

Your Pension, Our Planet

Taskforce on Climate-Related
Financial Disclosures (TCFD) Statement
Year ended 31 March 2025

Vodafone Group
Pension Trustee Limited





Year ended 31 March
2025

Every year, the Trustee produces a formal statement which highlights how climate change might affect the Scheme and what is being done to manage those effects.

This statement is known as the Taskforce on Climate-Related Financial Disclosures (TCFD) Statement. It’s structured around four pillars: Governance, Strategy, Risk Management, and Metrics and Targets.

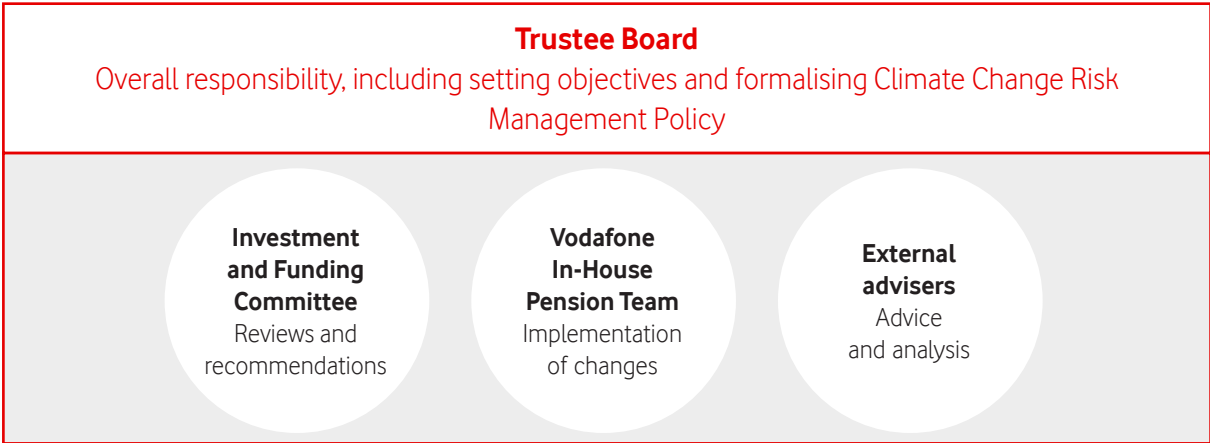
The money that will one day pay your pension is invested, and this statement covers the climate-related risks and opportunities that go along with that. For example, how is the Scheme doing against its targets for carbon emissions? What might happen to the Scheme’s investments if global temperatures continue to rise? And what training is the Trustee Board undertaking in order to understand these issues?

The first seven pages of this document provide a summary of the TCFD Statement. Read the [full statement from page 7](#) to find out more.

Governance



The Trustee Board has overall responsibility for the management of climate-related risks and opportunities. To help the Trustee Board with this, certain areas are delegated to particular groups.



The Trustee completed the following **areas of training** over the reporting year:

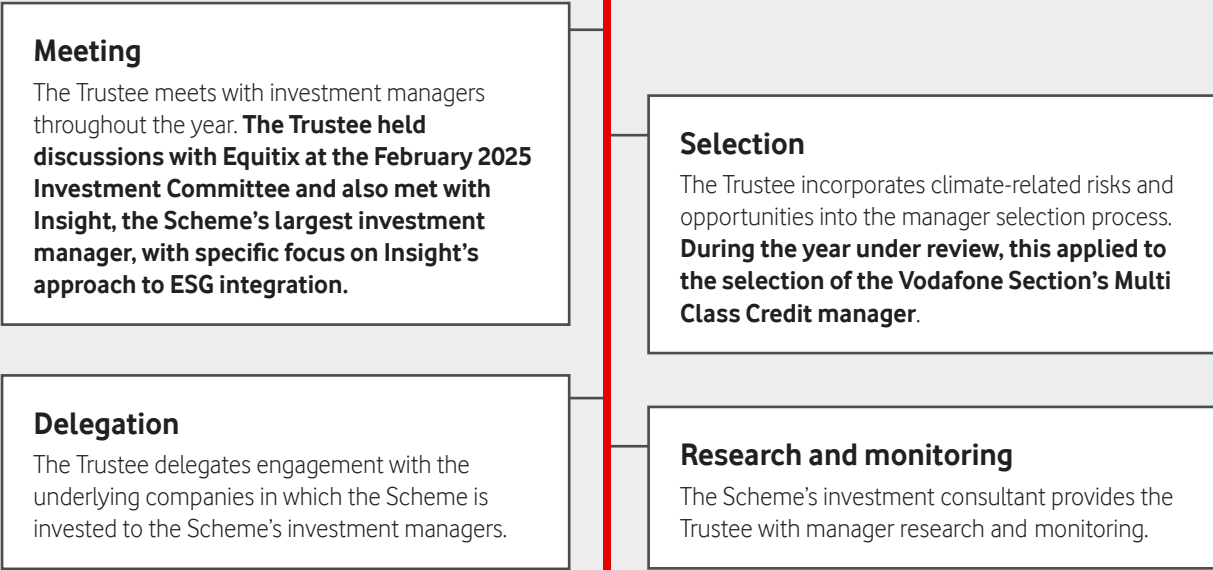
- May 24 | New data quality scoring methodology and climate scenario framework
- June 24 | Review of climate metrics and targets
- November 24 | Strengthening the stewardship approach



Strategy

The Trustee considers engagement with investment managers to be the key tool in addressing climate risks and capitalising on opportunities.

This entails the following actions:





Strategy

The Trustee has looked at three different scenarios around the Paris Agreement's goal of keeping global temperatures less than two degrees warmer than pre-industrial levels:

To align with industry best practice, the Trustee has transitioned to a new set of scenarios developed by the Network for Greening the Financial System (NGFS). These models differ slightly from those used in previous years, offering a more comprehensive and widely recognised starting point for analysis.

Crucially, the scenario planning developed by NGFS is more closely aligned to real world experience than the approach the Trustee previously used, reflecting that progress is unlikely to be linear or to move at a specific speed. This more sophisticated approach supports a more nuanced understanding of climate-related risks and how they may impact the Scheme and its members.

When looking at these scenarios, the Trustee must consider physical risks (the financial consequences of doing business in a warming world) and transition risks (the financial consequences of adapting to meet climate policies).

Here's what this analysis suggested would happen to the **Scheme's funding level** in each scenario:

Orderly transition Countries implement changes to reach the Paris Agreement's goal at a steady, predictable rate, giving a reasonable chance of limiting global warming to 2°C.	Moderate physical risk, moderate transition risk	Vodafone section -2.2%	CWW section -0.8%
Disorderly transition Countries implement changes to reach the Paris Agreement's goal inconsistently, with unexpected policy announcements impacting companies' profitability.	Moderate physical risk, moderate transition risk	Vodafone section -4.6%	CWW section -1.6%
Hot-house world (previously "No transition") Not reaching the Paris Agreement's goal, with global temperatures rising by more than 3°C.	Moderate physical risk, moderate transition risk	Vodafone section -4.1%	CWW section -1.6%

The figures for the Vodafone section and CWW section are different because each section's assets are held separately and invested slightly differently.

