Statement of Investment Principles

Syngenta UK Pension Fund – Investment Account section

September 2026

Statement of Investment Principles
Syngenta UK Pension Fund

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1 Introduction

1.1 Sections 1 to 8 of this document constitute the Statement of Investment Principles (Investment Account section). The Appendices to this document are included for information only and are relevant as at July 2025.

Background

1.2 Under the Pensions Act 1995, subsequently amended by the Pensions Act 2004, trustees are required to prepare a statement of the principles governing investment decisions. This document contains that statement and describes the investment policy pursued by Syngenta Pensions Trustee Limited (the Trustee) of the Syngenta UK Pension Fund (the Fund) in respect of the Investment Account section.

1.3 Before preparing this document, the Trustee has consulted the Employer and the Trustee will consult the Employer before revising this document. However, the ultimate power and responsibility for deciding investment policy lies solely with the Trustee.

1.4 Before preparing this document, the Trustee has sought advice from the Fund's Investment Consultant. In preparing this document, the Trustee has had regard to the requirements of the Pensions Act concerning diversification of investments and suitability of investments and the Trustee will consider these requirements in any review of this document or any change in their investment policy. The Trustee will refer to this document where necessary to ensure it exercises its power of investment so as to give effect to the principles set out in it as far as is reasonable.

1.5 In accordance with the Financial Services and Markets Act 2000, the Trustee will set the general investment policy, but delegate the responsibility for selection of specific investments to appointed Investment Managers.

1.6 The Trustee has assessed its compliance against the Pensions Regulator’s General Code of Practice, issued in March 2024, and intends to monitor its adherence to this Code on a regular basis.

1.7 When choosing investments, the Trustee and the Investment Managers (to the extent delegated) are required to have regard to the criteria for investment set out in the Occupational Pension Schemes (Investment) Regulations 2005 and the principles contained in this statement.

Fund details

1.8 Until 5 April 2012, the Fund was contracted out of the State Second Pension under a certificate issued by the Contributions Agency. From 6 April 2012, members of the Investment Account section have had to be contracted in to the State Pension arrangements. Exempt approval has been granted by the Inland Revenue under Chapter 1 of Part XIV of the Income and Corporation Taxes Act 1988. Since 6 April 2006, the Syngenta UK Pension Fund has been treated by HM Revenue and Customs (HMRC) as a registered pension scheme in accordance with Schedule 36 of the Finance Act 2004.

2 Governance

2.1 The Trustee has ultimate responsibility for decision-making on investment matters. However, an Investment Committee handles the majority of investment matters and makes recommendations to the Trustee where decisions are required to be taken by the Trustee. The DC Committee also handles the majority of the governance matters relating to the Investment Account section and makes recommendations to the Trustee where decisions are required to be taken by the Trustee. Before implementing any material or strategic investment decisions, the Trustee will consult with the Employer.

The Trustee's investment responsibilities include:

- Reviewing, at least every three years and immediately after any significant change in investment policy, the content of this Statement of Investment Principles (SIP) and modifying it if deemed appropriate, in consultation with the Employer and with written advice from the Investment Consultant
- Assessing the quality of the performance and processes of the Investment Managers by means of regular, but no less than annual, reviews of the investment results and other information in consultation with the Investment Consultant
- Consulting with the Employer when reviewing investment policy issues
- Appointing (and dismissing) Investment Managers
- Monitoring compliance with this Statement on an ongoing basis

2.2 As noted above, the Trustee has delegated a number of investment responsibilities to an Investment Committee.

2.3 Decisions affecting the Fund's investment strategy are taken with appropriate advice from the Fund's Investment Consultant and the Trustee's other advisers where appropriate.

2.4 Only persons or organisations with the necessary skills, information and resources are actively involved in taking investment decisions affecting the Fund. The Trustee of the Fund draws on the expertise available from external advisers, including the Investment Managers, Investment Consultant and Legal Advisers, and consults the Employer.

2.5 A schedule of the respective responsibilities of each party is provided in Appendix B.

3 Overall investment strategy

3.1 The Trustee's strategy is to provide sufficient, cost effective, investment options to allow the DC members' investment in secure assets of appropriate liquidity which will generate income and capital growth which, together with new contributions from members and the Employer, will provide a fund at retirement with which they can purchase a pension annuity, take a cash lump sum or enter an income drawdown arrangement. The pension annuity and cash lump sum are available from the Fund, or all three options are available via the open market with other authorised pension providers.

