C) We have been requested to do so by our clients and/or beneficiaries
- (D) We want to prepare for and respond to legal and regulatory developments that are increasingly addressing sustainability outcomes
- (E) We want to protect our reputation, particularly in the event of negative sustainability outcomes connected to investments
- (F) We want to enhance our social licence-to-operate (i.e. the trust of beneficiaries, clients, and other stakeholders)
- (G) We believe that taking action on sustainability outcomes in parallel to financial return goals has merit in its own right
- (H) Other



## HUMAN RIGHTS

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 49	PLUS	PGS 47	PGS 49.1	PUBLIC	Human rights	1, 2

**During the reporting year, what steps did your organisation take to identify and take action on the actual and potentially negative outcomes for people connected to your investment activities?**

**(A) We assessed the human rights context of our potential and/or existing investments and projected how this could connect our organisation to negative human rights outcomes**

Explain how these activities were conducted:

We used leading human rights and modern slavery research studies focusing on global corporates in order to highlight any potential shortcoming of investee companies. These resources included the WBA Corporate Human Rights benchmark, Gender benchmark, the Knowthechain study, the CCLA Modern slavery benchmark. We also applied a materiality lens to other sectors, and engaged with fund managers on their approach to human rights assessment and engagement (e.g. cleantech industry dependent on conflict minerals). We also attended learning sessions by the Responsible Minerals Initiative, in collaboration with an existing engagement group led by Stewart investors - focused on semiconductor supply chain human rights impacts.

(B) We assessed whether individuals at risk or already affected might be at heightened risk of harm

(C) We consulted with individuals and groups who were at risk or already affected, their representatives and/or other relevant stakeholders such as human rights experts

**(D) We took other steps to assess and manage the actual and potentially negative outcomes for people connected to our investment activities**

Specify:

We have a taxonomy of business activities that harm progress on the UN Sustainable Development Goals, of which many are related to people. We map every single investment in each of our portfolios to this list of harmful business activities to assess and then engage action on it.

Explain how these activities were conducted:

We map every single investment in each of our portfolios to this list of harmful business activities to first assess the scale, educate clients on the exposure, and lastly offer an alternative investment approach that can minimise these types of investments. We offer EQ Positive Impact Portfolios which fully avoid these negative impact businesses, and instead aim to invest in companies providing positive solutions to the challenges outlined in the UN SDGs. We want to signal to the market that impact matters and by offering this ambitious investment strategy to retail clients, we aide more capital do follow this signalling. This should have a more systemic effect to tackle negative outcomes associated with investments.

Of course EQ, and our selected external fund managers, also conduct stewardship activities to address any remaining harmful outcomes from investees. The following examples reference human rights engagement activities: Attended four company AGMs to ask for living hour wages and ethnicity pay gaps, part of collaborative investor groups focused on the modern slavery act, and human rights in the semiconductor supply chain.

(E) We did not identify and take action on the actual and potentially negative outcomes for people connected to any of our investment activities during the reporting year

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 49.2	PLUS	PGS 47	N/A	PUBLIC	Human rights	1, 2

**During the reporting year, what information sources did your organisation use to identify the actual and potentially negative outcomes for people connected to its investment activities?**

**(A) Corporate disclosures**

Provide further detail on how your organisation used these information sources:

Bottom-up holdings level research is important to test fund managers on whether they are delivering on sustainability objectives of funds, including minimising harm to investee stakeholders. We use corporate disclosures in our own assessment of underlying fund holdings' social impacts.

(B) Media reports

(C) **Reports and other information from NGOs and human rights institutions**

Provide further detail on how your organisation used these information sources:

NGO reports are useful tools to test fund managers on whether they are delivering on sustainability objectives of funds, including minimising harm to investee stakeholders. We use these either in our own assessment of underlying fund holdings' social impacts or to engage with fund managers to implement better social outcome assessment frameworks.

(D) Country reports, for example, by multilateral institutions, e.g. OECD, World Bank

(E) **Data provider scores or benchmarks**

Provide further detail on how your organisation used these information sources:

Benchmarks, like those provide by the World Benchmarking Alliance or ShareAction help us test fund managers on whether they are delivering on sustainability objectives of funds, including minimising harm to investee stakeholders. We use these either in our own assessment of underlying fund holdings' social impacts or to engage with fund managers to implement better social outcome assessment frameworks.

(F) Human rights violation alerts

(G) Sell-side research

(H) **Investor networks or other investors**

Provide further detail on how your organisation used these information sources:

Collaborative engagement groups help share knowledge on social outcome assessment frameworks, to implement these across our fund managers' and then to target engagement on any identified negative social outcome.

(I) Information provided directly by affected stakeholders or their representatives

(J) Social media analysis

(K) Other

# MANAGER SELECTION, APPOINTMENT AND MONITORING (SAM)

## OVERALL APPROACH

### EXTERNAL INVESTMENT MANAGERS

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SAM 1	CORE	OO 21	N/A	PUBLIC	External investment managers	4

For the majority of your externally managed AUM in each asset class, which responsible investment aspects does your organisation consider important in the assessment of external investment managers?

	(1) Listed equity (active)	(2) Listed equity (passive)	(3) Fixed income (active)	(4) Fixed income (passive)
<b>Organisation</b>				
(A) Commitment to and experience in responsible investment	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(B) Responsible investment policy(ies)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(C) Governance structure and senior-level oversight and accountability	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<b>People and Culture</b>				
(D) Adequate resourcing and incentives	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(E) Staff competencies and experience in responsible investment	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Investment Process</b>				
(F) Incorporation of material ESG factors in the investment process	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

(G) Incorporation of risks connected to systematic sustainability issues in the investment process	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(H) Incorporation of material ESG factors and ESG risks connected to systematic sustainability issues in portfolio risk assessment	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Stewardship</b>				
(I) Policy(ies) or guidelines on stewardship	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(J) Policy(ies) or guidelines on (proxy) voting	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(K) Use of stewardship tools and activities	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(L) Incorporation of risks connected to systematic sustainability issues in stewardship practices	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(M) Involvement in collaborative engagement and stewardship initiatives	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(N) Engagement with policy makers and other non-investee stakeholders	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(O) Results of stewardship activities	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Performance and Reporting</b>				
(P) ESG disclosure in regular client reporting	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(Q) Inclusion of ESG factors in contractual agreements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(R) We do not consider any of the above responsible investment aspects important in the assessment of external investment managers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## SERVICE PROVIDERS

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SAM 2	CORE	OO 21	N/A	PUBLIC	Service providers	4

**Which responsible investment aspects does your organisation consider important when assessing all service providers that advise you in the selection, appointment and/or monitoring of external investment managers?**

- (A) Incorporation of their responsible investment policy into advisory services
- (B) Ability to accommodate our responsible investment policy
- (C) Level of staff's responsible investment expertise
- (D) Use of data and analytical tools to assess the external investment manager's responsible investment performance
- (E) Other
- (F) We do not consider any of the above responsible investment aspects important when assessing service providers that advise us in the selection, appointment and/or monitoring of external investment managers
- (G) **Not applicable; we do not engage service providers in the selection, appointment or monitoring of external investment managers**

## POOLED FUNDS

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SAM 3	PLUS	OO 5.2, OO 21	N/A	PUBLIC	Pooled funds	4

**If you invest in pooled funds, describe how you incorporate responsible investment aspects into the selection, appointment and/or monitoring of external investment managers.**

**Provide example(s) below**

- (A) Selection
- We manage portfolios with different sustainability objectives, which demand different sustainability objectives and outcomes from each underlying fund. Thus, our fund due diligence and selection approach is structured around seeking funds that have the intention, the process/policies and consistent evidence to deliver these (while also delivering the other desirable attributes, including a track record of outperformance, team experience, resource and oversight). At the minimum, all funds need to pass the EQ minimum sustainability standards to enter the EQ BUY-List, with additional requirements for other sustainable strategies.
- Our experience in sustainable investing spans over a decade. We have developed strong relationships with the asset management industry, which means we often get consulted prior to launch of new sustainable funds.
- Sustainability analysis of funds is fully integrated into our fund selection process. The investment team will use public fund information, a proprietary DDQ (hosted on Door), and fund manager meetings to assess funds against expectations across our ABC-E framework (a framework adopted from the Impact Management Project). A key component of EQ's fund selection process is EQ's independent sustainability analysis of all underlying securities within a fund, to test stated sustainability objectives with evidence. Please request our investment process document for all details on framework, but it includes an assessment of ESG integration quality, stewardship quality, and delivery of sustainability outcomes.
- This full assessment is integrated in the fund analysts' recommendation for our BUY-List, and is presented to our Fund Selection Committee (FSC). The committee consists of the members of EQ's investment and sustainability teams. Here, a fund can be passed or rejected. This committee is responsible for upholding EQ's minimum standards and where relevant, ensuring we can meet strategy-specific sustainability objectives.
- (B) Appointment
- We do not appoint managers for segregated mandates

(C) Monitoring

Impact and sustainability risk more broadly is managed by continuous engagement, lifting the ambition of fund managers in line with evolving best practices. Our dedicated sustainability team stays ahead of incoming regulation, industry frameworks and client expectations to manage this over the long term. More specifically, any portfolio (and component funds) managed with a sustainable objective will be monitored against this objective. Our Sustainability Oversight Committee receives a quarterly pack detailing portfolio adherence to sustainability objective KPIs.