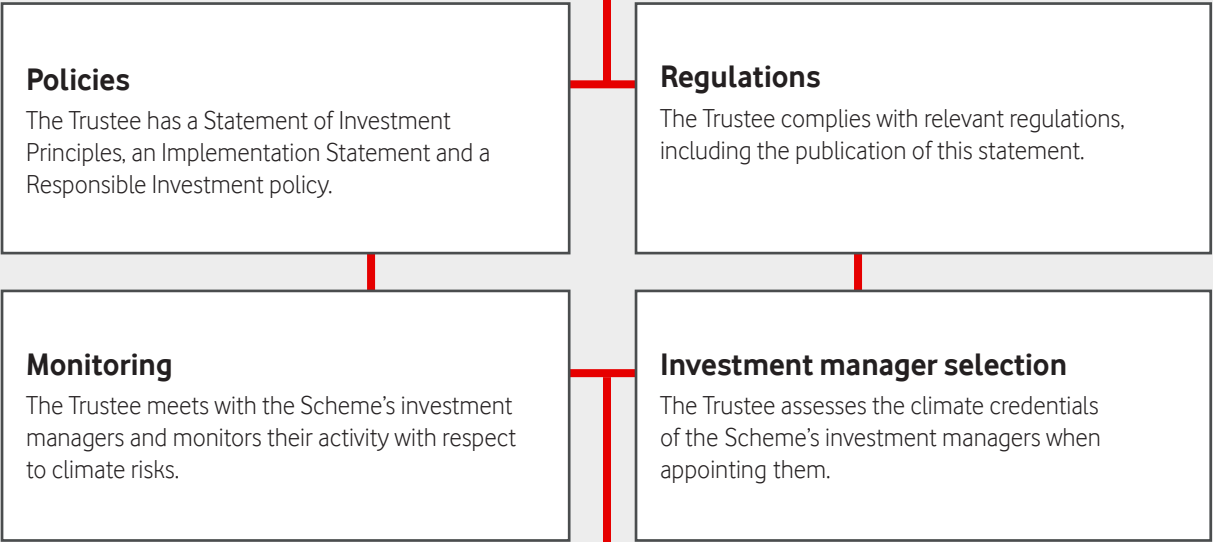
The main reason why reaching the Paris Agreement's goal could have a negative effect on the Scheme's funding position is that combating climate change is likely to improve living conditions and lead to increased longevity. This is good news in general, but more expensive for pension schemes like ours, which would potentially have to pay benefits for longer.



Risk Management

Climate risks are integrated with the Trustee’s wider risk management framework.

The Trustee has the following **safeguards** in place:





Metrics and Targets

The Trustee monitors four metrics and has two main goals for the Scheme:

Here’s how **the metrics** changed compared with last year’s statement:

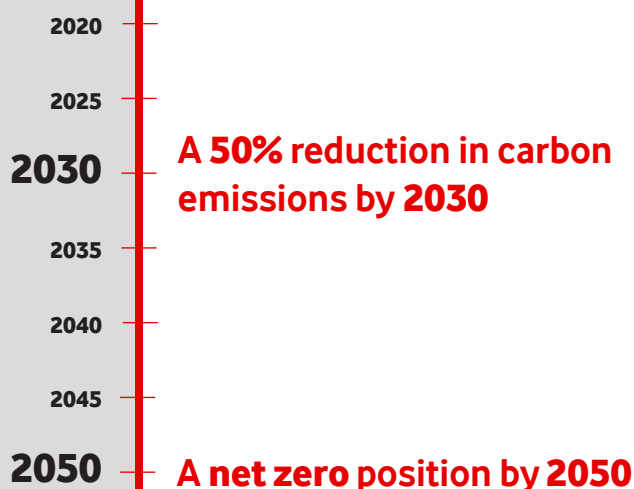
Total greenhouse gas emissions	↓ Vodafone section Decreased	↑ CWW section Increased
Carbon footprint	↓ Vodafone section Decreased	↑ CWW section Increased
Data Quality Score	↓ Vodafone section Improved	↑ CWW section Improved
Science-based Target initiative alignment	↓ Vodafone section Decreased	↑ CWW section Increased

The Science-based Target initiative (SBTi) is a widely-used benchmark to ensure our targets are aligned with the latest climate science.



Metrics and Targets (cont.)

Here are **our targets for carbon emissions**, which are unchanged since our previous TCFD Statement:



At the moment we're on track to achieve our targets.

The Trustee continues to support an orderly decarbonisation to net zero and believes it's in the best long-term interests of members. These targets were aligned to the ambitious goals of the Paris Agreement, and based on an assumption that globally the low-carbon transition would occur at a reasonable pace. Achieving the Paris Agreement will be dependent on the political positions taken by various nations.

The Trustee's main duty is to make sure the Scheme has enough money to pay members' benefits, and therefore it must invest accordingly. The Trustee will continue to monitor progress towards the Paris Agreement, and will adapt its position, potentially reviewing its own targets for carbon emissions, as required.

Find out more

Read the [full TCFD Statement](#) below.



Taskforce on Climate-Related Financial Disclosures (TCFD) Statement – Year Ended 31 March 2025

Executive Summary

This report has been produced by Vodafone Group Pension Trustee Limited (the “Trustee”), as the Trustee of the Vodafone Group Pension Scheme (“VGPS” or the “Scheme”), and its advisers under the requirements of the Occupational Pension Schemes (Climate Change Governance and Reporting) regulations 2021. As part of these regulations, the Scheme is legally required to produce formal disclosures in line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). This report covers both Sections of the Scheme, the Vodafone Section and the Cable and Wireless Worldwide (“CWW”) Section, over the period from 1st April 2024 to 31st March 2025. The Scheme is a Defined Benefit only scheme.

This report covers the following four areas of the Climate Change Governance framework:

- **Governance:** the arrangements that have been put in place around climate-related risks and opportunities.
- **Strategy:** the actual and potential impacts of climate-related risks and opportunities on the strategy, covenant and financial plans of the Scheme.
- **Risk Management:** how the Scheme identifies, assesses, and manages climate-related risks.
- **Metrics and Targets:** the metrics and targets used to assess and manage climate-related risks and opportunities.