Default Investment Arrangements

3.2 The Fund is closed to new joiners and has not historically been used to auto-enrol employees. All existing members were required to select an investment strategy upon joining. (N.B Retirement Account section members are able to take flexible retirement by putting their defined benefit pension into payment and opening a new defined contribution pension account if they do not already have one.)

In 2011, the Trustee undertook a fund mapping exercise which involved members who did not make an individual decision being automatically transferred from the Equitable Life With-profits Fund to the L&G Cash Fund. The Trustee selected the L&G Cash Fund as the investment default to prioritise capital protection for these members' funds.

The Trustee has also elected to use the L&G Cash Fund as a short-term vehicle in circumstances where a member's investment instruction is still to be clarified due to an administration issue, or if a member's instructions cannot be implemented due to an issue with investment markets (for example in March 2020 the L&G Managed Property Fund was suspended and as a result contributions were redirected to the Cash Fund). Again, with the primary objective of capital preservation. The L&G Cash Fund is therefore a technical default arrangement.

In September 2019 the Trustee changed its default fund policy and elected to use the Cash Lifestyle Strategy instead of the L&G Cash Fund in circumstances where a member has not made an investment instruction. This is with the objective of continuing to prioritise capital protection for these members' funds by automatically investing in lower risk assets (diversified assets and cash) as members get closer to their target retirement age but investing in higher risk assets (global equities) with greater potential for growth for members who are further away from retirement.

Following a review of the Fund's investment strategy in 2020 the Trustee agreed to switch all Investment Account section only members invested in the Annuity lifestyle who were further than 10 years from their target retirement age to the New Drawdown lifestyle to match the expected retirement objectives of this group of members. The aim is to offer greater potential for growth, by investing in higher risk assets (global equities) further away from retirement and then gradually switching to lower risk assets (diversified assets and cash) as members get closer to their target retirement age whilst still offering an element of growth potential in line with a member who wishes to keep the majority of their savings invested to provide an income during retirement. The Trustee agreed that affected members should be able to opt out of this switch and remain in the Annuity lifestyle as part of the implementation of these changes in April 2021. Due to this investment mapping the Drawdown lifestyle became a default arrangement.

3.3 The Trustee's policies set out in this document apply equally (to the extent relevant) to these default arrangements (and the technical default arrangement mentioned above) and the

Trustee believes that the objectives and policies together ensure that the assets in the default arrangements are invested in the best interests of members.

The Trustee has appointed Legal & General Investment Management to provide an investment platform through which the members can access a pooled fund platform that allows members to invest in a range of active and passive funds. Within the fund range offered to members there are different managers ("Investment Managers"), which are listed in Appendix A.

3.4 The Trustee wishes to give members a reasonable degree of freedom over the investment policy of their accounts. Consequently, the Trustee has selected a balanced range of investment options to allow members to match their investment choice against their own risk tolerance and the different ways they can take their benefits on retirement. The following asset classes have been made available for members to choose their own customised asset mix – this can include passively and actively managed approaches as shown below:

- UK equities (passive)
- Overseas equities (passive)
- Global equities (passive)
- Global Islamic equities (passive)
- Emerging markets equities (passive)
- Government and corporate bonds (passive and active options, including funds aiming to track the price of annuities)
- Property (active)
- Diversified growth fund – range of traditional and alternative asset classes
- Cash.

Details of the investment options available and their aims and objectives are provided in Appendix D.

3.5 In addition to the above funds, the Trustee offers the members three lifestyle options to choose from, catering for those members who wish to target drawdown, annuity or lump sum at retirement. These options are consistent with the main retirement options available to members with Investment Account assets. Under these lifestyle options, members are automatically switched between passive global equities (i.e. Global Equity Index with ESG tilt – GBP Hedged), Syngenta UK Pension Diversified Growth Fund, and depending on the retirement approach targeted the lifestyle will move into funds that look to match against the chosen retirement decision (annuity, drawdown or lump sum).

The current lifestyle strategies were introduced in 2021. These invest 100% in equities until 20 years from retirement age. The strategies then transition into Syngenta UK Pension Diversified Growth Fund so that this Fund is held 100% at 10 years to retirement age. All three lifestyle strategies then de-risk towards the respective at-retirement portfolios over the 10 years prior to a member's target retirement age.