One main way sustainability risk is monitored is through continuous engagement by our sustainability team with the fund managers; this happens formally at least once a year in meetings, but continuously on strategic engagement themes too.

Here we update our view on the funds' intention, process and evidence that forms the backbone in the delivery of the sustainability objective. In addition, we have developed data-driven monitoring of the strategy using the sustainability research tools we have at our disposal. This includes: portfolio level monitoring (continuous, feeds into Investment Oversight Committee), fund level monitoring (monthly monitoring sheet), underlying holdings (feeds into transparency sustainability reporting to clients in aggregated format, overseen by sustainability analysts).

We have a formalised escalation process for flagged holdings or identified fund process weaknesses. In summary this includes the following steps and timelines: qualify flag through research/data, engage fund management to implement change for six months, if unsuccessful reflect this in fund conviction downgrade and replacement within twelve months.

## SELECTION

### RESPONSIBLE INVESTMENT PRACTICES

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SAM 4	CORE	OO 12, OO 21	SAM 5, SAM 6, SAM 7	PUBLIC	Responsible investment practices	General

**During the reporting year, did your organisation select new external investment managers or allocate new mandates to existing investment managers?**

- (A) Yes, we selected external investment managers or allocated new mandates to existing investment managers during the reporting year
- (B) No, we did not select new external investment managers or allocate new mandates to existing investment managers during the reporting year
- (C) Not applicable; our organisation is in a captive relationship with external investment managers, which applies to 90% or more of our AUM

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SAM 5	CORE	SAM 4	N/A	PUBLIC	Responsible investment practices	4

During the reporting year, what responsible investment aspects did your organisation, or the service provider acting on your behalf, review and evaluate when selecting new external investment managers or allocating new mandates to existing investment managers?

**Organisation**

**(A) Commitment to and experience in responsible investment (e.g. commitment to responsible investment principles and standards)**

Select from dropdown list

- (1) for all of our mandates**
- (2) for a majority of our mandates
- (3) for a minority of our mandates

**(B) Responsible investment policy(ies) (e.g. the alignment of their responsible investment policy with the investment mandate)**

Select from dropdown list

- (1) for all of our mandates**
- (2) for a majority of our mandates
- (3) for a minority of our mandates

**(C) Governance structure and senior-level oversight and accountability (e.g. the adequacy of their governance structure and reported conflicts of interest)**

Select from dropdown list

- (1) for all of our mandates**
- (2) for a majority of our mandates
- (3) for a minority of our mandates

**People and Culture**

**(D) Adequate resourcing and incentives (e.g. their team structures, operating model and remuneration structure, including alignment of interests)**

Select from dropdown list

- (1) for all of our mandates**
- (2) for a majority of our mandates
- (3) for a minority of our mandates

**(E) Staff competencies and experience in responsible investment (e.g. level of responsible investment responsibilities in their investment team, their responsible investment training and capacity building)**

Select from dropdown list

- (1) for all of our mandates**
- (2) for a majority of our mandates
- (3) for a minority of our mandates

**Investment Process**

**(F) Incorporation of material ESG factors in the investment process (e.g. detail and evidence of how such factors are incorporated into the selection of individual assets and in portfolio construction)**

Select from dropdown list

- (1) for all of our mandates**
- (2) for a majority of our mandates
- (3) for a minority of our mandates

**(G) Incorporation of risks connected to systematic sustainability issues in the investment process (e.g. detail and evidence of how such risks are incorporated into the selection of individual assets and in portfolio construction)**

Select from dropdown list

- (1) for all of our mandates**
- (2) for a majority of our mandates
- (3) for a minority of our mandates



- (H) Incorporation of material ESG factors and ESG risks connected to systematic sustainability issues in portfolio risk assessment (e.g. their process to measure and report such risks)

Select from dropdown list

- (1) for all of our mandates
- (2) for a majority of our mandates
- (3) for a minority of our mandates

**Performance and Reporting**

- (I) ESG disclosure in regular client reporting

Select from dropdown list

- (1) for all of our mandates
- (2) for a majority of our mandates
- (3) for a minority of our mandates

- (J) Inclusion of ESG factors in contractual agreements

- (K) We did not review and evaluate any of the above responsible investment aspects when selecting new external investment managers or allocating new mandates to existing investment managers during the reporting year

## STEWARDSHIP

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SAM 6	CORE	OO 8, OO 21, SAM 4	N/A	PUBLIC	Stewardship	4

During the reporting year, which aspects of the stewardship approach did your organisation, or the service provider acting on your behalf, review and evaluate when selecting new external investment managers or allocating new mandates to existing investment managers?

- (A) The alignment of their policy(ies) or guidelines on stewardship with the investment mandate

Select from dropdown list

- (1) for all of our mandates
- (2) for a majority of our mandates
- (3) for a minority of our mandates

- (B) Evidence of how they implemented their stewardship objectives, including the effectiveness of their activities

Select from dropdown list

- (1) for all of our mandates
- (2) for a majority of our mandates
- (3) for a minority of our mandates

- (C) Their participation in collaborative engagements and stewardship initiatives

Select from dropdown list

- (1) for all of our mandates
- (2) for a majority of our mandates
- (3) for a minority of our mandates

- (D) Details of their engagements with companies or issuers on risks connected to systematic sustainability issues

Select from dropdown list

- (1) for all of our mandates
- (2) for a majority of our mandates
- (3) for a minority of our mandates

- (E) Details of their engagement activities with policy makers

Select from dropdown list

- (1) for all of our mandates
- (2) for a majority of our mandates
- (3) for a minority of our mandates

- (F) Their escalation process and the escalation tools included in their policy on stewardship

Select from dropdown list

- (1) for all of our mandates
- (2) for a majority of our mandates
- (3) for a minority of our mandates

- (G) We did not review and evaluate any of the above aspects of the stewardship approach when selecting new external investment managers or allocating new mandates to existing investment managers during the reporting year

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SAM 7	CORE	OO 9, OO 21, SAM 4	N/A	PUBLIC	Stewardship	4

During the reporting year, which aspects of (proxy) voting did your organisation, or the service provider acting on your behalf, review and evaluate when selecting new external investment managers or allocating new mandates to existing investment managers?

- (A) The alignment of their policy(ies) or guidelines on (proxy) voting with the investment mandate**  
Select from dropdown list
  - (1) for all of our mandates**
  - (2) for a majority of our mandates
  - (3) for a minority of our mandates
- (B) Historical information on the number or percentage of general meetings at which they voted**  
Select from dropdown list
  - (1) for all of our mandates**
  - (2) for a majority of our mandates
  - (3) for a minority of our mandates
- (C) Analysis of votes cast for and against**  
Select from dropdown list
  - (1) for all of our mandates**
  - (2) for a majority of our mandates
  - (3) for a minority of our mandates
- (D) Analysis of votes cast for and against resolutions related to risks connected to systematic sustainability issues**  
Select from dropdown list
  - (1) for all of our mandates**
  - (2) for a majority of our mandates
  - (3) for a minority of our mandates
- (E) Details of their position on any controversial and high-profile votes**  
Select from dropdown list
  - (1) for all of our mandates**
  - (2) for a majority of our mandates
  - (3) for a minority of our mandates
- (F) Historical information of any resolutions on which they voted contrary to their own voting policy and the reasons why**  
Select from dropdown list
  - (1) for all of our mandates**
  - (2) for a majority of our mandates
  - (3) for a minority of our mandates
- (G) Details of all votes involving companies where the external investment manager or an affiliate has a contractual relationship or another potential conflict of interest**  
Select from dropdown list
  - (1) for all of our mandates
  - (2) for a majority of our mandates
  - (3) for a minority of our mandates**
- (H) We did not review and evaluate any of the above aspects of (proxy) voting when selecting new external investment managers or allocating new mandates to existing investment managers during the reporting year
- (I) Not applicable; our organisation did not select new external investment managers or allocated new mandates to existing investment managers for listed equity and/or hedge funds that hold equity.

