Appendix 2 - IMPLEMENTATION STATEMENTS

Home Group Pension and Life Assurance Scheme (the "Scheme")

Implementation Statement for year ended 31 March 2026

Purpose

This Implementation Statement provides information on how, and the extent to which, the Trustees' policies in relation to the exercising of rights (including voting rights) attached to the Scheme's investments, and engagement activities have been followed during the year ended 31 March 2026 ("the reporting year"). In addition, the Implementation Statement provides a summary of the voting behaviour and most significant votes cast during the reporting year.

Background

The Statement of Investment Principles ("SIP") was updated during the accounting year, in May 2025, and incorporates the Trustees' latest views on environmental, social and governance ("ESG") factors. A copy of the latest SIP is available on request.

The Trustees' policy on ESG and Stewardship

The Trustees believe that good stewardship and environmental, social and governance ("ESG") issues may have a material impact on investment returns and that good stewardship can create and preserve value for companies and markets as a whole. The Trustees also recognise that long-term sustainability issues, particularly climate change, present risks and opportunities that increasingly may require explicit consideration.

The Trustees have given the investment managers full discretion when evaluating ESG issues and in exercising rights and stewardship obligations attached to the Scheme's investments. These investment managers are expected to evaluate ESG factors, including climate change considerations, and exercise voting rights and stewardship obligations attached to the investments in accordance with their own corporate governance policies and current best practice, including the UK Corporate Governance Code and UK Stewardship Code.

The Trustees have determined the following key themes as the basis for the Scheme's "most significant votes" in respect of the investment manager engagement activities:

- Climate change: low-carbon transition and physical damages resilience;
- Pollution, natural resource degradation and energy efficiency: air, water and land (forests, soils and biodiversity);
- Human rights: modern slavery, pay and safety in workforce and supply chains, and abuses in conflict zones;
- Diversity, equity and inclusion: inclusive and diverse decision making.

The Trustees consider how ESG, climate change and stewardship are integrated within investment processes when appointing new investment managers and monitoring existing investment managers.

Manager selection exercises

The Trustees will seek advice from XPS on the extent to which their views on ESG and climate change risks may be considered in any future investment manager selection exercises.

During the reporting year, there were no manager selection exercises.

Ongoing governance

As part of the Trustees' ongoing review of their investment managers, the Trustees will review how ESG, climate change and stewardship are integrated within the investment managers' investment processes and in the monitoring process. The managers are expected to provide reporting on a regular basis, at least annually, on ESG integration progress, stewardship

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monitoring results, and climate-related metrics. The Trustees will consider the ESG policies of any potential new manager as part of the selection process.

Over the reporting year the Trustees received assurance from their investment managers that the managers were effectively undertaking stewardship activities.

During the reporting year, the Trustees commissioned a report from XPS on the extent to which ESG considerations are incorporated into the investment processes of the investment manager organisations appointed to the Scheme. The Trustees recognise that the level of ESG integration within the investment processes is dependent on the asset class in question.

Adherence to the Statement of Investment Principles

During the reporting year the Trustees are satisfied that they followed their policy on the exercise of rights (including voting rights) and engagement activities to an acceptable degree.

Voting activity

The main asset class where the investment managers will have voting rights is equities. During the accounting period the Scheme held specific allocations to equities through its investments in the UBS Life Climate Aware Equity Fund and the GBP hedged version of the Fund. A summary of the voting behaviour and most significant votes cast by each of the relevant investment manager organisations is shown below. This voting information has been provided by the investment managers. Where the manager has provided a selection of significant votes, the Trustees have reviewed the rationale for significant votes provided by the managers and is comfortable with the rationale provided, and that this is consistent with their policy. The Trustees, with the help of their Investment Consultant, have considered the information the Investment Managers have been able to provide on significant voting, and have deemed the below information as most relevant.

This Statement only discloses voting information with regards to the equities, in line with current regulatory requirements. However, whilst the non-equity funds held within the Scheme's investment strategy do not carry voting rights, levels of engagement and stewardship are considered when appointing managers and are monitored by the Trustees.