As part of the implementation of the current lifestyles, members with more than 10 years prior to their target retirement age in the previous lifestyle strategies had the option to stay where they were in the growth phase of the previous lifestyle strategies. These members would have to actively select this as a choice, otherwise were moved. Whilst some members elected to stay in the previous Annuity lifestyle, none elected to stay in either the previous Cash or Drawdown lifestyles. Therefore there are four lifestyles in force: the current Annuity, Drawdown and Cash lifestyles, and the previous Annuity lifestyle. Following the implementation of these changes in April 2021, members are not able to switch back into any of the "Previous" lifestyle strategies.

4 Investment manager structure

4.1 The Fund assets that relate to the payment of defined contribution benefits are managed separately from those assets that support the defined benefit liabilities.

4.2 The Trustee has the responsibility for appointing Investment Managers from time to time to manage the assets of the Investment Account section of the Fund.

5 Corporate governance and Socially Responsible Investment (SRI)

5 .1 The Investment Committee (IC) reviews their Environmental, Social and Governance (ESG) policy with the investment strategy at least every three years whilst the Trustee Directors discuss ESG policies with their respective fund managers at regular Trustee and IC meetings.

5.2 The Trustee considers long-term sustainability to be an important and relevant issue to consider throughout the investment process.

5.3 The Trustee recognises that an investment's financial success can be influenced by a number of factors including (but not limited to) approach to stewardship and Environmental, Social and Governance (ESG) issues, including climate change. The Trustee assesses that ESG risks, and in particular climate change, pose a financial risk to the Fund and that focusing on these issues is ultimately consistent with the Trustee's fiduciary duties and the financial security of its members.

5.4 The Trustee also recognises that its actions can contribute to systemic risk, giving it an additional responsibility to act sustainably.

5.5 The Trustee considers these issues as part of their broader risk management framework, when reviewing and monitoring the Fund's investment strategy (including the default strategies, as appropriate). Within the lifestyle strategies, the allocation to global equities uses a fund that has a greater focus on companies that score well against ESG issues. This is via the Global Equity Index with ESG tilt – GBP Hedged fund (which invests into the L&G Future World Global Equity Index – GBP Currency Hedged Fund) is also available to members as part of the self-select fund range.

5.6 The Trustee's policy is to delegate responsibility for the selection, retention and realisation of investments to the Investment Managers, and, as all investments are made via pooled funds, the Trustee is unable to exercise direct control over the Investment Managers' policies on socially responsible investment or voting rights. This delegation includes consideration of all financially material factors, including financially material ESG issues and climate changes explicitly. Whilst the Trustee's policy is to delegate a number of stewardship activities to the Investment managers, the Trustee recognises that the responsibility for these activities remains with the Trustee. The Trustee incorporates an assessment of how well the Investment Managers exercise these responsibilities as part of its overall assessment of their performance.

5.7 When considering its policy in relation to stewardship including engagement and voting, the Trustee expects investment managers to address broad ESG considerations, but has identified climate change, biodiversity and corporate governance as stewardship priorities, and consequently, these are key areas of focus for the Trustee.

5.8 The exercise of ownership rights is also an integral part of the investment management role. Whilst the actions taken are ultimately the Trustee's responsibility, it delegates the implementation of all stewardship activities (including voting and engagement activities with respect to relevant matters including capital structure of investee companies, actual and potential conflicts, other stakeholders and the ESG impact of underlying holdings) attaching to investments to its Investment Managers.

5.9 The Trustee periodically monitors its managers to ensure that the Trustee's stated policies as outlined above are being met and will explore and challenge managers on issues that arise as part of its ongoing monitoring of the sustainability credentials of its managers.

5.10 At present, the Trustee does not explicitly take account of non-financial matters in the overall decision making or setting of default fund strategies but will continue to monitor and review its approach in this area. In the provision of suitable DC self-select options, the Trustee will consider the particular religious and moral stances of its membership and this may lead to the provision of self-select options that take non-financial factors into consideration. An example is the Sharia compliant fund available to members.

6 Investment Manager arrangements

6.1 The Fund uses different Investment Managers and mandates to implement its investment policies. The Trustee ensures that, in aggregate, the investment options are consistent with the policies set out in this Statement, in particular those required under regulation 2(3)(b) of the Occupational Pension Schemes (Investment) Regulations (2005). The Trustee will also ensure that the investment objectives and guidelines of any particular pooled vehicle are consistent with its policies, where relevant to the mandate in question.