# MONITORING

## RESPONSIBLE INVESTMENT PRACTICES

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SAM 9	CORE	OO 14, OO 21	N/A	PUBLIC	Responsible investment practices	4

**For the majority of your externally managed AUM in each asset class, which aspects of your external investment managers' responsible investment practices did your organisation, or the service provider acting on your behalf, monitor during the reporting year?**

	(1) Listed equity (active)	(2) Listed equity (passive)	(3) Fixed income (active)	(4) Fixed income (passive)
<b>Organisation</b>				
(A) Commitment to and experience in responsible investment (e.g. commitment to responsible investment principles and standards)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(B) Responsible investment policy(ies) (e.g. the continued alignment of their responsible investment policy with the investment mandate)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(C) Governance structure and senior level oversight and accountability (e.g. the adequacy of their governance structure and reported conflicts of interest)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<b>People and Culture</b>				
(D) Adequate resourcing and incentives (e.g. their team structures, operating model and remuneration structure, including alignment of interests)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

(E) Staff competencies and experience in responsible investment (e.g. level of responsible investment responsibilities in their investment team, their responsible investment training and capacity building)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
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**Investment Process**

(F) Incorporation of material ESG factors in the investment process (e.g. detail and evidence of how such factors are incorporated into the selection of individual assets and in portfolio construction)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
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(G) Incorporation of risks connected to systematic sustainability issues in the investment process (e.g. detail and evidence of how such risks are incorporated into the selection of individual assets and in portfolio construction)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
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(H) Incorporation of material ESG factors and ESG risks connected to systematic sustainability issues in portfolio risk assessment (e.g. their process to measure and report such risks, their response to ESG incidents)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
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**Performance and Reporting**

(I) ESG disclosure in regular client reporting (e.g. any changes in their regular client reporting)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
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(J) Inclusion of ESG factors in contractual agreements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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(K) We did not monitor any of the above aspects of our external investment managers' responsible investment practices during the reporting year	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SAM 10	PLUS	OO 14, OO 21	N/A	PUBLIC	Responsible investment practices	1

**During the reporting year, which information did your organisation, or the service provider acting on your behalf, monitor for externally managed ESG passive products and strategies?**

	(1) Listed equity (passive)	(2) Fixed income (passive)
(A) How the external investment managers applied, reviewed and verified screening criteria	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(B) How the external investment managers rebalanced the products as a result of changes in ESG rankings, ratings or indexes	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(C) Evidence that ESG passive products and strategies meet the responsible investment criteria and process	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(D) Other	<input type="checkbox"/>	<input type="checkbox"/>
(E) We did not monitor ESG passive products and strategies	<input type="radio"/>	<input type="radio"/>
(F) Not applicable; we do not invest in ESG passive products and strategies	<input type="radio"/>	<input type="radio"/>

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SAM 11	PLUS	OO 14, OO 21	N/A	PUBLIC	Responsible investment practices	1

**Describe an innovative practice you adopted as part of monitoring your external investment managers' responsible investment practices in a specific asset class during the reporting year.**

There are many examples of innovation. Two are below:

1) Passive index tracking funds' stewardship quality: We have an existing stewardship quality rating process (1-5 score, with associated criteria) which we apply across the buy-list. However, passive products do not have a specific team allocated and thus the relevant stewardship activity of the whole asset manager needs to be considered. We developed an addendum to the existing rating method to reflect this, which includes limiting engagement ambition to a 4 maximum and looking in-depth at cross-asset voting.

2) Voting activity monitoring: We conducted a voting activity aggregation project this year, allowing us to consistently test all asset managers on our BUY list on the execution of their voting policy, and their voting behaviour in respect to systematic sustainability issues. This project entailed requesting voting records in a consistent format (disclosure is currently not standardised and transparent across the market), constructing a list of relevant resolutions, aggregating voting records (where applicable). This then was evaluated and is now feeding into engagement with asset managers.

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SAM 12	CORE	OO 14, OO 21	N/A	PUBLIC	Responsible investment practices	1

**For the majority of your externally managed AUM in each asset class, how often does your organisation, or the service provider acting on your behalf, monitor your external investment managers' responsible investment practices?**

	(1) Listed equity (active)	(2) Listed equity (passive)	(3) Fixed income (active)	(4) Fixed income (passive)
(A) At least annually	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(B) Less than once a year	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(C) On an ad hoc basis	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

## STEWARDSHIP

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SAM 13	CORE	OO 8, OO 21	N/A	PUBLIC	Stewardship	1, 2

**For the majority of your externally managed AUM in each asset class, which aspects of your external investment managers' stewardship practices did your organisation, or the service provider acting on your behalf, monitor during the reporting year?**

	(1) Listed equity (active)	(2) Listed equity (passive)	(3) Fixed income (active)	(4) Fixed income (passive)
(A) Any changes in their policy(ies) or guidelines on stewardship	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(B) The degree of implementation of their policy(ies) or guidelines on stewardship	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(C) How they prioritise material ESG factors	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(D) How they prioritise risks connected to systematic sustainability issues	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(E) Their investment team's level of involvement in stewardship activities	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(F) Whether the results of stewardship actions were fed back into the investment process and decisions	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(G) Whether they used a variety of stewardship tools and activities to advance their stewardship priorities	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(H) The deployment of their escalation process in cases where initial stewardship efforts were unsuccessful	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

(I) Whether they participated in collaborative engagements and stewardship initiatives	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(J) Whether they had an active role in collaborative engagements and stewardship initiatives	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(K) Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(L) We did not monitor our external investment managers' stewardship practices during the reporting year	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SAM 14	CORE	OO 9, OO 21	N/A	PUBLIC	Stewardship	1, 2

**For the majority of your AUM in each asset class where (proxy) voting is delegated to external investment managers, which aspects of your external investment managers' (proxy) voting practices did your organisation, or the service provider acting on your behalf, monitor during the reporting year?**

	(1) Listed equity (active)	(2) Listed equity (passive)
(A) Any changes in their policy(ies) or guidelines on (proxy) voting	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(B) Whether their (proxy) voting decisions were consistent with their stewardship priorities as stated in their policy and with their voting policy, principles and/or guidelines	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(C) Whether their (proxy) voting decisions were consistent with their stated approach on the prioritisation of risks connected to systematic sustainability issues	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(D) Whether their (proxy) voting track record was aligned with our stewardship approach and expectations	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>



(E) The application of their policy on securities lending and any implications for implementing their policy(ies) or guidelines on (proxy) voting (where applicable)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(F) Other	<input type="checkbox"/>	<input type="checkbox"/>
(G) We did not monitor our external investment managers' (proxy) voting practices during the reporting year	<input type="radio"/>	<input type="radio"/>

## ENGAGEMENT AND ESCALATION

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SAM 15	PLUS	OO 14, OO 21	N/A	PUBLIC	Engagement and escalation	4

### Describe how your organisation engaged with external investment managers to improve their responsible investment practices during the reporting year.

We seek to build long term relationships with our fund managers. Constructive dialogue and a willingness to learn and evolve is critical to the long-term success of the relationship. In fact, we have often been consulted prior to new sustainable fund launches and have used this opportunity to shape best-practice investment strategies that we intend to support over the long-term. We fully expect fund managers to engage with their investee companies on a regular basis, and to be active stewards. We strongly believe the managers should hold companies to account and exercise their power as shareholders to engage on environmental sustainability and social justice issues.

We encourage full disclosure and monitor the fund managers' engagement activity and outcomes.

Our EQ engagement strategy has four layers and has been designed to maximise our ability to responsibly steward our clients' capital. The full strategy can be read here: <https://eqinvestors.co.uk/stewardship-code>

As part of this strategy we engage with fund managers. We seek to improve and test the ambition of the fund managers to in turn push the boundaries of sustainable investment, maximising both sustainability credentials and financial returns.

We support fund managers to keep abreast of rapidly evolving best practice in stewardship and ESG integration, and net-zero. Further, we follow a five-layer sustainability strategy that allows us to engage on layers of influence. The plan, including our five strategic engagement themes for 2024 can be viewed here: <https://eqinvestors.co.uk/wp-content/uploads/2024/03/EQ-Investors-Stewardship-Plan-2024.pdf>

Progress reporting will be supplied per strategy annually, please reference our sustainability reports for details on the past year.

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SAM 16	CORE	OO 14, OO 21	N/A	PUBLIC	Engagement and escalation	4

**What actions does your organisation, or the service provider acting on your behalf, include in its formal escalation process to address concerns raised during monitoring of your external investment managers' responsible investment practices?**

	(1) Listed equity (active)	(2) Listed equity (passive)	(3) Fixed income (active)	(4) Fixed income (passive)
(A) Engagement with their investment professionals, investment committee or other representatives	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(B) Notification about their placement on a watch list or relationship coming under review	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(C) Reduction of capital allocation to the external investment managers until any concerns have been rectified	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(D) Termination of the contract if failings persist over a (notified) period, including an explanation of the reasons for termination	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(E) Holding off selecting the external investment managers for new mandates or allocating additional capital until any concerns have been rectified	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(F) Other	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(G) Our organisation does not have a formal escalation process to address concerns raised during monitoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**(F) Other - Specify:**

Our escalation approach details a time-bound period in which an alternative fund needs to be sought out, during which the existing flagged fund is placed on a "SUSPEND" rating to prevent further investment from the portfolio managers in the meantime. We will sell when a suitable alternative has been found, and the exit may be phased in order to protect best interests of our clients.