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XPS Group

Manager Voting

Please note that the voting information below covers the 12-month period from 31 March 2025 - 31 March 2026. UBS only provided information for significant votes relating to the Scheme's key stewardship theme of low-carbon transition and physical damages resilience.

Voting Information
UBS Life Climate Aware Equity Fund / GBP Hedged version
The manager voted on 97.0% of resolutions of which they were eligible out of 19,049 eligible votes. Of the resolutions on which the manager voted, 89.4% voted with management, 10.5% voted against management and 0% abstained from voting.
Investment Manager Client Consultation Policy on Voting
UBS Asset Management ("UBS") are appointed as investment manager on behalf of the above Fund in a discretionary capacity. Voting rights are directly exercised by UBS. In exceptional circumstances clients invested within the Fund may instruct UBS how they wish to vote on a specific proposal in respect of their pro-rata holding of units.
Investment Manager Process to determine how to Vote
UBS' voting decisions are based upon the principles and guidelines outlined in their Proxy Voting Policy, published on their website at https://www.ubs.com/global/en/asset-management/investment-capabilities/sustainability.html. Their service provider will present a voting recommendation based upon their voting policy and principles. This recommendation is reviewed by their dedicated Stewardship Team, to validate the recommendation including any additional information arising from engagement, and it is shared with portfolio managers and investment analysts for feedback. Any votes that override the initial recommendation are reviewed by their Stewardship Committee, which has final authority for voting decisions.
How does this manager determine what constitutes a 'Significant' Vote?
UBS have highlighted companies which received a significant vote against from all shareholders, including where they chose not to support management. They have also highlighted where voting actions have been taken following engagement outcomes.
Use of a Proxy Voting System
UBS retain the services of Institutional Shareholder Services (ISS) for the physical exercise of voting rights and for supporting voting research. UBS retain full discretion when determining how to vote at shareholder meetings.

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XPS Group

Top 5 Significant Votes during the Period					
Company	Date of Vote	Approximate size of fund's holding as at the date of the vote (as % of portfolio)	Voting Subject	How did the Investment Manager Vote?	Result
Canadian Imperial Bank of Commerce	11/04/2025	Information not provided by UBS	Disclose the Corporation's Energy Supply Ratio Annually	Against Management	Fail
Scheme specific key theme: Climate change: low-carbon transition and physical damages resilience. Why the vote was deemed significant: Aggregate percentage of votes against management exceeded 38% of votes cast. Where voted against company, was this communicated: Company not advised prior to meeting. Rationale: The proposal for banks to disclose their Energy Supply Ratio (ESR) has received strong investor support in previous years and continues to be an area of focus for a prominent US asset owner. Implication: Given strong shareholder support, UBS shall monitor further developments by the company.					
The Toronto-Dominion Bank	11/04/2025	Information not provided by UBS	Annual Energy Supply Ratio Disclosure	Against Management	Fail
Scheme specific key theme: Climate change: low-carbon transition and physical damages resilience. Why the vote was deemed significant: Aggregate percentage of votes against management exceeded 38% of votes cast. Where voted against company, was this communicated: Company not advised prior to meeting. Rationale: There is strong investor support for banks to disclose their Energy Supply Ratio, with similar resolutions receiving 23–29% support across three large US banks last year. The metric also has a clear investor use case, reflected in Bloomberg's integration of it into its offerings. Disclosure by JP Morgan shows it is feasible, while commitments from Canadian peers such as RBC and Scotiabank suggest wider industry adoption. The ESR would also provide investors with greater granularity and transparency and would complement existing financed emissions lending disclosures. Implication: Given notable shareholder support, UBS shall monitor further developments by the company.					
PulteGroup, Inc.	30/04/2025	Information not provided by UBS	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	Against Management	Fail
Scheme specific key theme: Climate change: low-carbon transition and physical damages resilience. Why the vote was deemed significant: Aggregate percentage of votes against management exceeded 20% of votes cast. Where voted against company, was this communicated: Company not advised prior to meeting. Rationale: UBS will support proposals that seek to promote greater disclosure and transparency in corporate environmental policies as long as: a) the issues are not already effectively dealt with through legislation or regulation; b) the company has not already responded in a sufficient manner; and c) the proposal is not unduly burdensome or overly prescriptive. Implication: Given notable shareholder support, UBS shall monitor further developments by the company.					
Centene Corporation	13/05/2025	Information not provided by UBS	Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal	Against Management	Fail