6.2 To maintain alignment, Investment Managers are provided with the most recent version of this Statement of Investment Principles on an annual basis and are required to confirm the extent to which management of the assets is consistent with those policies relevant to the mandate in question. To the extent there is any misalignment between the management of assets and the relevant policies in the Statement of Investment Principles, Investment Managers are required to report this to the Trustee as part of this process. Investment Managers are asked to include written details of the extent to which management of the assets is consistent with those policies in this Statement of Investment Principles, as relevant to the mandate in question, when presenting to the IC.

6.3 Should the Trustee's monitoring process reveal that an Investment Manager's fund is not aligned with the Trustee's policies, the Trustee will engage with the Investment Manager further to encourage alignment. This monitoring process includes specific consideration of the sustainable investment/ESG characteristics of the fund and the Investment Manager's engagement activities. If, following engagement, it is the view of the Trustee that the degree of alignment remains unsatisfactory, the Investment Manager will be considered for termination.

6.4 For most of the Fund's investment funds, the Trustee expects the Investment Managers to invest with a medium to long time horizon, and to use their engagement activity to drive improved performance over these periods. The Trustee may select certain investment funds where such engagement may be not deemed appropriate, due to the nature of the strategy and/or the investment time horizon underlying decision making.

6.5 The Trustee appoints its Investment Managers (via the Platform Provider) with an expectation of a long-term partnership, which encourages active ownership of the Fund's assets. When assessing an Investment Manager's performance, the focus is on longer-term outcomes, and the Trustee would not expect to terminate an Investment Manager's appointment based purely on short-term performance. However, an Investment Manager's appointment could be terminated within a shorter timeframe due to other factors such as a significant change in business structure or the investment team.

6.6 Investment Managers are paid an ad valorem fee, in line with normal market practice, for a given scope of services which includes consideration of long-term factors and engagement.

6.7 The Trustee reviews the costs incurred in managing the Fund's assets regularly, which includes the costs associated with portfolio turnover, including regular engagement with Investment Managers on this subject and through the receipt of cost and charges reporting. There is no broad targeted portfolio turnover (how frequently assets within a fund are bought and sold by Investment Managers) which the Trustee adheres to. The Trustee, with the help of the Investment Consultant, will monitor that the level of portfolio turnover remains appropriate in the context of the Investment Managers' strategy and the Fund's investment strategy.

7 Monitoring

7.1 The appointment of the Investment Managers is reviewed by the Trustee from time to time, based on the results of the Trustee's monitoring of their performance and investment process and of the Investment Managers' compliance with the requirements in the Pensions Act concerning diversification and suitability, where relevant.

7.2 The Trustee measures the Investment Managers' performance against objectives.

7.3 The Investment Committee of the Trustee holds regular meetings (normally on an annual basis) with each Investment Manager to satisfy themselves that the Managers continue to carry out their work competently and have the appropriate knowledge and experience to manage the investments of the Fund.

7.4 The Trustee recognises that there are investment risks that are specific to the Investment Account section. These are:

- 'Inflation risk' – the risk that the investment return over members' working lives does not keep pace with inflation and does not therefore secure an adequate pension. This risk is managed by ensuring members have access to asset classes which have the potential to keep track or outpace inflation, such as equities.
- 'Retirement objective mismatch' risk – the risk that members' investment allocation in the years prior to retirement does not match their retirement objectives, exposing members to inefficient or uncertain outcomes. This risk is managed by ensuring members are aware of the investment options and how the lifestyle strategies are designed with specific retirement choices in mind and are encouraged to consider their personal retirement objectives when making their choices.
- 'Sequencing' risk – the risk that unfavourable investment returns close to retirement can result in less money for retirement. This risk is particularly pronounced in the immediate weeks pre and post retirement when a member is transacting their retirement options and moving their assets out of the Investment Account section. This risk is managed by ensuring members have access to a wide range of investment options and strategies so as to be able to spread their savings across different asset classes, should they wish.
- 'Shortfall' or 'opportunity cost' risk – the risk that members end up with insufficient funds at retirement with which to secure a reasonable income. This risk is addressed through member communication and education, as well as the construction of the investment options and lifestyle strategies.
- 'Capital risk' – the risk of a fall in the value of the member's fund. This risk is managed by ensuring the investment options are appropriately diversified and members are able to construct a balanced and diverse portfolio using a number of different asset classes. Lifestyle options are also available to help mitigate this risk.