## VERIFICATION

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SAM 17	CORE	OO 14, OO 21	N/A	PUBLIC	Verification	1

**For the majority of your externally managed AUM in each asset class, how did your organisation, or the service provider acting on your behalf, verify that the information reported by external investment managers on their responsible investment practices was correct during the reporting year?**

	(1) Listed equity (active)	(2) Listed equity (passive)	(3) Fixed income (active)	(4) Fixed income (passive)
(A) We checked that the information reported was verified through a third-party assurance process	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(B) We checked that the information reported was verified by an independent third party	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(C) We checked for evidence of internal monitoring or compliance	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(D) Other	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(E) We did not verify the information reported by external investment managers on their responsible investment practices during the reporting year	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**(D) Other - Specify:**

EQ's investment team conducts independent fundamental analysis on the constituents of the funds in order to test the implementation of stated responsible investment practices. This means we can verify and test the information provided by the fund managers with our own. This includes but is not limited to: voting record analysis, UN SDG alignment, impact data assessment, negative product involvement, carbon reserves and emissions.

# SUSTAINABILITY OUTCOMES (SO)

## SETTING TARGETS AND TRACKING PROGRESS

### SETTING TARGETS ON SUSTAINABILITY OUTCOMES

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SO 1	PLUS	PGS 48	SO 2, SO 2.1, SO 3	PUBLIC	Setting targets on sustainability outcomes	1, 2

What specific sustainability outcomes connected to its investment activities has your organisation taken action on?

**(A) Sustainability outcome #1**

(1) Widely recognised frameworks used to guide action on this sustainability outcome

**(1) The UN Sustainable Development Goals (SDGs) and targets**

(2) The UNFCCC Paris Agreement

(3) The UN Guiding Principles on Business and Human Rights (UNGPs)

(4) OECD frameworks: OECD Guidelines for Multinational Enterprises and Guidance on Responsible Business Conduct for Institutional Investors

(5) The EU Taxonomy

(6) Other relevant taxonomies

(7) The International Bill of Human Rights

(8) The International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the eight core conventions

(9) The Convention on Biological Diversity

(10) Other international, regional, sector-based or issue-specific framework(s)

(2) Classification of sustainability outcome

**(1) Environmental**

(2) Social

(3) Governance-related

(4) Other

(3) Sustainability outcome name

SDG 7: Provide access to sustainable energy

(4) Number of targets set for this outcome

(1) No target

(2) One target

**(3) Two or more targets**

**(B) Sustainability outcome #2**

(1) Widely recognised frameworks used to guide action on this sustainability outcome

**(1) The UN Sustainable Development Goals (SDGs) and targets**

(2) The UNFCCC Paris Agreement

(3) The UN Guiding Principles on Business and Human Rights (UNGPs)

(4) OECD frameworks: OECD Guidelines for Multinational Enterprises and Guidance on Responsible Business Conduct for Institutional Investors

(5) The EU Taxonomy

(6) Other relevant taxonomies

(7) The International Bill of Human Rights

(8) The International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the eight core conventions

(9) The Convention on Biological Diversity

(10) Other international, regional, sector-based or issue-specific framework(s)

- (2) Classification of sustainability outcome
- (1) **Environmental**
  - (2) Social
  - (3) Governance-related
  - (4) Other
- (3) Sustainability outcome name
- SDG 6: Ensure clean water and sanitation for all
- (4) Number of targets set for this outcome
- o (1) No target
  - o (2) One target
  - (3) **Two or more targets**
- (C) **Sustainability outcome #3**
- (1) Widely recognised frameworks used to guide action on this sustainability outcome
- (1) **The UN Sustainable Development Goals (SDGs) and targets**
  - (2) The UNFCCC Paris Agreement
  - (3) The UN Guiding Principles on Business and Human Rights (UNGPs)
  - (4) OECD frameworks: OECD Guidelines for Multinational Enterprises and Guidance on Responsible Business Conduct for Institutional Investors
  - (5) The EU Taxonomy
  - (6) Other relevant taxonomies
  - (7) The International Bill of Human Rights
  - (8) The International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the eight core conventions
  - (9) The Convention on Biological Diversity
  - (10) Other international, regional, sector-based or issue-specific framework(s)
- (2) Classification of sustainability outcome
- (1) **Environmental**
  - (2) Social
  - (3) Governance-related
  - (4) Other
- (3) Sustainability outcome name
- SDG 12: Enable the circular economy
- (4) Number of targets set for this outcome
- o (1) No target
  - (2) **One target**
  - o (3) Two or more targets
- (D) **Sustainability outcome #4**
- (1) Widely recognised frameworks used to guide action on this sustainability outcome
- (1) **The UN Sustainable Development Goals (SDGs) and targets**
  - (2) The UNFCCC Paris Agreement
  - (3) The UN Guiding Principles on Business and Human Rights (UNGPs)
  - (4) OECD frameworks: OECD Guidelines for Multinational Enterprises and Guidance on Responsible Business Conduct for Institutional Investors
  - (5) The EU Taxonomy
  - (6) Other relevant taxonomies
  - (7) The International Bill of Human Rights
  - (8) The International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the eight core conventions
  - (9) The Convention on Biological Diversity
  - (10) Other international, regional, sector-based or issue-specific framework(s)
- (2) Classification of sustainability outcome
- (1) **Environmental**
  - (2) Social
  - (3) Governance-related
  - (4) Other
- (3) Sustainability outcome name

SDG 13: Combat and mitigate climate change

(4) Number of targets set for this outcome

- (1) No target
- (2) One target
- (3) Two or more targets

(E) Sustainability outcome #5

(1) Widely recognised frameworks used to guide action on this sustainability outcome

- (1) The UN Sustainable Development Goals (SDGs) and targets
- (2) The UNFCCC Paris Agreement
- (3) The UN Guiding Principles on Business and Human Rights (UNGPs)
- (4) OECD frameworks: OECD Guidelines for Multinational Enterprises and Guidance on Responsible Business Conduct for Institutional Investors
- (5) The EU Taxonomy
- (6) Other relevant taxonomies
- (7) The International Bill of Human Rights
- (8) The International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the eight core conventions
- (9) The Convention on Biological Diversity
- (10) Other international, regional, sector-based or issue-specific framework(s)

(2) Classification of sustainability outcome

- (1) Environmental
- (2) Social
- (3) Governance-related
- (4) Other

(3) Sustainability outcome name

SDG 3: Promote good health and wellbeing for all

(4) Number of targets set for this outcome

- (1) No target
- (2) One target
- (3) Two or more targets

(F) Sustainability outcome #6

(1) Widely recognised frameworks used to guide action on this sustainability outcome

- (1) The UN Sustainable Development Goals (SDGs) and targets
- (2) The UNFCCC Paris Agreement
- (3) The UN Guiding Principles on Business and Human Rights (UNGPs)
- (4) OECD frameworks: OECD Guidelines for Multinational Enterprises and Guidance on Responsible Business Conduct for Institutional Investors
- (5) The EU Taxonomy
- (6) Other relevant taxonomies
- (7) The International Bill of Human Rights
- (8) The International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the eight core conventions
- (9) The Convention on Biological Diversity
- (10) Other international, regional, sector-based or issue-specific framework(s)

(2) Classification of sustainability outcome

- (1) Environmental
- (2) Social
- (3) Governance-related
- (4) Other

(3) Sustainability outcome name

SDG 9: Enable digital inclusion

(4) Number of targets set for this outcome

- (1) No target
- (2) One target
- (3) Two or more targets

(G) Sustainability outcome #7

- (1) Widely recognised frameworks used to guide action on this sustainability outcome
- (1) **The UN Sustainable Development Goals (SDGs) and targets**
  - (2) The UNFCCC Paris Agreement
  - (3) The UN Guiding Principles on Business and Human Rights (UNGPs)
  - (4) OECD frameworks: OECD Guidelines for Multinational Enterprises and Guidance on Responsible Business Conduct for Institutional Investors
  - (5) The EU Taxonomy
  - (6) Other relevant taxonomies
  - (7) The International Bill of Human Rights
  - (8) The International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the eight core conventions
  - (9) The Convention on Biological Diversity
  - (10) Other international, regional, sector-based or issue-specific framework(s)
- (2) Classification of sustainability outcome
- (1) Environmental
  - (2) **Social**
  - (3) Governance-related
  - (4) Other
- (3) Sustainability outcome name
- SDG 4: Provide access to education
- (4) Number of targets set for this outcome
- (1) No target
  - (2) **One target**
  - (3) Two or more targets
- (H) **Sustainability outcome #8**
- (1) Widely recognised frameworks used to guide action on this sustainability outcome
- (1) **The UN Sustainable Development Goals (SDGs) and targets**
  - (2) The UNFCCC Paris Agreement
  - (3) The UN Guiding Principles on Business and Human Rights (UNGPs)
  - (4) OECD frameworks: OECD Guidelines for Multinational Enterprises and Guidance on Responsible Business Conduct for Institutional Investors
  - (5) The EU Taxonomy
  - (6) Other relevant taxonomies
  - (7) The International Bill of Human Rights
  - (8) The International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the eight core conventions
  - (9) The Convention on Biological Diversity
  - (10) Other international, regional, sector-based or issue-specific framework(s)
- (2) Classification of sustainability outcome
- (1) Environmental
  - (2) **Social**
  - (3) Governance-related
  - (4) Other
- (3) Sustainability outcome name
- SDG 8: Ensure access to financial services for all
- (4) Number of targets set for this outcome
- (1) No target
  - (2) **One target**
  - (3) Two or more targets
- (I) Sustainability outcome #9
- (J) Sustainability outcome #10