Governance

The Trustee retains ultimate responsibility for the management of climate-related risks and opportunities. The Trustee has formalised a Climate Change Risk Management Policy (“CCRMP”) to document the Trustee’s approach to identifying, assessing, and managing risks specifically related to climate change. The CCRMP details the roles and responsibilities of the Trustee Board, Investment and Funding Committee (“IFC”), Vodafone In-House Pension Team (“VPT”) and the Scheme’s external advisers in assessing, managing, and monitoring climate-related risks and opportunities. The Policy is consistent with the Trustee’s Statement of Investment Principles (“SIP”) and Responsible Investment (“RI”) Policy. The CCRMP is included as an appendix to this report (Appendix C).

Strategy

The Trustee considers climate-related risks and opportunities across short-, medium- and long-term time periods relevant to the Scheme, separately for both Sections of the Scheme. These risks are primarily assessed via climate scenario analysis. In preparation for the Scheme’s third TCFD statement, the Trustee has carried out scenario analysis on an asset-only basis as at 31 March 2025, to align with the Scheme year-end and in accordance with guidance that such analysis is required to be produced every three years. This year, the Trustee has also transitioned from using climate scenarios developed by the Prudential Regulation Authority (“PRA”) to those developed by the Network for Greening the Financial System (“NGFS”), reflecting recent industry developments and aligning with evolving best practice. Liability scenario analysis has not yet been refreshed, as the Scheme is still at an early stage in the 2025 triennial valuation process and no demographic assumptions have yet been set for the Technical Provisions basis. As such, the liability analysis has been provided based on a review conducted in August 2023, following the completion of the 2022 actuarial valuation and using the data provided for that valuation. The next



review is due to take place in 2026 following the completion of the 2025 triennial actuarial valuation. The Trustee has also refreshed its covenant assessment as at 31 March 2025 to support the actuarial valuation, which includes an updated assessment of climate-related covenant risks. Further detail on this, and the liability analysis carried out in previous years, has been included in this report.

Due to differing methodologies, the mortality impact on the liabilities has been considered separately from the asset/liability scenario analysis, as the aggregate funding level impact would not provide an accurate or meaningful result. The results of the asset/liability scenario analysis (excl. mortality) shows that the funding levels for both Sections are projected to fall under all scenarios, with the greatest stress observed under the “Disorderly Transition” scenario. Under the liability scenario analysis, funding levels are projected to fall equally under both the “Fast Transition” and the “Slow Transition” scenarios, with a slight improvement under the “No Transition” scenario for both Sections.

Risk Management

The Trustee has integrated climate-related metrics into the Scheme’s wider risk management framework. The CCRMP documents the Trustee’s approach to identifying, assessing, and managing risks specifically related to climate change, including setting out a Statement of Trustee’s Climate-related Investment Principles. As referred to in the Statement of Investment Principles (“SIP”), the Trustee engages with its investment managers on an ongoing basis to understand its approach to ESG integration and climate-related risks, for example, during the year the Trustee met with Insight, as its largest manager, to further focus on their approach to ESG integration. The Trustee also met with Equitix in February 2025, where it discussed Equitix’s ESG integration and stewardship activities in relation to the Scheme’s stewardship priorities, climate change, human rights and corporate governance, across the Fund V portfolio. The Trustee also engages with its investment consultant to understand and challenge its approach to ESG integration in their advice.

Metrics and Targets

The Trustee has set four metrics to monitor and report on:

- 1) Total greenhouse gas emissions of the Fund’s assets (“absolute emissions metric”)
- 2) Carbon footprint - i.e., total carbon dioxide emissions for the portfolio per million pounds invested (“intensity metric”),
- 3) The Partnership for Carbon Accounting Financials (“PCAF”) Data Quality Score (i.e. “additional climate change metric”)
- 4) Science-based Target initiative (“SBTi”) portfolio alignment metric.

The Trustee acknowledges the limitations of the SBTi metric, particularly its reliance on voluntary corporate targets, which may reduce its usefulness over time without supportive policy action. Nonetheless, it remains appropriate for this TCFD report. Further detail is provided in the “Metrics and Targets” section of this report. The Trustee’s chosen metrics are reported as at the Scheme’s year-end (31st March 2025) within this report.

The Trustee uses the results to identify the climate-related risks and opportunities which are relevant to the Scheme, considering the Vodafone and CWW Sections separately. These might include, for example, engaging with fund managers who have material carbon intensity levels, or with other industry participants, and exploring low-carbon alternative investment options.

Moving from metrics to targets, the Trustee has set a climate-related “net zero” target for both Sections of the Scheme. This targets a 50% reduction in total scope 1 & 2 carbon emissions (Metric 1) by 2030 from



the starting position (31 March 2022), alongside an overall target of achieving net zero carbon emissions (scopes 1 and 2) from its investments by 2050.

Whilst the current targets remain suitable for current reporting, the Trustee recognises that the targets were originally set on the assumption that the low-carbon transition would occur at a reasonable pace, and the most ambitious goals of the Paris Agreement would remain achievable. Midway through this decade, it is apparent this is not coming to pass with the world currently far behind the trajectory needed to achieve these goals. The Trustee recognises that it is bound by its fiduciary duty and the prevailing policy environment. The Trustee also therefore recognises that these targets may need to be recalibrated in the short-to-medium-term.

As reported last year, the Trustee also chose to separate its scope 3 reporting from the net-zero target. Scope 3 emissions are still reported, but this will be done separately rather than being combined with scopes 1 and 2.

The following pages summarise the Trustee's current position compared to the recommendations set out by the TCFD as set out in the Occupational Pension Schemes (Climate Change Governance and Reporting) regulations 2021.

Governance

The Trustee retains overall responsibility for oversight of climate-related risks and opportunities, setting strategy and objectives, but makes use of advisers to assist in carrying out these responsibilities. External advisers support the Trustee by advising on climate-related risks and opportunities, and by providing climate scenario and risk metric analysis. The roles and responsibilities of the Trustee Board and external advisers are defined in the CCRMP in further detail (Appendix C). The Trustee drafted this Policy in 2023 with the support of its investment adviser and formalised it in March 2023. The Policy is reviewed regularly (most recently by the IFC in May 2025) to ensure that it continues to provide an accurate description of the governance and risk management approach in respect of climate-related matters for the Scheme.

The Trustee's Investment Beliefs outline that Environmental, Social and Governance (ESG) factors can have an impact on financial performance, and it is therefore part of the Trustee's fiduciary duty to incorporate these factors into investment decisions. The Trustee believes that this helps to reduce investment risk, and in some cases enhances long-term investment returns. The Trustee sets aside time to discuss climate risk at Trustee board meetings throughout the year, including holding at least (but not limited to) two additional training meetings per year, where time is made available to discuss any relevant ESG developments, including discussions on climate risk. An example of climate risk-related discussions held at such meetings is how the Trustee can further understand how its investment adviser assesses climate risk within their manager research process, and challenge them as necessary. The investment adviser also brings their views on climate-related risks and opportunities to the Trustee as it deems appropriate.