  The varying nature of the risks faced by a DC member through time means that no single investment product would adequately meet the needs of the investor throughout the investing period. Therefore suitable funds are provided for effective management of the risks faced by DC members.

  The Trustee aims to provide a range of funds, which allows members of the Investment Account section to manage the various risks to which they are exposed.

  Specifically, the Trustee will provide funds across the following asset classes which have the following risk and expected return characteristics:

- Equity and diversified growth funds for members seeking real returns over the long-term. Capital values may be volatile in the short term, although for diversified growth funds this is expected to be less than for equities.
- Property for members seeking real returns over the long-term via diversified exposure, with less reliance on equity market returns.
- Long-dated bond and pre-retirement funds for members seeking to manage the risk of annuity rate fluctuations. Capital values are likely to be less volatile than equities but tend to produce lower returns in the medium to long term.
- A cash fund for members who wish to focus on capital preservation. Limited investment returns are associated with the low-risk nature of the assets

8 Other policies

Diversification

8.1 The choice of funds is designed to ensure that members' investments are adequately diversified. As the Fund invests via pooled funds the Trustee is not in a position to ensure the assets are diversified within asset classes. However, this issue will feature in the selection criteria for new Investment Managers and monitoring process for ongoing Investment Managers, and from the use of passive funds.

Suitability

8.2 The Trustee has taken advice from its Investment Consultant to ensure that the funds provided are suitable for the Investment Account section of the Fund. Individual members are themselves responsible for ensuring that the funds in which their own contributions, and contributions paid on their behalf by the Employer are invested, are suitable given their own specific risk profile.

8.3 The Trustee will, on a regular basis at least annually, review the range of funds' available for their suitability, either individually or as part of the lifestyle arrangements.

8.4 The Trustee will assess the fees and value for money of the investment choices.

Liquidity and realisation of investments

8.5 The members' accounts are held in funds that trade regularly, typically daily, which can be realised promptly to provide pension benefits from the Fund or transferred to another pension arrangement.

8.6 In the default arrangements (Cash and Drawdown Lifestyles), the Trustees indirectly invest in illiquid assets through the L&G Diversified Fund (the underlying fund for the Syngenta UK Diversified Growth Fund) and consider this investment to be appropriate in terms of risk and return for the default lifestyles. This allocation is at the discretion of L&G as the investment manager and the illiquid investments include property, infrastructure and private equity assets.

8.7 The Syngenta UK Diversified Growth Fund is used within the lifestyle strategies, with members starting to invest in it from 20 years from their target retirement age. The allocation builds up to 100% allocation over the next 10 years, and then reduces to a lower allocation over the final 10 years leading up to the member's target retirement age depending on the lifestyle invested in.

8.8 In the self-select range, members can invest in the L&G Managed Property fund, and the L&G Diversified Fund and the Schroders Diversified Growth Fund (only applicable for existing members) which invest in illiquid assets.

8.9 The Trustee's policy is to invest in assets that are sufficiently liquid to allow them to be realised readily and typically daily dealt. The Trustee have decided not to invest directly in illiquid assets at this time.

A Current Advisers and Investment Managers

Fund Actuary:	Colin Smith FIA
Investment Consultant:	WTW Investment
DC Investment Managers:	Legal & General Asset Management Schroder Investment Management HSBC Global Asset Management
Platform provider:	Legal & General Asset Management
Solicitors:	Allen & Overy LLP
Fund Auditors:	Grant Thornton LLP
Administrator:	WTW Outsourcing GB

B Division of responsibilities

Platform Provider and Investment Managers

The Platform Provider and underlying Investment Managers' responsibilities include:

- For active Managers at their discretion, but within any guidelines given by the Trustee, implementing changes in the asset mix and selecting securities within each asset class.
- Providing the Trustee with quarterly statements of the assets along with a quarterly report on actions and future intentions, and any changes to the investment processes applied to their portfolios.
- Informing the Trustee of any material changes in the internal objectives and guidelines of any pooled funds used by the Fund and managed by the Investment Manager or an associated company.
- Investing contributions in line with the instructions provided by the Administrator on behalf of the Trustee and members.
- Undertaking the stewardship activities for the investments held on behalf of the Trustee.
- Arranging the independent safekeeping of the assets and appropriate administration (including income collection and corporate actions) within any pooled funds used by the Trustee.
- Having regard to the need for diversification of investments so far as appropriate and to the suitability of investments.
- Giving effect to the principles contained in the Statement as far as reasonably practicable.