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SO 2	PLUS	SO 1	SO 2.1, SO 4, SO 5	PUBLIC	Setting targets on sustainability outcomes	1

For each sustainability outcome, provide details of up to two of your nearest-term targets.

**(A1) Sustainability Outcome #1: Target details**

(A1) Sustainability Outcome #1:	SDG 7: Provide access to sustainable energy
(1) Target name	Generate electricity from renewable sources
(2) Baseline year	
(3) Target to be met by	
(4) Methodology	<a href="https://eqinvestors.co.uk/wp-content/uploads/2022/10/Methodology-case-study-2022.pdf">https://eqinvestors.co.uk/wp-content/uploads/2022/10/Methodology-case-study-2022.pdf</a>
(5) Metric used (if relevant)	Megawatt hours generated in 1 year associated with x amount of investment
(6) Absolute or intensity-based (if relevant)	
(7) Baseline level or amount (if relevant):	
(8) Target level or amount (if relevant)	
(9) Percentage of total AUM covered in your baseline year for target setting	
(10) Do you also have a longer-term target for this?	

**(A2) Sustainability Outcome #1: Target details**

(A2) Sustainability Outcome #1:	SDG 7: Provide access to sustainable energy
(1) Target name	Build new renewable energy capacity



(2) Baseline year

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(3) Target to be met by

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(4) Methodology

<https://eqinvestors.co.uk/wp-content/uploads/2022/10/Methodology-case-study-2022.pdf>

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(5) Metric used (if relevant)

Megawatt installed capacity in 1 year associated with x amount of investment

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(6) Absolute or intensity-based (if relevant)

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(7) Baseline level or amount (if relevant):

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(8) Target level or amount (if relevant)

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(9) Percentage of total AUM covered in your baseline year for target setting

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(10) Do you also have a longer-term target for this?

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**(B1) Sustainability Outcome #2: Target details**

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(B1) Sustainability Outcome #2:

SDG 6: Ensure clean water and sanitation for all

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(1) Target name

Treat wastewater to prevent freshwater pollution

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(2) Baseline year

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(3) Target to be met by

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(4) Methodology

<https://eqinvestors.co.uk/wp-content/uploads/2022/10/Methodology-case-study-2022.pdf>

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(5) Metric used (if relevant)

Litres treated in 1 year associated with x amount of investment

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(6) Absolute or intensity-based (if relevant)

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(7) Baseline level or amount (if relevant):

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(8) Target level or amount (if relevant)

(9) Percentage of total AUM covered in your baseline year for target setting

(10) Do you also have a longer-term target for this?

**(B2) Sustainability Outcome #2: Target details**

(B2) Sustainability Outcome #2: SDG 6: Ensure clean water and sanitation for all

(1) Target name Freshwater provided to households as basic service

(2) Baseline year

(3) Target to be met by

(4) Methodology <https://eqinvestors.co.uk/wp-content/uploads/2022/10/Methodology-case-study-2022.pdf>

(5) Metric used (if relevant) Litres of freshwater provided in 1 year associated with x amount of investment

(6) Absolute or intensity-based (if relevant)

(7) Baseline level or amount (if relevant):

(8) Target level or amount (if relevant)

(9) Percentage of total AUM covered in your baseline year for target setting

(10) Do you also have a longer-term target for this?

**(C1) Sustainability Outcome #3: Target details**

(C1) Sustainability Outcome #3: SDG 12: Enable the circular economy

(1) Target name Recycle waste material for secondary use

(2) Baseline year

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(3) Target to be met by

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(4) Methodology

<https://eqinvestors.co.uk/wp-content/uploads/2022/10/Methodology-case-study-2022.pdf>

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(5) Metric used (if relevant)

Tons of waste material recycled in 1 years associated with x amount of investment

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(6) Absolute or intensity-based (if relevant)

---

(7) Baseline level or amount (if relevant):

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(8) Target level or amount (if relevant)

---

(9) Percentage of total AUM covered in your baseline year for target setting

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(10) Do you also have a longer-term target for this?

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**(D1) Sustainability Outcome #4: Target details**

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(D1) Sustainability Outcome #4:

SDG 13: Combat and mitigate climate change

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(1) Target name

Avoid additional carbon (equivalents) emissions

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(2) Baseline year

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(3) Target to be met by

---

(4) Methodology

<https://eqinvestors.co.uk/wp-content/uploads/2022/10/Methodology-case-study-2022.pdf>

---

(5) Metric used (if relevant)

Avoided tonnes of additional carbon (equivalents) emissions through climate solutions in 1 year, associated with x amount of investment

---

(6) Absolute or intensity-based (if relevant)

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(7) Baseline level or amount (if relevant):

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(8) Target level or amount (if relevant)

(9) Percentage of total AUM covered in your baseline year for target setting

(10) Do you also have a longer-term target for this?

**(D2) Sustainability Outcome #4: Target details**

(D2) Sustainability Outcome #4: SDG 13: Combat and mitigate climate change

(1) Target name Limit the carbon emission contributions (S1,2,3)

(2) Baseline year

(3) Target to be met by

(4) Methodology <https://eqinvestors.co.uk/advisers/blog/carbon-methodology-2022/>

(5) Metric used (if relevant) Carbon (equivalent) emissions (Scope 1,2 and 3) associated with x amount of investment

(6) Absolute or intensity-based (if relevant)

(7) Baseline level or amount (if relevant):

(8) Target level or amount (if relevant)

(9) Percentage of total AUM covered in your baseline year for target setting

(10) Do you also have a longer-term target for this?

**(E1) Sustainability Outcome #5: Target details**

(E1) Sustainability Outcome #5: SDG 3: Promote good health and wellbeing for all

(1) Target name Provide additional medical treatments, diagnostics

(2) Baseline year

(3) Target to be met by

(4) Methodology

<https://eqinvestors.co.uk/wp-content/uploads/2022/10/Methodology-case-study-2022.pdf>

(5) Metric used (if relevant)

Number of medical interventions (including tests, diagnostics and drug treatments) provided in 1 year, associated with x amount of investment

(6) Absolute or intensity-based (if relevant)

(7) Baseline level or amount (if relevant):

(8) Target level or amount (if relevant)

(9) Percentage of total AUM covered in your baseline year for target setting

(10) Do you also have a longer-term target for this?

**(E2) Sustainability Outcome #5: Target details**

(E2) Sustainability Outcome #5:

SDG 3: Promote good health and wellbeing for all

(1) Target name

Treat patients for illness

(2) Baseline year

(3) Target to be met by

(4) Methodology

<https://eqinvestors.co.uk/wp-content/uploads/2022/10/Methodology-case-study-2022.pdf>

(5) Metric used (if relevant)

Number of patients that received treatment for illness in 1 year, associated with x amount of investment

(6) Absolute or intensity-based (if relevant)

(7) Baseline level or amount (if relevant):

(8) Target level or amount (if relevant)

(9) Percentage of total AUM covered in your baseline year for target setting

(10) Do you also have a longer-term target for this?

**(F1) Sustainability Outcome #6: Target details**

(F1) Sustainability Outcome #6: SDG 9: Enable digital inclusion

(1) Target name Provide access to the internet or mobile networks

(2) Baseline year

(3) Target to be met by

(4) Methodology <https://eqinvestors.co.uk/wp-content/uploads/2022/10/Methodology-case-study-2022.pdf>

(5) Metric used (if relevant) Number of people in emerging markets that received new access to mobile or internet networks in 1 year, associated with x of investment

(6) Absolute or intensity-based (if relevant)

(7) Baseline level or amount (if relevant):

(8) Target level or amount (if relevant)

(9) Percentage of total AUM covered in your baseline year for target setting

(10) Do you also have a longer-term target for this?