Where supported by external advisers, the Trustee has challenged its advisers on their experience and expertise in being able to support the Scheme in identifying and assessing any climate-related risks and opportunities relevant to their advice. For example, in the case of investment advice, the Trustee assesses the performance of its investment adviser on the integration of ESG (which includes climate-related risk and opportunities) on an annual basis.

The processes for identifying, assessing and managing climate-related risks are in line with the Scheme's wider CCRMP.



Roles and responsibilities

The roles of the relevant parties within the Scheme's governance structure for climate change are summarised below:

Role of the Trustee Board

The ultimate responsibility for identifying, assessing, and monitoring climate-related risks and opportunities sits with the Trustee. The role of the Trustee Board is the following:

- Setting the overall investment and funding strategy and objectives and governance framework, which includes the identification, assessment and management of climate-related risks and opportunities.
- Setting climate-related objectives
- Setting climate-related metrics and climate scenario analysis
- Determining appropriate climate-related objectives in the investment consultant's annual objectives.
- Selecting, monitoring, and reviewing the investment managers
- Monitoring and overseeing its advisers and consultants

Role of the Investment and Funding Committee ("IFC")

- Reviewing proposed climate-related objectives
- Informing, monitoring, and reviewing the investment managers
- Refining materials and recommendations before they are presented to the Trustee Board
- Supporting the Board in considering climate-related risks and opportunities when setting the Scheme's funding and investment strategy

Role of the Vodafone In-House Pension Team ("VPT")

- Assisting the Trustee Board and IFC in ensuring that appropriate time is allocated to assessing climate-related risks and opportunities
- Assisting in the implementation of any climate-related enhancements

Role of the external advisers

- Advising on climate-related risks and opportunities
- Provision of climate scenario and climate risk metric analysis
- Climate-related considerations are included in the advisers' annual objectives

Training received over the year

The Trustee completed the following areas of related training over the reporting year:

- **May 2024** – Training on the Partnership for Carbon Accounting Financials ("PCAF") data quality scoring methodology and the Network for Greening the Financial System ("NGFS") climate scenario framework. These were introduced to align with industry best practice. The session introduced the Trustee to the PCAF scoring system, which assesses the reliability of emissions data across the Scheme's holdings, and how this would be incorporated into the Scheme's TCFD reporting. This method was introduced to help the Trustee better understand the reliability of



emissions data across the Scheme's holdings. The Trustee also reviewed the NGFS scenario narratives and methodology, including the rationale for using the 2°C Orderly, 2°C Disorderly, and Hot House World scenarios over the 2°C pathways. This was introduced as NGFS offers a more comprehensive and globally recognised set of climate narratives.

- **June 2024** – The session focused on updates to the Scheme's TCFD reporting approach. This included a review of the Scheme's climate metrics and targets, with particular emphasis on the introduction of a new non-emissions-based metric, Data Quality, aligned with evolving industry best practice. The session also confirmed the decision to retain the existing PRA-based scenario analysis for the 2023-2024 TCFD report, with a view to adopting NGFS-aligned scenarios going forward.
- **November 2024** – A stewardship-focused session explored the Trustee's progress toward aligning with the DWP's expectations and moving beyond minimum compliance. The training introduced the "Invest, Engage, Exclude" framework and examined how the Trustee could strengthen its stewardship approach through deeper engagement with investment managers, participation in industry consultations, and potential future alignment with the UK Stewardship Code. The Trustee also reviewed its stewardship themes, Climate Change, Human Rights, and Corporate Governance, and discussed how these are reflected in the Scheme's Responsible Investment Policy and Implementation Statement.



Strategy

The Trustee recognises that it has a fiduciary duty to exercise its powers for a proper purpose which, in relation to pension scheme investment, means acting in the best financial interest of members. The Trustee's long-term financial objective is to remain fully funded on the self-sufficiency basis for the CWW Section and be fully funded on that basis by 31 December 2030 for the Vodafone Section. A central part of the strategy to achieve these objectives involves assessing risk and putting in place appropriate mitigation. The Trustee believes that climate change is one major systemic investment risk that needs to be addressed. At the same time, the Trustee recognises that solutions to mitigate the climate crisis could in themselves represent investment opportunities.

The Trustee notes that the primary responsibility is to act in the best financial interest of the members of the Scheme. The Trustee's Responsible Investment policy therefore highlights that Environmental, Social and Governance (ESG) factors can have an impact on financial performance, and it is therefore part of Trustee's fiduciary duty to incorporate these factors into investment decisions. The Trustee believes that this helps to reduce investment risk, and in some cases enhances long-term investment returns. As such, the Trustee requires its appointed fund managers to be cognisant of climate-related risks and opportunities within their investment processes as applied to the assets of the Scheme. The Trustee sets general investment policy but delegates the responsibility for selection of specific investments to appointed investment managers. The Trustee aims to select managers that provide the skill and expertise necessary to manage the investments of the Scheme competently. The selection process includes consideration of the Manager's RI practices and consideration of ESG factors, including climate change.

The Trustee therefore considers engagement with the investment managers as the key tool which it can utilise to direct this approach and aspires to continue increasing the level of engagement with its fund managers to ensure that adequate steps are being taken in this respect. The Trustee therefore meets with its managers throughout the year to discuss this as well as requesting updates on actions following those discussions. While Insight has been the most prominent manager engagement over the year, the Trustee also held discussions with Equitix, another of its fund managers, during their presentation at the February 2025 IFC meeting. The Trustee believes such engagement will protect and enhance the long-term value of its investments and incentivise the investment managers to take a long-term view of the performance of its investments. Active engagement with underlying companies in which the Scheme is invested, specifically relating to climate-related risks and opportunities, is delegated to the Scheme's investment managers. The Trustee also relies on the manager research and manager monitoring capabilities of its investment consultant to effectively assess climate-related risks and opportunities.

In addition, the Trustee considers climate-related risks and opportunities and their potential implications on the Scheme's investment and funding strategy over the short-term, medium-term, and long-term. Throughout the investment process - from strategic asset allocation to manager selection and portfolio monitoring - the Trustee considers how these factors can be assessed and managed throughout. Climate-related considerations were taken into account during the research phase of the Scheme's Multi-Class Credit ("MCC") manager selection process. Notably, ICG's Total Credit Fund, ultimately selected for both Sections, was the preferred-rated manager by the Trustee's investment adviser, in part due to ICG's ESG capabilities. ICG integrates ESG into their investment process by treating ESG as a potential risk factor or opportunity. When material, these considerations are reflected in both their dedicated ESG output and the credit analysis. Climate was also a key focus during Equitix's presentation to the Trustee, where they discussed their ESG integration and stewardship activities in relation to the Scheme's stewardship priorities across the Fund V portfolio.



The Trustee is conscious that the source of climate-related risks is likely to be varied. The Trustee has identified two specific risks which could impact the Scheme's investment and funding strategy: transition risk, and physical risk, which are described below. It is important to note that these are not the only risks that Scheme will face and there are many others that are either unknown, or not yet considered in climate analysis due to the difficulty in quantifying the risk.