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Scheme specific key theme: Climate change: low-carbon transition and physical damages resilience. Why the vote was deemed significant: Aggregate percentage of votes against management exceeded 20% of votes cast. Where voted against company, was this communicated: Company not advised prior to meeting. Rationale: UBS will support proposals that seek to promote greater disclosure and transparency in corporate environmental policies as long as: a) the issues are not already effectively dealt with through legislation or regulation; b) the company has not already responded in a sufficient manner; and c) the proposal is not unduly burdensome or overly prescriptive. Implication: UBS shall monitor further developments by the company.					
Alphabet Inc.	06/06/2025	Information not provided by UBS	Report on Meeting 2030 Climate Goals	Against Management	Fail
Scheme specific key theme: Climate change: low-carbon transition and physical damages resilience. Why the vote was deemed significant: Aggregate percentage of votes against management exceeded 8% of votes cast. UBS have also engaged with the company over ESG related matters. Where voted against company, was this communicated: Company not advised prior to meeting. Rationale: Given the materiality of the issue and the need for enhanced transparency, support is recommended. Implication: UBS will continue to engage with the company.					

Engagement information

To monitor engagement undertaken by the investment managers, particularly against the Scheme-specific stewardship priorities, the Trustees have collected the following engagement information.

Engagement is an effective method of driving long-term positive change in company policies and practices and is applicable across all asset classes. A high-level summary of the number of engagement activities, as well as examples of engagement, by each of the relevant investment manager organisations is as follows. The Scheme holds gilts and index-linked gilts with L&G. Given the nature of these holdings, engagement information has not been included for these funds.

The Scheme-specific stewardship priorities are:

- Climate change: low-carbon transition and physical damages resilience;
- Pollution, natural resource degradation and energy efficiency: air, water, and land (forests, soils and biodiversity);
- Human rights: modern slavery, pay and safety in workforce and supply chains, and abuses in conflict zones;
- Diversity, equity and inclusion: inclusive and diverse decision making.

Engagement data summary for funds held during the accounting year

	UBS Life Climate Aware World Equity Fund / GBP Hedged version	L&G Global Diversified Bond Fund (GBP Hedged)	CT Net Zero Transition 2024 –2030 B&M Fund	CT Net Zero Transition 2031 –2038 B&M Fund	CT Property Unit Trust (Firm Level)
How many entities did you engage with over the last 12 months?	141	155	55	46	578
How many engagements took place over	204	207	123	107	1069

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the last 12 months?					
Environment	118	210	57	38	12
Social	72	8	61	71	15
Governance	234	60	80	69	18
Strategy	N/A	N/A	N/A	N/A	12
Other	N/A	6	N/A	N/A	3

Please note that Columbia Threadneedle did not provide fund level engagement data for the Property Unit Trust, as the Fund invests solely in commercial real estate and therefore has no corporate engagement activity to report. The engagement data provided by CT and L&G is for the 12-month period to 31 December 2025 given that this data is provided annually.

A single engagement may be included under multiple categories and therefore the total number of engagements may not equal the sum of Environment, Social, Governance, Strategy and Other.

The section below provides an example of where the investment manager has engaged with the underlying company, of which the Fund invests in, over the course of the 12-month period.