**(G1) Sustainability Outcome #7: Target details**

(G1) Sustainability Outcome #7: SDG 4: Provide access to education

(1) Target name Deliver education across the entire lifetime

(2) Baseline year

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(3) Target to be met by

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(4) Methodology

<https://eqinvestors.co.uk/wp-content/uploads/2022/10/Methodology-case-study-2022.pdf>

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(5) Metric used (if relevant)

Number of hours of education (nursery, school, vocational training, university and specific skill training) provided in 1 year, associated with x amount of investment

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(6) Absolute or intensity-based (if relevant)

---

(7) Baseline level or amount (if relevant):

---

(8) Target level or amount (if relevant)

---

(9) Percentage of total AUM covered in your baseline year for target setting

---

(10) Do you also have a longer-term target for this?

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**(H1) Sustainability Outcome #8: Target details**

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(H1) Sustainability Outcome #8:

SDG 8: Ensure access to financial services for all

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(1) Target name

Increase access to financial services for all

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(2) Baseline year

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(3) Target to be met by

---

(4) Methodology

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(5) Metric used (if relevant)

Number of people in emerging markets that received access to new financial services in 1 year, associated with x amount of investment

---

(6) Absolute or intensity-based (if relevant)

---

(7) Baseline level or amount (if relevant):

---

(8) Target level or amount (if relevant)

(9) Percentage of total AUM covered in your baseline year for target setting

(10) Do you also have a longer-term target for this?

## TRACKING PROGRESS AGAINST TARGETS

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SO 4	PLUS	SO 2	SO 4.1	PUBLIC	Tracking progress against targets	1

Does your organisation track progress against your nearest-term sustainability outcomes targets?

### (A1) Sustainability outcome #1:

(A1) Sustainability outcome #1: SDG 7: Provide access to sustainable energy

Target name: Generate electricity from renewable sources

Does your organisation track progress against your nearest-term sustainability outcome targets? (1) Yes

### (A2) Sustainability outcome #1:

(A2) Sustainability outcome #1: SDG 7: Provide access to sustainable energy

Target name: Build new renewable energy capacity

Does your organisation track progress against your nearest-term sustainability outcome targets? (1) Yes

### (B1) Sustainability outcome #2:

(B1) Sustainability outcome #2: SDG 6: Ensure clean water and sanitation for all

Target name: Treat wastewater to prevent freshwater pollution



Does your organisation track progress against your nearest-term sustainability outcome targets? (1) Yes

**(B2) Sustainability outcome #2:**

(B2) Sustainability outcome #2: SDG 6: Ensure clean water and sanitation for all

Target name: Freshwater provided to households as basic service

Does your organisation track progress against your nearest-term sustainability outcome targets? (1) Yes

**(C1) Sustainability outcome #3:**

(C1) Sustainability outcome #3: SDG 12: Enable the circular economy

Target name: Recycle waste material for secondary use

Does your organisation track progress against your nearest-term sustainability outcome targets? (1) Yes

**(D1) Sustainability outcome #4:**

(D1) Sustainability outcome #4: SDG 13: Combat and mitigate climate change

Target name: Avoid additional carbon (equivalents) emissions

Does your organisation track progress against your nearest-term sustainability outcome targets? (1) Yes

**(D2) Sustainability outcome #4:**

(D2) Sustainability outcome #4: SDG 13: Combat and mitigate climate change

Target name: Limit the carbon emission contributions (S1,2,3)

Does your organisation track progress against your nearest-term sustainability outcome targets? (1) Yes

**(E1) Sustainability outcome #5:**

(E1) Sustainability outcome #5: SDG 3: Promote good health and wellbeing for all

Target name: Provide additional medical treatments, diagnostics

Does your organisation track progress against your nearest-term sustainability outcome targets? (1) Yes

**(E2) Sustainability outcome #5:**

(E2) Sustainability outcome #5: SDG 3: Promote good health and wellbeing for all

Target name: Treat patients for illness

Does your organisation track progress against your nearest-term sustainability outcome targets? (1) Yes

**(F1) Sustainability outcome #6:**

(F1) Sustainability outcome #6: SDG 9: Enable digital inclusion

Target name: Provide access to the internet or mobile networks

Does your organisation track progress against your nearest-term sustainability outcome targets? (1) Yes

**(G1) Sustainability outcome #7:**

(G1) Sustainability outcome #7: SDG 4: Provide access to education

Target name: Deliver education across the entire lifetime

Does your organisation track progress against your nearest-term sustainability outcome targets? (1) Yes

**(H1) Sustainability outcome #8:**

(H1) Sustainability outcome #8: SDG 8: Ensure access to financial services for all

Target name: Increase access to financial services for all

Does your organisation track progress against your nearest-term sustainability outcome targets?

(1) Yes

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SO 4.1	PLUS	SO 4	N/A	PUBLIC	Tracking progress against targets	1

**During the reporting year, what qualitative or quantitative progress did your organisation achieve against your nearest-term sustainability outcome targets?**

**(A1) Sustainability Outcome #1: Target details**

(A1) Sustainability Outcome #1:	SDG 7: Provide access to sustainable energy
(1) Target name	Generate electricity from renewable sources
(2) Target to be met by	
(3) Metric used (if relevant)	Megawatt hours generated in 1 year associated with x amount of investment
(4) Current level or amount (if relevant)	<a href="https://eqinvestors.co.uk/advisers/impact-calculator/">https://eqinvestors.co.uk/advisers/impact-calculator/</a>
(5) Other qualitative or quantitative progress	We conduct an annual project that aims to collect data on the sustainability outcome target, based on the investments held in our EQ Positive Impact Portfolios. We aggregate this data per target, and can then demonstrate personalised reporting to clients on our "impact calculator" page.
(6) Methodology for tracking progress	

**(A2) Sustainability outcome #1: Target details**

(A2) Sustainability outcome #1:	SDG 7: Provide access to sustainable energy
(1) Target name	Build new renewable energy capacity
(2) Target to be met by	
(3) Metric used (if relevant)	Megawatt installed capacity in 1 year associated with x amount of investment

(4) Current level or amount (if relevant) <https://eqinvestors.co.uk/advisers/impact-calculator/>

(5) Other qualitative or quantitative progress We conduct an annual project that aims to collect data on the sustainability outcome target, based on the investments held in our EQ Positive Impact Portfolios. We aggregate this data per target, and can then demonstrate personalised reporting to clients on our "impact calculator" page.

(6) Methodology for tracking progress

**(B1) Sustainability Outcome #2: Target details**

(B1) Sustainability Outcome #2: SDG 6: Ensure clean water and sanitation for all

(1) Target name Treat wastewater to prevent freshwater pollution

(2) Target to be met by

(3) Metric used (if relevant) Litres treated in 1 year associated with x amount of investment

(4) Current level or amount (if relevant) <https://eqinvestors.co.uk/advisers/impact-calculator/>

(5) Other qualitative or quantitative progress We conduct an annual project that aims to collect data on the sustainability outcome target, based on the investments held in our EQ Positive Impact Portfolios. We aggregate this data per target, and can then demonstrate personalised reporting to clients on our "impact calculator" page.

(6) Methodology for tracking progress

**(B2) Sustainability Outcome #2: Target details**

(B2) Sustainability Outcome #2: SDG 6: Ensure clean water and sanitation for all

(1) Target name Freshwater provided to households as basic service

(2) Target to be met by

(3) Metric used (if relevant) Litres of freshwater provided in 1 year associated with x amount of investment

(4) Current level or amount (if relevant) <https://eqinvestors.co.uk/advisers/impact-calculator/>

(5) Other qualitative or quantitative progress We conduct an annual project that aims to collect data on the sustainability outcome target, based on the investments held in our EQ Positive Impact Portfolios. We aggregate this data per target, and can then demonstrate personalised reporting to clients on our "impact calculator" page.

(6) Methodology for tracking progress

**(C1) Sustainability Outcome #3: Target details**

(C1) Sustainability Outcome #3: SDG 12: Enable the circular economy

(1) Target name Recycle waste material for secondary use

(2) Target to be met by

(3) Metric used (if relevant) Tons of waste material recycled in 1 years associated with x amount of investment

(4) Current level or amount (if relevant) <https://eqinvestors.co.uk/advisers/impact-calculator/>

(5) Other qualitative or quantitative progress We conduct an annual project that aims to collect data on the sustainability outcome target, based on the investments held in our EQ Positive Impact Portfolios. We aggregate this data per target, and can then demonstrate personalised reporting to clients on our "impact calculator" page.