- **Transition Risk:** Transition risk refers to the potential price impact on the Scheme's assets as a result of policy actions taken to encourage economies to decarbonise, with risks being different depending on the shape of the pathway towards a low-carbon global economy. Policy actions are expected to affect asset values through channels such as carbon prices, and the greater adoption of renewable energy, for example. Portfolios that continue to have high exposures to carbon-intensive businesses may be exposed to higher levels of transition risk. The transition to a low-carbon economy is also expected to produce opportunities for investing in businesses that are poised to benefit from the transition, such as producers of renewable energy. The Trustee accesses some of these opportunities through the Scheme's investments.
- **Physical Risk:** Physical risk refers to the potential price impact on the Scheme's assets as a result of changes in weather patterns and extreme weather scenarios, as well as from other physical effects of climate change such as rising sea levels. These include floods, hurricanes and droughts, or chronic effects, such as sustained increases in temperatures, air humidity and ocean acidity. These risks can affect the value of physical assets – in particular, property and infrastructure located in certain geographies such as coastal areas. An example of the knock-on effects of these risks is lower economic growth due to damage done to infrastructure as a result of increased natural disasters, for instance tsunamis and earthquakes. This could then lead to higher price inflation, as well as other macroeconomic tensions.

In line with the requirements of the regulations to consider climate-related risks and opportunities over different time horizons, the Trustee considers climate-related risks and opportunities and its potential implications for the Scheme's investment and funding strategy over the short-, medium-, and long-term. For example:

- Short-term risks and opportunities may include stock price movements resulting from increased regulation directed at addressing climate change (i.e. mostly transition risk).
- Over the medium term, it is expected that there will be changes in consumer spending habits following changes in technology, such as the uptake in electric vehicles or a reduction in overseas travel (i.e. some transition and some physical risk)
- Longer-term risks may include physical damage to real assets as a result of rising sea levels for coastal property or infrastructure assets; there may be opportunities for outperformance for organisations that put in place strategies to mitigate these potential risks well in advance of them materialising (i.e. mostly physical risk).

The table below sets out the time horizons chosen by the Trustee.



Time Horizon	Years	Rationale
Short Term	3 years	Set to align with the Scheme's rolling 3-year actuarial valuation process. This short-term focus allows the Trustee to consider the transition risks that the Scheme is exposed to.
Medium Term	5 years	Typically set to align with the Scheme's primary or long-term funding targets. This medium-term scenario allows the Trustee to assess the risks over the period that the Scheme's assets are more invested in return seeking assets and therefore the period where the investment strategy may be more susceptible to adverse scenarios.
Long Term	10 years	This time horizon is set to reflect the long-term period consistent with a reasonable timeframe to buyout.

In preparation for the Scheme's third TCFD statement, the Trustee has carried out scenario analysis on an asset-only basis as at 31 March 2025, to align with the Scheme year-end and in accordance with guidance that such analysis is required to be produced every three years. This year, the Trustee has also transitioned from using climate scenarios developed by the PRA to those developed by the NGFS, reflecting recent industry developments and aligning with evolving best practice.

Liability scenario analysis has not yet been refreshed, as the Scheme is still at an early stage in the 2025 triennial valuation process and no demographic assumptions have yet been set for the Technical Provisions basis. The current analysis was provided in a review conducted in August 2023, following the completion of the 2022 actuarial valuation and based on the data provided for the 2022 valuation. The next review is due to take place in 2026 following the completion of the 2025 triennial actuarial valuation. The Trustee's commitment to update liability scenario analysis post-2025 valuation will strengthen this analysis.

The Trustee has also refreshed its covenant assessment as at 31 March 2025 to support the actuarial valuation, which includes an updated assessment of climate-related covenant risks.

Based on the asset/liability scenario analysis (excluding mortality) as at 31 March 2025 and the mortality impact on liabilities as at 31 March 2022, and taking into account the Scheme's diversified investment strategy, high levels of liability hedging, and strong covenant, the Trustee considers the overall funding strategy to be resilient to a range of climate-related outcomes.

Further detail on the asset/liability scenario analysis (excluding mortality) completed as at 31 March 2025 and the mortality impact on liabilities as at 31 March 2022 (and included in the 2023-2024 TCFD report), has been included below.

Climate scenario analysis

As part of considering climate-related risks and opportunities and their potential implications for both Section's investment and funding strategy, the Trustee, supported by its advisers, performs scenario analysis on the funding positions of both Sections.



Scenario analysis is a useful tool for exploring potential climate-related impacts, but it has several limitations. The models rely on numerous assumptions and projections, which introduce significant uncertainty. Current modelling frameworks often underestimate the economic risks of climate change, largely because the economic models used do not fully reflect the threats posed to society and the planet. Mainstream scenarios typically capture only a limited range of risks and often exclude severe impacts such as climate tipping points or societal consequences such as involuntary mass migration. These scenarios are simplified representations, and regardless of their sophistication, actual future outcomes will differ, particularly over longer time horizons. Therefore, scenario analysis should be viewed as an estimation that illustrates potential impacts on a fund's assets, rather than a precise prediction.

For the analysis conducted as at 31 March 2025, the Trustee incorporated the Scheme's assets and covenant. Liability (mortality) analysis, however, has not been updated this year and reflects the position as at 31 March 2022. This approach helps to ensure that climate-related factors are incorporated throughout the Trustee's funding and risk management process – from strategic asset allocation to manager selection and portfolio monitoring, as well as considering potential risks to the covenant of the Scheme – even where certain elements, such as liability analysis, reflect earlier data.

The results of climate scenario analysis in regards to the funding level (excluding mortality), the impact of mortality on liabilities, and covenant are disclosed below. The funding level (excluding mortality) analysis is performed by the Scheme's investment adviser, the impact of mortality on liabilities analysis by the Scheme Actuary and the covenant analysis by the Scheme's covenant adviser.

The Trustee assesses the impact of the identified climate-related risks and opportunities on the Scheme's investment strategy and funding strategy on an annual basis, or more frequently, as required. In order to assess the impact on the Scheme's assets, the Trustee has refreshed triennial scenario analysis consistent with climate scenarios developed by the NGFS ("the NGFS stress test scenarios"). The NGFS stress test scenarios have been produced by building on the transition and physical risk impact data released in the Intergovernmental Panel on Climate Change's ("IPCC") special report on 1.5°C warming. They are widely accepted as the leading reference climate scenarios. The NGFS has defined parameters based on a number of climate scenarios, which cover the broad spectrum of transition and physical risks that investors face. The stresses currently used are designed to demonstrate the impact on the value of the Scheme's assets under three scenarios. The three scenarios modelled are defined in terms of the pace and extent of the world's response to climate risks, considering a 2°C outcome. The scenarios are summarised below:

- Scenario A (2°C Orderly Transition): This represents a situation where countries implement continual incremental changes. These gradual increases in the stringency of climate policies give a reasonable chance (67%) of limiting global warming to 2°C. In this scenario, physical and transition risk is moderate.
- Scenario B (2°C Disorderly Transition): This represents a situation where rapid and unexpected policy changes impact many companies' profitability. This assumes annual emissions do not decrease until 2030 and a strong policy response is needed to limit warming to below 2°C. In this scenario, there is moderate physical risk and high transition risk.
- Scenario C (Hot House World): This represents a tail risk global warming scenario; in particular what happens if a tipping point of 3°C+ is reached, and warming is worse than predicted. In this scenario, there is low transition risk and very high physical risk.