Investment Consultant

The role of the Investment Consultant is to make recommendations or give advice to the Trustee and Investment Committee in the following areas:

- The formulation of an efficient governance structure
- The regular updating of the Statement of Investment Principles
- The development of a clear investment strategy for the Fund
- The construction of an overall investment management structure that meets the objectives of both the Trustee and Employer
- The selection and appointment of appropriate investment management organisations
- The Consultant's current views of the Investment Managers employed by the Fund
- Potential new areas or tools of investment
- Commentary on investment performance and risk taken by the Investment Managers
- Trustee education
- General advice in respect of the Fund's investment activities.
- Advice on suitable default investment strategies

Certain predictable services provided by the Investment Consultant are included in a fixed fee agreed between WTW and the Trustee. Other fees will be calculated primarily by reference to the time spent on any particular assignment. The Trustee believes that this time-based fee arrangement is suitable for professional advisors as it provides a framework for ensuring a suitable amount of attention is paid to the Fund's matters while allowing the Trustee appropriate control over fees. Where new investment managers are appointed, basis point fees (based on the assets invested) are charged to reflect a contribution to the cost of researching the universe of products to identify 'best in class' opportunities.

Administrator

The Administrator's responsibilities include:

- Ensuring efficient record keeping and timely investment of contributions for Investment Account members.

Investment Committee

The Investment Committee's responsibilities include:

- Monitoring of investment performance, including compliance with guidelines
- Setting asset allocation for the lifestyle strategies
- Choice of number and identity of Managers within each asset class (including active/passive decisions)
- Designing and setting Manager benchmarks and targets; Manager agreements.
- Assessing performance of Investment Consultant
- Fee structure negotiations

The Investment Committee consists of two management appointed Trustee Directors, a member selected Trustee and a representative of The Law Debenture Pension Trust Corporation plc. The Trustee Board is ultimately responsible for Investment Committee decisions.

The Investment Committee is advised by the Investment Consultant. Employer representatives attend Investment Committee meetings.

C Current manager mandates

Measurable objectives have been developed for the Investment Managers consistent with the overall longer-term objectives of the investment options offered through the Fund.

D Fund Range aims and objectives

Underlying manager and fund	Member Fund name	Management style	Invests in	Aims
L&G World Emerging Markets Equity Index	**World Emerging Markets Equity Index Fund**	Passive	100% in emerging market equities	Provide good growth over the medium to long term by tracking the performance of the FTSE Emerging Index.
L&G World (ex UK) Equity Index	**World (ex UK) Equity Index Fund**	Passive	100% in overseas equities	Provide good growth over the medium to long term by tracking the performance of the FTSE World (ex UK) Index.
L&G World Equity Index – GBP Hedged[2]	**World Equity Index Fund**	Passive	100% in global equities	Provide good growth over the medium to long term by tracking the performance of the FTSE World Index..
L&G Future World Global Equity Index Fund – GBP Currency Hedged[1]	**Global Equity Index with ESG tilt – GBP Hedged Fund**	Passive	100% in global equities	Provide good growth over the medium to long term by tracking the performance of the Solactive L&G ESG Global Markets Index.
HSBC Islamic Global Equity Index Fund	**Shariah Fund**	Passive	100% in global equities	Provide good growth over the medium to long term. The Fund aims to track as closely as possible the performance of the S&P Global 1200 Shariah Select Index.
L&G UK Equity Index Fund	**UK Equity Index Fund**	Passive	100% in UK equities	Provide good growth over the medium to long term by tracking the performance of the FTSE All-Share Index.
L&G Diversified Fund	**Diversified Fund**	Passive	Multiple asset classes	Provide equity like growth over the medium to long term, with less of the associated volatility.