UBS Life Climate Aware World Equity Fund / GBP Hedged version - Engagement Example

Name of entity you engaged	Meta Platforms
Topic of Engagement	Climate change - AI Infrastructure/Decarbonisation
Scheme specific stewardship priority	Climate change: low-carbon transition and physical damages resilience
Rationale for engagement	UBS selected Meta Platforms due to its exposure to AI-driven data centre expansion and the associated energy and emissions risks, which align with UBS' collaborative stewardship approach to managing financially material climate issues. In 2025, UBS focused on assessing the credibility of the company's renewable energy strategy and the alignment between infrastructure growth, decarbonisation objectives, and capital allocation in support of long-term shareholder value.
Engagement activity carried out	In the first half of 2025, UBS engaged with Meta to better understand its renewable energy procurement strategy and infrastructure expansion plans. Meta said its approach is centred on additionality, prioritising investment in new renewable energy capacity rather than relying on unbundled renewable energy certificates. The company also noted that it has contracted more than 11,700 MW of renewable energy globally, while acknowledging current technical limitations in achieving 24/7 clean energy matching. Overall, UBS viewed Meta as demonstrating relatively strong alignment between capital deployment and climate objectives, as well as a more disciplined approach to renewable sourcing than peers, and therefore focused on constructive engagement to support further progress.
Outcomes and next steps	UBS found that Meta has a relatively strong approach to renewable energy sourcing and infrastructure expansion, with good alignment between capital allocation and decarbonisation goals. UBS will continue engaging on emissions transparency and progress towards 24/7 clean energy matching.

L&G Global Diversified Bond Fund (GBP Hedged) - Engagement Example

Name of entity you engaged	Barclays PLC
Topic of Engagement	Climate - Climate Transition, Sustainable Finance and Remuneration
Scheme specific stewardship priority	Climate change: low-carbon transition and physical damages resilience

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Rationale for engagement	L&G considers the financial sector's lending, corporate facilitation, insurance and asset management activities to be critical in supporting the transition to a low-carbon economy. As a large global bank and prominent UK financial institution, Barclays has an important role to play in aligning its lending portfolio with the goals of the Paris Agreement. Engagement focused on understanding the commercial opportunities arising from the climate transition, including sustainable finance provision and client demand, as well as Barclays' approach to supporting clients on their own transition journeys. Barclays has historically demonstrated receptiveness to investor engagement on climate-related matters.
Engagement activity carried out	In 2025, L&G engaged with Barclays on approximately ten occasions through face-to-face meetings, collaborative investor calls and detailed email exchanges. Engagement was led by L&G's Climate Solutions and Investment Stewardship teams. Discussions involved senior representatives including the Chief Sustainability Officer, members of the Sustainability team and the Board Chair on governance-related matters. Engagement explored the commercial opportunities associated with the climate transition, key barriers to progress, and Barclays' approach to client engagement and sustainable finance. Remuneration also formed part of the discussions, focusing on the bank's remuneration policy and long-term incentive plan (LTIP), including the balance between fixed and variable pay and the level of performance required for incentive vesting.
Outcomes and next steps	The engagement provided L&G with greater insight into Barclays' climate transition opportunities, sustainable finance ambitions and approach to supporting clients through the transition. L&G supported both the remuneration policy and LTIP at the company's 2025 AGM, reflecting the revised pay structure and increased emphasis on variable compensation. L&G will continue to monitor Barclays' progress on climate transition initiatives, sustainable finance delivery and client engagement. Future discussions will also focus on remuneration outcomes, including the performance targets and level of stretch required for incentive payouts.

CT Net Zero Transition 2024 – 2030 B&M Fund - Engagement Example

Name of entity you engaged	Volkswagen AG
Topic of Engagement	Environment - Dialogue with executives about electric vehicle strategy and platforms.
Scheme specific stewardship priority	Climate change: low-carbon transition and physical damages resilience
Rationale for engagement	CT engaged with Volkswagen to understand their electric vehicle strategy, focusing on their EV platform evolution, product roadmap, and approach to achieving cost parity between Battery EVs and Internal Combustion Engine (ICE) vehicles. CT wanted to evaluate Volkswagen's competitive positioning in the increasingly crowded European electric vehicle market.
Engagement activity carried out	CT engaged with Volkswagen's Head of Sales and Marketing for Product Line e-Mobility.
Outcomes and next steps	The company noted that its EV platform architecture delivers a 30–40% reduction in costs while improving performance by approximately 40%, supporting margin expansion across vehicle segments. Volkswagen continues to drive cost efficiencies through vertical integration of drivetrain and battery technologies, while balancing European manufacturing capabilities with selective integration of Chinese supply chains.