The stresses currently used to demonstrate the impact of mortality changes to the Scheme's liabilities under three scenarios are summarised below:

- Scenario A (Fast Transition): Abrupt transition to the Paris-aligned goal occurring in three years (temperature increase kept below 2°C relative to pre-industrial levels).
- Scenario B (Slow Transition): Orderly transition to the Paris-aligned goal occurring by 2050 (temperature increase kept below 2°C relative to pre-industrial levels).
- Scenario C (No Transition): A no-transition scenario occurring in 2100 (temperature increase in excess of 4°C relative to pre-industrial levels).

The results of the scenarios provide the Trustee with an overview of how resilient the investment strategy is with regards to various climate change outcomes. The Trustee is aware this does not allow for changes within the strategy that are expected over that time, for example de-risking activities. The results are summarised below.

Vodafone Section:

Funding level stress	Scenario A: Orderly Transition (2°C)	Scenario B: Disorderly Transition (2°C)	Scenario C: Hot House World
Assets	-4.4%	-10.5%	-6.4%
Liabilities (ex. Mortality)*	-2.1%	-5.9%	-2.1%
Funding level impact (ex. mortality)*	-2.2%	-4.6%	-4.1%

* Funding level impact (ex. mortality) includes interest rate and inflation stresses on liabilities, and corresponding impact on hedge



	Scenario A: Fast Transition	Scenario B: Slow Transition	Scenario C: No Transition
Impact of Mortality on Liabilities**	-8.0%	-8.0%	+5.9%

**As at 31 March 2022, based on the PRA scenarios

CWW Section:

Funding level stress	Scenario A: Orderly Transition (2°C)	Scenario B: Disorderly Transition (2°C)	Scenario C: Hot House World
Assets	-2.5%	-6.3%	-3.4%
Liabilities <i>(ex. mortality)*</i>	-1.7%	-4.7%	-1.7%
Funding level impact <i>(ex. mortality)*</i>	-0.8%	-1.6%	-1.6%

* Funding level impact (ex. mortality) includes interest rate and inflation stresses on liabilities, and corresponding impact on hedge

	Scenario A: Fast Transition	Scenario B: Slow Transition	Scenario C: No Transition
Impact of Mortality on Liabilities**	-7.6%	-7.6%	+4.0%

**As at 31 March 2022, based on the PRA scenarios



Due to the differing methodologies used for scenario analysis on the funding level impact (excluding mortality) and liabilities (mortality), the aggregate funding level impact has not been considered as it would not provide an accurate or meaningful result.

For both Sections, the funding level (excluding mortality) is expected to reduce under all three scenarios. The size of the asset stresses are consistently lower for the CWW Section, reflecting the Section's de-risked position compared to the Vodafone Section. We would expect to see the size of the impact from the stress tests reduce over time for both Sections as the investment strategy continues to de-risk.

Under funding level (excluding mortality) stresses, both Sections of the Scheme are most vulnerable to the "Disorderly Transition" scenario. This reflects the portfolios' greater sensitivity to transition climate-related risks than to physical risks. The vulnerability is primarily driven by the Scheme's credit-heavy asset allocation, where credit instruments - such as corporate bonds and securitised assets - are particularly exposed to abrupt policy changes, regulatory developments, and market repricing due to widening credit spreads. The Scheme also has some exposure to equity-based assets, which further contribute to transition risk due to their sensitivity to climate-related shifts in investor sentiment and valuation. The combined effect of these exposures results in heightened risk under a disorderly transition pathway.

Under liability (mortality) stresses, both Sections are exposed equally to a "Fast Transition" and "Slow Transition", with the size of the stresses to the funding level being marginally lower under the CWW Section. This suggests that both Sections are similarly sensitive to climate-related longevity improvements, though the CWW Section's more de-risked position and older aged member profile slightly dampens the overall impact.

The liability (mortality) funding level is expected to marginally increase under the "No Transition" scenario for both Sections, as a result of significantly increased mortality (i.e. reducing longevity).

Through investing in a way that is broadly aligned with the goals of the Paris Agreement, aiming to limit global warming to well below 2°C above pre-industrial levels and supporting efforts to reach 1.5°C, the Trustee seeks to manage both physical and transition risks. Further detail of the scenario analysis is set out in Appendix A.

As part of the scenario analysis on the full funding strategy the Trustee engaged with the covenant adviser, Penfida, to consider the sponsoring employer's exposure to climate risks, and thus the possible effect on the covenant strength. Overall, Penfida concluded that, given the uncertainties surrounding climate change and its potential impact on Vodafone, it would be prudent for the Trustee to seek to reduce its reliance on the covenant over time. This is consistent with the Trustee's current strategy to target full funding on a self-sufficiency basis by 2035. The Trustee recognises that the potential impact on the covenant of the effects of climate change may influence the near-term or longer-term funding strategy decisions made in relation to the Scheme. Further information on this is included in Appendix A.

The Trustee will consider the results of all aspects of the scenario analysis in future decision-making.



Risk Management

As set out in the “Strategy” section, the Scheme is exposed to climate-related risks in the form of transition and physical risk. The Trustee considers the impact of these climate-related risks on all of the assets in which it invests by conducting and reviewing the results of climate-related stress tests on a triennial basis.

The Trustee also monitors relevant climate metrics as set out under the Department for Work and Pensions’ (“DWP’s”) adoption of the recommendations of the TCFD (and as further discussed under section 4, “Metrics and Targets”). This allows the Trustee to better identify and manage the climate-related risks which are relevant to the Scheme on an annual basis. The Trustee integrates climate-related risks into the Scheme’s overarching risk management framework by embedding carbon targets within the risk register, enabling monitoring of progress against these targets.

For all appointed fund managers, evaluation of ESG risk management, which includes climate-related risks, is an explicit part of both the selection process and continued due diligence or monitoring that the Trustee undertakes. The Trustee also relies on the manager research capabilities of its investment adviser in order to effectively assess climate-related risks and opportunities.

The Trustee has formalised a Responsible Investment policy to define its voting and engagement policy, including its delegation and approach to collaborative engagement, and its assessment framework for monitoring the Scheme’s investment managers and taking appropriate action.