(6) Methodology for tracking progress

**(D1) Sustainability Outcome #4: Target details**

(D1) Sustainability Outcome #4: SDG 13: Combat and mitigate climate change

(1) Target name Avoid additional carbon (equivalents) emissions

(2) Target to be met by

(3) Metric used (if relevant) Avoided tonnes of additional carbon (equivalents) emissions through climate solutions in 1 year, associated with x amount of investment

(4) Current level or amount (if relevant) <https://eqinvestors.co.uk/advisers/impact-calculator/>

(5) Other qualitative or quantitative progress We conduct an annual project that aims to collect data on the sustainability outcome target, based on the investments held in our EQ Positive Impact Portfolios. We aggregate this data per target, and can then demonstrate personalised reporting to clients on our "impact calculator" page.

(6) Methodology for tracking progress

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**(D2) Sustainability Outcome #4: Target details**

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(D2) Sustainability Outcome #4: SDG 13: Combat and mitigate climate change

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(1) Target name Limit the carbon emission contributions (S1,2,3)

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(2) Target to be met by

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(3) Metric used (if relevant) Carbon (equivalent) emissions (Scope 1,2 and 3) associated with x amount of investment

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(4) Current level or amount (if relevant) <https://eqinvestors.co.uk/advisers/impact-calculator/>

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(5) Other qualitative or quantitative progress We conduct an annual project that aims to collect data on the sustainability outcome target, based on the investments held in our EQ Positive Impact Portfolios. We aggregate this data per target, and can then demonstrate personalised reporting to clients on our "impact calculator" page.

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(6) Methodology for tracking progress

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**(E1) Sustainability Outcome #5: Target details**

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(E1) Sustainability Outcome #5: SDG 3: Promote good health and wellbeing for all

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(1) Target name Provide additional medical treatments, diagnostics

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(2) Target to be met by

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(3) Metric used (if relevant) Number of medical interventions (including tests, diagnostics and drug treatments) provided in 1 year, associated with x amount of investment

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(4) Current level or amount (if relevant) <https://eqinvestors.co.uk/advisers/impact-calculator/>

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(5) Other qualitative or quantitative progress We conduct an annual project that aims to collect data on the sustainability outcome target, based on the investments held in our EQ Positive Impact Portfolios. We aggregate this data per target, and can then demonstrate personalised reporting to clients on our "impact calculator" page.

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(6) Methodology for tracking progress

### **(E2) Sustainability Outcome #5: Target details**

(E2) Sustainability Outcome #5:	SDG 3: Promote good health and wellbeing for all
(1) Target name	Treat patients for illness
(2) Target to be met by	
(3) Metric used (if relevant)	Number of patients that received treatment for illness in 1 year, associated with x amount of investment
(4) Current level or amount (if relevant)	<a href="https://eqinvestors.co.uk/advisers/impact-calculator/">https://eqinvestors.co.uk/advisers/impact-calculator/</a>
(5) Other qualitative or quantitative progress	We conduct an annual project that aims to collect data on the sustainability outcome target, based on the investments held in our EQ Positive Impact Portfolios. We aggregate this data per target, and can then demonstrate personalised reporting to clients on our "impact calculator" page.
(6) Methodology for tracking progress	

### **(F1) Sustainability Outcome #6: Target details**

(F1) Sustainability Outcome #6:	SDG 9: Enable digital inclusion
(1) Target name	Provide access to the internet or mobile networks
(2) Target to be met by	
(3) Metric used (if relevant)	Number of people in emerging markets that received new access to mobile or internet networks in 1 year, associated with x of investment
(4) Current level or amount (if relevant)	<a href="https://eqinvestors.co.uk/advisers/impact-calculator/">https://eqinvestors.co.uk/advisers/impact-calculator/</a>
(5) Other qualitative or quantitative progress	We conduct an annual project that aims to collect data on the sustainability outcome target, based on the investments held in our EQ Positive Impact Portfolios. We aggregate this data per target, and can then demonstrate personalised reporting to clients on our "impact calculator" page.
(6) Methodology for tracking progress	

### (G1) Sustainability Outcome #7: Target details

(G1) Sustainability Outcome #7:	SDG 4: Provide access to education
(1) Target name	Deliver education across the entire lifetime
(2) Target to be met by	
(3) Metric used (if relevant)	Number of hours of education (nursery, school, vocational training, university and specific skill training) provided in 1 year, associated with x amount of investment
(4) Current level or amount (if relevant)	<a href="https://eqinvestors.co.uk/advisers/impact-calculator/">https://eqinvestors.co.uk/advisers/impact-calculator/</a>
(5) Other qualitative or quantitative progress	We conduct an annual project that aims to collect data on the sustainability outcome target, based on the investments held in our EQ Positive Impact Portfolios. We aggregate this data per target, and can then demonstrate personalised reporting to clients on our "impact calculator" page.
(6) Methodology for tracking progress	

### (H1) Sustainability Outcome #8: Target details

(H1) Sustainability Outcome #8:	SDG 8: Ensure access to financial services for all
(1) Target name	Increase access to financial services for all
(2) Target to be met by	
(3) Metric used (if relevant)	Number of people in emerging markets that received access to new financial services in 1 year, associated with x amount of investment
(4) Current level or amount (if relevant)	<a href="https://eqinvestors.co.uk/advisers/impact-calculator/">https://eqinvestors.co.uk/advisers/impact-calculator/</a>
(5) Other qualitative or quantitative progress	We conduct an annual project that aims to collect data on the sustainability outcome target, based on the investments held in our EQ Positive Impact Portfolios. We aggregate this data per target, and can then demonstrate personalised reporting to clients on our "impact calculator" page.
(6) Methodology for tracking progress	



# INDIVIDUAL AND COLLABORATIVE INVESTOR ACTION ON OUTCOMES

## LEVERS USED TO TAKE ACTION ON SUSTAINABILITY OUTCOMES

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SO 5	PLUS	SO 2	Multiple	PUBLIC	Levers used to take action on sustainability outcomes	1, 2, 5

During the reporting year, which of the following levers did your organisation use to take action on sustainability outcomes, including to prevent and mitigate actual and potential negative outcomes?

- (A) Stewardship with investees, including engagement, (proxy) voting, and direct influence with privately held assets
- (B) Stewardship: engagement with external investment managers**
  - Select from drop down list:
    - (1) Individually**
    - (2) With other investors or stakeholders**
- (C) Stewardship: engagement with policy makers
- (D) Stewardship: engagement with other key stakeholders
- (E) Capital allocation**
- (F) Our organisation did not use any of the above levers to take action on sustainability outcomes during the reporting year

## CAPITAL ALLOCATION

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SO 6	PLUS	SO 5	N/A	PUBLIC	Capital allocation	1

During the reporting year, how did your organisation use capital allocation to take action on sustainability outcomes, including to prevent and mitigate actual and potential negative outcomes?

### (A) Across all sustainability outcomes

(1) Capital allocation activities used

(2) Sector allocation  
 (3) Selection of and allocation to third-party funds  
 (4) Divestment from assets or sectors

(2) Explain through an example

In order to enhance our delivery of sustainability outcomes through our EQ Positive Impact Portfolios, we will seek more ambitious impact fund managers which aim to improve delivery of these outcomes in their investment process. This year we introduced new funds targeting environmental outcomes, and switched into other funds that have greater cross-UN SDG ambitions than the alternative.

### (B) Sustainability Outcome #1:

(B) Sustainability Outcome #1:

SDG 7: Provide access to sustainable energy

(1) Capital allocation activities used

(2) Explain through an example

### (C) Sustainability Outcome #2:

(C) Sustainability Outcome #2:

SDG 6: Ensure clean water and sanitation for all

(1) Capital allocation activities used

(2) Explain through an example

**(D) Sustainability Outcome #3:**

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(D) Sustainability Outcome #3: SDG 12: Enable the circular economy

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(1) Capital allocation activities used

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(2) Explain through an example

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**(E) Sustainability Outcome #4:**

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(E) Sustainability Outcome #4: SDG 13: Combat and mitigate climate change

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(1) Capital allocation activities used

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(2) Explain through an example

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**(F) Sustainability Outcome #5:**

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(F) Sustainability Outcome #5: SDG 3: Promote good health and wellbeing for all

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(1) Capital allocation activities used

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(2) Explain through an example

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**(G) Sustainability Outcome #6:**

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(G) Sustainability Outcome #6: SDG 9: Enable digital inclusion

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(1) Capital allocation activities used

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(2) Explain through an example

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**(H) Sustainability Outcome #7:**

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(H) Sustainability Outcome #7: SDG 4: Provide access to education

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(1) Capital allocation activities used

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(2) Explain through an example

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**(I) Sustainability Outcome #8:**

(I) Sustainability Outcome #8: SDG 8: Ensure access to financial services for all

(1) Capital allocation activities used

(2) Explain through an example

**STEWARDSHIP WITH EXTERNAL INVESTMENT MANAGERS**

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SO 10	PLUS	OO 5, SO 5	N/A	PUBLIC	Stewardship with external investment managers	2

**During the reporting year, how did your organisation, or the external service providers acting on your behalf, engage with external investment managers to ensure that they take action on sustainability outcomes, including preventing and mitigating actual and potential negative outcomes?**

**(A) Across all sustainability outcomes**

(1) Describe your approach

We monitor the sustainability outcomes (anticipated and actual) of the funds within the EQ Positive Impact Portfolios (negative and positive). There is no perfect company/investment and we are keen to engage with external managers to improve the holistic, net-positive impact associated with investments. We can do this by influencing their investment processes to align with evolving impact investment best practices, but also through our own, independent analysis of the underlying holdings to test these processes deliver sustainable outcomes consistently. While some of this engagement is done on an ad-hoc basis (e.g. based on our monitoring processes on sustainability characteristics of holdings), we also engage proactively. This year, our strategic engagement themes are detailed in our stewardship plan linked here: <https://eqinvestors.co.uk/wp-content/uploads/2024/03/EQ-Investors-Stewardship-Plan-2024.pdf>  
We report on these in our annual impact report, including how successful our fund manager engagement was.