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	Management outlined a multi-faceted strategy for achieving BEV margin parity including platform sharing, software standardisation across price points, targeted SUV offerings, and the benefits of declining raw material costs. The transition to truly zonal architecture in future vehicles and partnerships with Rivian and XPeng demonstrate Volkswagen's commitment to software-defined vehicles while maintaining brand differentiation. CT will continue to monitor Volkswagen's execution of its entry-level EV strategy and assess progress towards achieving BEV margin parity. CT will also evaluate the effectiveness of Volkswagen's modular platform approach, track developments arising from the Rivian partnership, and assess the performance of the company's multi-brand strategy across different price segments.

CT Net Zero Transition 2031 – 2038 B&M Fund - Engagement Example

Name of entity you engaged	Intesa SanPaolo SpA
Topic of Engagement	Governance - Dialogue with executives about demographic transition and culture.
Scheme specific stewardship priority	N/A - This example doesn't directly relate to the Scheme's stewardship priorities but has been included because CT deem it to have the highest potential impact on investor value out of all the fund's engagements during the year.
Rationale for engagement	CT engaged with Intesa SanPaolo to understand how their market-leading position and entrepreneurial cultural framework enable them to capitalise on Italy's significant demographic transition and industry consolidation.
Engagement activity carried out.	CT met with Intesa SanPaolo's wealth management division leadership to discuss their "ambassador program".
Outcomes and next steps	Intesa SanPaolo's wealth management division have implemented an innovative "ambassador program" where departing senior advisors mentor younger generations and facilitate portfolio transitions to younger advisors. They have successfully reduced the average age of their advisor network from 55 to 51 years compared to Italy's industry average of 56, recruiting 10% of private bankers directly from universities and bringing on board 20-25 Generation Z professionals. The bank contrasts itself with bureaucratic competitors, citing the Intel vs. Nvidia comparison where entrepreneurial culture drives different outcomes despite similar environments. CT will continue to monitor Intesa SanPaolo's ability to capitalise on Italy's demographic transition and industry consolidation. CT will assess the effectiveness of their ambassador program and advisor rejuvenation strategy, evaluate progress on their Isytech technology transformation, and follow how their cultural framework and decentralised decision-making approach support long-term competitive positioning and employee engagement.

CT Property Unit Trust - Firm Level Engagement Example

Columbia Threadneedle were not able to provide fund specific engagement examples for the Property Unit Trust and therefore the example provided below is on a firm level.

Name of entity you engaged	Pfizer
Topic of Engagement	Navigating compensation and board diversity during strategic transition.
Scheme specific stewardship priority	Diversity, equity and inclusion: inclusive and diverse decision making.

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Rationale for engagement	Pfizer's compensation committee made significant modifications to in-cycle Long-Term Incentive (LTI) awards, extending vesting periods and performance periods for Performance Share Awards (PSAs) and 5-year Total Shareholder Return Units (TSRUs) by two years. The changes were particularly notable as they occurred amid challenging market conditions and strategic repositioning. Additionally, the company's board gender diversity declined from 30% to 18% following a retirement, raising concerns about board composition and succession planning.
Engagement activity carried out.	CT engaged with Pfizer to understand more. Pfizer explained that the compensation modifications were necessary to address retention challenges, as they were seeing issues with zero payouts affecting multiple award cycles. The changes were made after two awards paid out at zero, with expectations that 2022 and 2023 awards would also likely settle at zero without intervention. To strengthen board composition, two male directors with financial expertise were added, though the company acknowledges the gender diversity gap created by these appointments.
Outcomes and next steps	While Pfizer's compensation modifications represent an unusual step in adjusting in-cycle awards, the company provided clear rationale linked to retention challenges and business circumstances. However, the decline in board gender diversity remains a concern that requires attention in future appointments, while keeping the required skills mix in mind. Continued monitoring of both compensation practices and board diversity will be important for ensuring long-term governance effectiveness.

Signed: _____, Chair of Trustees

Date: _____