In line with the Trustee’s commitment to integrating ESG issues into stewardship practices, the Trustee will act in accordance with the Responsible Investment policy and, where relevant, expects its asset managers to actively engage with companies to better manage climate change associated risks.

The Trustee believes that engagement is an effective way of implementing positive change and is an important part of protecting value for VGPS Members – The Trustee believes that when companies are governed properly, they are more likely to be sustainable in the long-term.

The Trustee’s policy is to delegate responsibility for the exercising of rights (including voting rights) attaching to investments to the investment managers and to encourage the managers to exercise those rights. The fund managers exercise this discretion in accordance with its own corporate governance policies and current best practice, including the UK Stewardship Code. Where relevant, the Trustee expects its managers to use voting rights to reflect the principles set out in both the Scheme’s Statement of Investment Principles and Responsible Investment Policy.

The Trustee encourages its managers to engage with investee companies and promote adherence to best practice in corporate governance. The Trustee utilises the UN Sustainable Development Goals (“UN SDGs”) as a high-level framework for its approach to investing responsibly from an effective stewardship and engagement point of view. The Trustee has considered which of the SDGs, if not achieved, would have the biggest financial impact on risks and returns as a way of focusing its RI strategy. These priority themes, as described in the Trustee’s Responsible Investment Policy, are climate change, human rights and corporate governance.

In line with the above, the Trustee started assessing the stewardship activities of its investment managers on an annual basis. In November 2024, the Trustee continued its engagement with the Scheme’s largest manager, Insight, focusing on stewardship themes of climate change, human rights, and corporate governance. This built on the prior year’s dialogue and aimed to assess progress and maintain accountability. Insight provided updates at the IFC meeting, confirming that engagement objectives are tracked and escalated where necessary. Their “Prime” ESG framework remains central to assessing human rights risks, including supply chain and safety issues. They also proposed exclusion criteria for issuers



involved in severe controversies. On sovereign engagement, Insight detailed ongoing interactions with the UK Debt Management Office, HM Treasury, and the Department for Work and Pensions, particularly around climate policy and green gilt issuance. They continue to influence policy through active participation in the UK Sustainable Investment and Finance Association (“UKSIF”) and the Institutional Investors Group on Climate Change (“IIGCC”). While Insight demonstrates a coherent engagement approach, the Trustee noted limited dedicated stewardship resources and encouraged further development, especially outside Europe. The Trustee continues to monitor Insight’s progress.

In addition, the Trustee requires the Scheme’s external advisers (namely the investment consultant, the actuary and the covenant adviser) to advise on climate-related risks and opportunities, including, but not limited to, providing relevant training, information concerning market developments and integrating climate-related considerations in setting the Scheme’s investment strategy. The responsibilities of the investment advisers were set out in more detail in Section 1: Governance.

Although the Trustee is ultimately responsible for making decisions on strategic matters including investment and funding strategy and investment manager selection, it relies on its advisers and consultants for advice on such matters. The Trustee currently has in place objectives for assessing the performance of its investment adviser, of which ESG (and climate) form part of. The Trustee is committed to expanding this assessment across all advisers and ensuring ability to advise on climate-related matters is considered when appointing and assessing its advisers in future.



Metrics & Targets

Metrics

The Department for Work and Pensions (“DWP”) guidance for pension schemes submitting TCFD reporting suggests that the following metrics are chosen: an absolute emissions metric (total greenhouse gas emissions), a carbon intensity metric (carbon footprint), an additional non-emissions based metric, and a portfolio alignment metric.

The Trustee has chosen the following metrics:

DWP suggested metric	Metric selected	Rationale
Absolute emissions	Total greenhouse gas emissions ¹	This is the absolute emissions metric recommended by the DWP.
Emissions intensity	Carbon Footprint ²	This is the emissions intensity metric recommended by the DWP.
Additional metric	The Partnership for Carbon Accounting Financials (“PCAF”) Data Quality Score ³	This metric has been chosen on the basis that it monitors the reliability of companies’ emissions data, scoring them one to five – with one representing the highest quality of independently verified emissions data.
Portfolio Alignment	Science-based target initiative (“SBTi”) Score ⁴	This metric examines whether a voluntarily disclosed company decarbonisation target is aligned with a relevant science-based pathway. There is evidence that companies that have set science-based targets are delivering emissions reductions in line with their ambitions, making this a key metric to monitor to drive positive change.

The Trustee is provided with climate reporting and interpretation on the above metrics on an annual basis by its investment consultant Redington. The metrics will additionally be considered when the Trustee is reviewing the investment strategy and they will be reported on an annual basis in future TCFD reports. The Trustee reviews its selection of metrics on an annual basis to ensure they remain appropriate for the Scheme.

¹ Measurement of the CO₂e emissions of a fund per million pounds of enterprise value including cash (“EVIC”) using Scope 1, Scope 2 and Scope 3 emissions. Given a company’s direct Scope 1 emissions will inevitably be another company’s indirect Scope 3 emissions, aggregating the individual Scope emissions results in a higher number of emissions than exists. Presently there is no universally agreed upon methodology for mitigating double counting at fund level, and therefore Scope 1 & 2 emissions are reportedly separately from Scope 3 emissions. This metric may be used to assess a fund’s contribution to global warming versus other funds.

² Measurement of the Total greenhouse gas emissions, per million pounds of EVIC (tCO₂e / £m invested)

³ The scoring system ranges from one to five, with one representing the highest data quality, which involves independently verified emissions data, and five indicating the lowest quality, characterised by estimated emissions data derived from industry averages.

⁴ SBTi examines whether a company’s voluntarily disclosed decarbonisation target is aligned with a relevant science-based pathway. The scores are binary with a “yes” or “no” assessment.



The Trustee recognises that the SBTi metric has inherent limitations, primarily due to its reliance on voluntary corporate target-setting. While it remains appropriate for inclusion in this TCFD report, its continued relevance depends on companies continuing to set and maintain science-based targets. In cases where meeting these targets would impose significant near-term costs and reduce profitability, progress is likely to depend on the introduction of supportive policy measures. Without such intervention, fewer companies may commit to verifiable targets, which could reduce the metric's relevance over time. The Trustee acknowledges this limitation and will continue to review the suitability of the SBTi metric going forward

1. Total Emissions

The Trustee monitors the total greenhouse gas emissions of the Scheme's assets. Greenhouse gases are gases in the Earth's atmosphere that are capable of absorbing infrared radiation and thereby trap and hold heat in the atmosphere. The main greenhouse gases are: carbon dioxide ("CO₂"), methane, and nitrous oxide.

There are three scopes of carbon emissions:

- **Scope 1** emissions are direct emissions from an entity's owned or operationally controlled sources;
- **Scope 2** emissions are those from the use of electricity purchased by an entity;
- **Scope 3** emissions are indirect emissions from the use of company's products, or any other emissions across its supply chain.