Schroders Intermediated Diversified Growth[2]	**Schroder Diversified Fund**	Active	Multiple asset classes	Provide equity like growth over the medium to long term, with less of the associated volatility by investing in a diverse range of asset classes.
L&G Diversified Fund[1]	**Syngenta UK Pension Diversified Growth Fund**	Passive	Multiple asset classes	Provide long-term investment growth through exposure to a diversified range of asset classes
L&G Managed Property Fund	**Managed Property Fund**	Active	100% in UK commercial property	Aims to exceed the MSCI/AREF UK Quarterly All Balanced Property Fund Index (UK PFI) over three and five year periods
L&G Active Corporate Bonds - Over 10 years Fund	**Active Corporate Bond Fund**	Active	Long-dated corporate bonds, the majority of which are rated AAA-BBB	Aims to exceed the iBoxx £ Non-Gilts Over 10 Years Index by 0.75% p.a. (before fees) over a three year rolling period
L&G Future World Inflation Linked Annuity Aware Fund[1]	**Inflation Linked Fund – (Annuity Aware)**	Passive	Corporate Bonds and UK Government Bonds	Aims to improve potential outcomes for investors likely to purchase inflation-linked annuities by providing a diversified exposure to assets that reflect the broad characteristics of investments underlying a typical inflation-linked annuity product
L&G All Stocks Gilts Index Fund	**All Stocks Gilt Index Fund**	Passive	100% in UK Government Bonds	Provide steady growth over the medium to long term by tracking the FTSE Actuaries UK Conventional Gilts All Stocks Index.
L&G Over 5 year Index-Linked Gilts Index Fund	**Inflation-Linked Gilt Fund**	Passive	100% in UK Government inflation-linked bonds	Provide steady growth over the medium to long term by tracking the performance of the FTSE Actuaries UK index Linked Gilts Over 5 year Index.
L&G Cash Fund[1]	**Cash Fund**	Active	100% in UK and overseas money market investments	Aims to provide capital security and income by holding short term deposits with a range of high-quality financial institutions.

Notes:
Fund charges are published annually in the Chair's Statement.
[1] These funds are used within the lifestyle strategies.
[2] This fund is only available to members who already invest in it.

There are four lifestyle strategies in force. The different lifestyles target an annuity at retirement, income drawdown and lump sum at retirement. Three lifestyles are open to new investors and one is only available to existing investors (see Legacy Annuity Lifestyle below).

The tables below show the allocations to each fund up until retirement at age 65 (for example). Members are able to elect their own target retirement age.

Legacy Annuity Lifestyle:

Age	Equities (Global Equity Index with ESG tilt – GBP Hedged Fund)	DGF (Syngenta UK Pension Diversified Growth Fund)	Annuity matching (Inflation Linked Fund – (Annuity Aware))	Cash (Cash Fund)
25	100%	0%	0%	0%
26	100%	0%	0%	0%
27	100%	0%	0%	0%
28	100%	0%	0%	0%
29	100%	0%	0%	0%
30	100%	0%	0%	0%
31	100%	0%	0%	0%
32	100%	0%	0%	0%
33	100%	0%	0%	0%
34	100%	0%	0%	0%
35	100%	0%	0%	0%
36	90%	10%	0%	0%
37	80%	20%	0%	0%
38	70%	30%	0%	0%
39	60%	40%	0%	0%
40	50%	50%	0%	0%
41	40%	60%	0%	0%
42	30%	70%	0%	0%
43	20%	80%	0%	0%
44	10%	90%	0%	0%
45	0%	100%	0%	0%
46	0%	100%	0%	0%
47	0%	100%	0%	0%
48	0%	100%	0%	0%
49	0%	100%	0%	0%
50	0%	100%	0%	0%
51	0%	100%	0%	0%
52	0%	100%	0%	0%
53	0%	100%	0%	0%
54	0%	100%	0%	0%
55	0%	100%	0%	0%
56	0%	90%	10%	0%
57	0%	80%	20%	0%
58	0%	70%	30%	0%
59	0%	60%	40%	0%
60	0%	50%	50%	0%
61	0%	40%	60%	0%
62	0%	30%	70%	0%
63	0%	20%	72%	8%
64	0%	10%	73%	17%
65	0%	0%	75%	25%

Annuity Lifestyle:

Age	Equities (Global Equity Index with ESG tilt – GBP Hedged Fund)	DGF (Syngenta UK Pension Diversified Growth Fund)	Annuity matching (Inflation Linked Fund – (Annuity Aware))	Cash (Cash Fund)
25	100%	0%	0%	0%
26	100%	0%	0%	0%
27	100%	0%	0%	0%
28	100%	0%	0%	0%
29	100%	0%	0%	0%
30	100%	0%	0%	0%
31	100%	0%	0%	0%
32	100%	0%	0%	0%
33	100%	0%	0%	0%
34	100%	0%	0%	0%
35	100%	0%	0%	0%
36	100%	0%	0%	0%
37	100%	0%	0%	0%
38	100%	0%	0%	0%
39	100%	0%	0%	0%
40	100%	0%	0%	0%
41	100%	0%	0%	0%
42	100%	0%	0%	0%
43	100%	0%	0%	0%
44	100%	0%	0%	0%
45	100%	0%	0%	0%
46	90%	10%	0%	0%
47	80%	20%	0%	0%
48	70%	30%	0%	0%
49	60%	40%	0%	0%
50	50%	50%	0%	0%
51	40%	60%	0%	0%
52	30%	70%	0%	0%
53	20%	80%	0%	0%
54	10%	90%	0%	0%
55	0%	100%	0%	0%
56	0%	90%	10%	0%
57	0%	80%	20%	0%
58	0%	70%	30%	0%
59	0%	60%	40%	0%
60	0%	50%	50%	0%
61	0%	40%	60%	0%
62	0%	30%	70%	0%
63	0%	20%	72%	8%
64	0%	10%	73%	17%
65	0%	0%	75%	25%

Cash lifestyle

Age	Equities (Global Equity Index with ESG tilt – GBP Hedged Fund)	DGF (Syngenta UK Pension Diversified Growth Fund)	Annuity matching (Inflation Linked Fund – (Annuity Aware))	Cash (Cash Fund)
25	100%	0%	0%	0%
26	100%	0%	0%	0%
27	100%	0%	0%	0%
28	100%	0%	0%	0%
29	100%	0%	0%	0%
30	100%	0%	0%	0%
31	100%	0%	0%	0%
32	100%	0%	0%	0%
33	100%	0%	0%	0%
34	100%	0%	0%	0%
35	100%	0%	0%	0%
36	100%	0%	0%	0%
37	100%	0%	0%	0%
38	100%	0%	0%	0%
39	100%	0%	0%	0%
40	100%	0%	0%	0%
41	100%	0%	0%	0%
42	100%	0%	0%	0%
43	100%	0%	0%	0%
44	100%	0%	0%	0%
45	100%	0%	0%	0%
46	90%	10%	0%	0%
47	80%	20%	0%	0%
48	70%	30%	0%	0%
49	60%	40%	0%	0%
50	50%	50%	0%	0%
51	40%	60%	0%	0%
52	30%	70%	0%	0%
53	20%	80%	0%	0%
54	10%	90%	0%	0%
55	0%	100%	0%	0%
56	0%	100%	0%	0%
57	0%	100%	0%	0%
58	0%	100%	0%	0%
59	0%	100%	0%	0%
60	0%	100%	0%	0%
61	0%	86%	0%	14%
62	0%	72%	0%	28%
63	0%	58%	0%	42%
64	0%	44%	0%	56%
65	0%	30%	0%	70%

Drawdown lifestyle

Age	Equities (Global Equity Index with ESG tilt – GBP Hedged Fund)	DGF (Syngenta UK Pension Diversified Growth Fund)	Annuity matching (Inflation Linked Fund – (Annuity Aware))	Cash (Cash Fund)
25	100%	0%	0%	0%
26	100%	0%	0%	0%
27	100%	0%	0%	0%
28	100%	0%	0%	0%
29	100%	0%	0%	0%
30	100%	0%	0%	0%
31	100%	0%	0%	0%
32	100%	0%	0%	0%
33	100%	0%	0%	0%
34	100%	0%	0%	0%
35	100%	0%	0%	0%
36	100%	0%	0%	0%
37	100%	0%	0%	0%
38	100%	0%	0%	0%
39	100%	0%	0%	0%
40	100%	0%	0%	0%
41	100%	0%	0%	0%
42	100%	0%	0%	0%
43	100%	0%	0%	0%
44	100%	0%	0%	0%
45	100%	0%	0%	0%
46	90%	10%	0%	0%
47	80%	20%	0%	0%
48	70%	30%	0%	0%
49	60%	40%	0%	0%
50	50%	50%	0%	0%
51	40%	60%	0%	0%
52	30%	70%	0%	0%
53	20%	80%	0%	0%
54	10%	90%	0%	0%
55	0%	100%	0%	0%
56	0%	97%	0%	3%
57	0%	94%	0%	6%
58	0%	91%	0%	9%
59	0%	88%	0%	12%
60	0%	85%	0%	15%
61	0%	82%	0%	18%
62	0%	79%	0%	21%
63	0%	76%	0%	24%
64	0%	73%	0%	27%
65	0%	70%	0%	30%