**(B) Sustainability Outcome #1:**

(B) Sustainability Outcome #1: SDG 7: Provide access to sustainable energy

(1) Describe your approach

**(C) Sustainability Outcome #2:**

(C) Sustainability Outcome #2: SDG 6: Ensure clean water and sanitation for all

(1) Describe your approach

**(D) Sustainability Outcome #3:**

(D) Sustainability Outcome #3: SDG 12: Enable the circular economy

(1) Describe your approach

**(E) Sustainability Outcome #4:**

(E) Sustainability Outcome #4: SDG 13: Combat and mitigate climate change

(1) Describe your approach

**(F) Sustainability Outcome #5:**

(F) Sustainability Outcome #5: SDG 3: Promote good health and wellbeing for all

(1) Describe your approach

**(G) Sustainability Outcome #6:**

(G) Sustainability Outcome #6: SDG 9: Enable digital inclusion

(1) Describe your approach

**(H) Sustainability Outcome #7:**

(H) Sustainability Outcome #7: SDG 4: Provide access to education

(1) Describe your approach

**(I) Sustainability Outcome #8:**

(I) Sustainability Outcome #8: SDG 8: Ensure access to financial services for all

(1) Describe your approach

## STEWARDSHIP: COLLABORATION

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SO 13	PLUS	SO 5	N/A	PUBLIC	Stewardship: Collaboration	2

**During the reporting year, to which collaborative initiatives did your organisation contribute to take action on sustainability outcomes, including preventing and mitigating actual and potential negative outcomes?**

### (A) Initiative #1

(1) Name of the initiative	CA100+
(2) Indicate how your organisation contributed to this collaborative initiative	(B) We acted as a collaborating investor in one or more focus entities (e.g. investee companies) (C) We publicly endorsed the initiative
(3) Provide further detail on your participation in this collaborative initiative	We are supporting engagement partner focusing on Carrefour. Had 2 contact points/meetings with the company over the last reporting period. We use the CA100+ benchmarking to identify weaknesses and encourage improvement. In a recent discussion with Carrefour, a French supermarket chain, we highlighted identified weaknesses posing significant risks. This included inquiries into the concrete steps taken to reduce their supply chain emissions, their allocation of capital expenditure for decarbonization, and the company's transparency regarding lobbying activities. The representatives from Carrefour were receptive to the concerns raised by investors, especially regarding the disclosure of green versus brown capital expenditure. They committed to exploring disclosing capital expenditure aligned with the EU taxonomy. Several follow-up actions are required from Carrefour to provide the investor group with a clearer understanding of the company's progress towards its climate targets.

### (B) Initiative #2

(1) Name of the initiative	Steward Investors Human rights in semiconductor supply chains
(2) Indicate how your organisation contributed to this collaborative initiative	(B) We acted as a collaborating investor in one or more focus entities (e.g. investee companies) (C) We publicly endorsed the initiative
(3) Provide further detail on your participation in this collaborative initiative	We co-signed letters and lend our name/AUM to the engagements held with over twenty-one electronic and industrial companies on mineral traceability. EQ participated in a roundtable with the Responsible Minerals Initiative to discuss Kumi-commissioned research into new engagement guidelines for initiative supporters, aiming to improve their interactions with companies on human rights due diligence.  We are also encouraging relevant asset managers to join this collaborative initiative through our thematic engagement, it is one of our KPIs.

### (C) Initiative #3

(1) Name of the initiative	Collective Impact Coalition for Digital Inclusion (focus on Ethical AI)
(2) Indicate how your organisation contributed to this collaborative initiative	(B) We acted as a collaborating investor in one or more focus entities (e.g. investee companies) (C) We publicly endorsed the initiative
(3) Provide further detail on your participation in this collaborative initiative	<p>This is a collaborative initiative based on the World Benchmarking Alliance's Digital Inclusion Benchmark. We are supporting investors for engagements on Alibaba and Paypal, for which we initiated engagement in this reporting period. The focus of the engagement is to request public ethical AI policies and frameworks, and then to engage on the practical implementation of this.</p> <p>The organisation is currently re-allocating engagement targets and we expect to add to ours.</p> <p>We are also encouraging relevant asset managers to join this collaborative initiative through engagement.</p>

### (D) Initiative #4

(1) Name of the initiative	Spring
(2) Indicate how your organisation contributed to this collaborative initiative	(B) We acted as a collaborating investor in one or more focus entities (e.g. investee companies) (C) We publicly endorsed the initiative
(3) Provide further detail on your participation in this collaborative initiative	We have been supporting this initiative since launch last year, but have just been allocated our focus companies. EQ will be engaging alongside the leads with two companies in 2024 and will report progress on the achievements.

# CONFIDENCE-BUILDING MEASURES (CBM)

## CONFIDENCE-BUILDING MEASURES

### APPROACH TO CONFIDENCE-BUILDING MEASURES

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
CBM 1	CORE	N/A	Multiple indicators	PUBLIC	Approach to confidence-building measures	6

#### How did your organisation verify the information submitted in your PRI report this reporting year?

- (A) We conducted independent third-party assurance of selected processes and/or data related to the responsible investment processes reported in our PRI report, which resulted in a formal assurance conclusion
- (B) We conducted a third-party readiness review and are making changes to our internal controls or governance processes to be able to conduct independent third-party assurance next year
- (C) We conducted an internal audit of selected processes and/or data related to the responsible investment processes reported in our PRI report
- (D) Our board, trustees (or equivalent), senior executive-level staff (or equivalent), and/or investment committee (or equivalent) signed off on our PRI report
- (E) We conducted an external ESG audit of our holdings to verify that our funds comply with our responsible investment policy
- (F) We conducted an external ESG audit of our holdings as part of risk management, engagement identification or investment decision-making
- (G) Our responses in selected sections and/or the entirety of our PRI report were internally reviewed before submission to the PRI
- (H) We did not verify the information submitted in our PRI report this reporting year

## INTERNAL AUDIT

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
CBM 4	CORE	OO 21, CBM 1	N/A	PUBLIC	Internal audit	6

#### What responsible investment processes and/or data were audited through your internal audit function?

- (A) Policy, governance and strategy
  - Select from dropdown list:
    - (1) Data internally audited
    - (2) Processes internally audited
    - (3) Processes and data internally audited
- (B) Manager selection, appointment and monitoring
  - Select from dropdown list:
    - (1) Data internally audited
    - (2) Processes internally audited
    - (3) Processes and data internally audited



Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
CBM 5	PLUS	CBM 1	N/A	PUBLIC	Internal audit	6

**Provide details of the internal audit process regarding the information submitted in your PRI report.**

The UN PRI information collation and audit process was designed with EQ's senior leadership and compliance officer. The information compilation project was led by EQ's Head of Sustainability. For relevant sections, the most relevant senior member of EQ's investment business was consulted to review and feed into the information provided, including Data Analysts, the Chief Investment Officer, and the Head of Fund Research. Lastly, EQ's Joint-CEO and board member Sophie Kennedy reviewed the data and process description independently, verifying sources, process documentation and links. A copy of the final submission was sent to the Sustainability Oversight Committee.

## INTERNAL REVIEW

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
CBM 6	CORE	CBM 1	N/A	PUBLIC	Internal review	6

**Who in your organisation reviewed the responses submitted in your PRI report this year?**

- (A) Board, trustees, or equivalent**  
 Sections of PRI report reviewed
  - (1) the entire report**
  - (2) selected sections of the report
- (B) Senior executive-level staff, investment committee, head of department, or equivalent**  
 Sections of PRI report reviewed
  - (1) the entire report**
  - (2) selected sections of the report
- (C) None of the above internal roles reviewed selected sections or the entirety of the responses submitted in our PRI report this year