For a pension scheme, Scope 1 emissions include the use of gas fuel and refrigerants in the office, whilst Scope 2 emissions include the use of electricity in the office buildings. The primary emissions a pension scheme therefore relate to its Scope 3 emissions, i.e., the emissions of the assets which are held by the Scheme. The Trustee monitors the Scope 1, 2 & 3 emissions of the investments held by the Scheme and does not report on its own Scope 1 & 2 emissions.

The Trustee notes that Scope 3 emission data is complex and that reporting in this area is still evolving. This means measuring Scope 3 emissions is currently less reliable than the other Scopes; it relies on several assumptions and emissions are largely estimated rather than being reported specifically. As a result, the Trustee reports Scope 3 emissions separately to Scope 1 and Scope 2 emissions. Note that cash assets are excluded from the analysis due to carbon accounting methodologies not being sufficiently developed in these areas.

This year, in line with DWP Guidance, the Trustee has reported the emissions attributed to sovereigns (i.e. the emissions from the Scheme's LDI holdings).

For Sovereign Bonds (i.e the bonds issued by the governments of countries), distinct categories are used compared to corporate emissions:

- **Production emissions:** the emissions of everything produced in a country; this is broadly equivalent to Scope 1 emissions.
- **Import emissions:** the emissions of what a country imports from other countries; this is equivalent to Scope 2 & 3 emissions. In practice, for large economies, Scope 2 emissions are trivial in comparison to the other Scopes.

Further detail on methodology is set out in Appendix B.



2. Emissions Intensity

The Trustee monitors carbon footprint as its emissions intensity metric. Carbon footprint measures the carbon efficiency of a portfolio in terms of emissions per million pounds invested. It normalises the total financed emissions for the value of the portfolio. In other words, as it shows the emissions per millions of pounds invested, the metric is comparable between investments of different sizes.

At a portfolio level, the emissions intensity measures are calculated as the average of the emissions intensity of the underlying holdings, weighted by the value of each holding. A portfolio with a high emissions intensity will have a steeper route towards decarbonisation than a less intensive one. Hence, measuring the emissions intensity across the Scheme is useful in order to gauge how difficult (or easy) it will be to progressively decarbonise its portfolios.

Differences in portfolio emissions intensities are driven by differences in sector and company exposure. Portfolios with higher exposures to high-carbon sectors such as utilities, non-energy materials, energy and industrials tend to exhibit higher emissions intensities.

3. Additional Climate Change

The Trustee monitors the PCAF Data Quality score as its “non-emissions” based metric.

In line with emerging best practice, this year, Trustee has decided to report a breakdown of PCAF data quality across five grades (instead of a single score previously provided). The PCAF data quality score monitors the reliability of emissions data with a scoring system which ranges from 1 to 5, with 1 representing the highest data quality, which involves independently verified emissions data, and 5 indicating the lowest quality, characterised by estimated emissions data derived from industry averages. Where data is unavailable for funds or underlying holdings, these have been estimated using asset class proxies and they have been assigned a data quality score of 5. A full breakdown of the scores is included below:

PCAF Score	Data Source Description	Data Reliability
1	Reported emissions verified by a third-party auditor, based on the GHG Protocol.	Very High
2	Unverified reported emissions or estimates based on the company's energy consumption, in line with the GHG Protocol.	High
3	Estimated emissions based on company production data.	Moderate
4	Estimated emissions based on economic data (e.g. revenue, company value, amount invested).	Low
5	Estimated emissions based on sectoral economic data (e.g. sectoral revenues, asset turnover).	Very Low

4. Portfolio Alignment

The Trustee has adopted the Science Based Targets initiative as the Scheme’s portfolio alignment metric, which captures a company or issuer’s progress against a self-developed decarbonisation target using science-based methodology. The target can be aimed at one or all of; the short term, long term or Net



Zero, with each company being scored with a binary yes or no assessment on the following target categorisations:

- SBTi Approved 1.5°C,
- SBTi Approved Well Below 2°C, or
- SBTi Approved 2°C

Each of the categorisations all denote the implied global temperature increases that coincide with the decarbonisation target. The “SBTi Approved 2°C” categorisation will be gradually phased out in line with the initiative’s raised ambition to 1.5°C. In the immediate term, the Trustee will continue to report under the “SBTi Approved 2°C” categorisation to capture companies currently on a 2C path until it increases its target ambition to 1.5°C in the next few years.

Target

The Trustee has formally set a climate-related “net zero” target for both Sections of the Scheme. This targets a 50% reduction in total Scope 1 & 2 carbon emissions (Metric 1) by 2030 from the starting position (31 March 2022), alongside an overall target of achieving net zero carbon emissions (Scopes 1 and 2) from its investments by 2050. The Trustee decided to separate out (but still monitor) Scope 3 emissions from the net-zero target due to the evolving nature of reporting in terms of Scope 3 emissions, as outlined above in this section. The Trustee’s ultimate target is in line with the United Nations Framework Convention on Climate Change (UNFCCC).

As noted previously, these targets were originally set on the assumption that the low-carbon transition would occur at a reasonable pace, and the most ambitious goals of the Paris Agreement would remain achievable. Midway through this decade, it is apparent this is not coming to pass. The Trustee remains very supportive of rapid decarbonisation to net zero, believing this is in the best long-term interests of members. Nevertheless, given the Trustee is bound by its fiduciary duty and the prevailing policy environment, these targets may need to be recalibrated in the short term, alongside a more thorough assessment of portfolio resilience to a scenario where global temperatures continue to rise and the transition fails.

Metrics

The results of the analysis as at 31 March 2025 using each Section’s asset allocation at the time are shown below. The Scheme’s buy-in insurance policy assets and cash assets are excluded from the analysis due to carbon accounting methodologies not being sufficiently developed in these areas. More detail on asset coverage is provided in the Appendix.



Vodafone Section:

Year	Absolute Carbon Emissions (tCO ₂ e) ¹		Carbon Footprint (tCO ₂ e/EVIC £m) ¹	
	Scopes 1 & 2	Scope 3	Scopes 1 & 2	Scope 3
March 2023	62,237	388,693	52.4	327.1
March 2024	80,707	480,080	66.6	396.0
March 2025	63,573	595,908	55.2	517.1

¹ Assets only basis, excluding buy-ins, LDI and cash (i.e. return-seeking assets only), including gross notional exposure of the synthetic equity position

Year	Absolute Sovereign Carbon Emissions (tCO ₂ e) ¹		Sovereign Carbon Footprint (tCO ₂ e / PPP-adjusted GDP £m) ¹	
	Scope 1	Scopes 2 & 3	Scope 1	Scopes 2 & 3
March 2023	N/A ²	N/A ²	N/A ²	N/A ²
March 2024	N/A ²	N/A ²	N/A ²	N/A ²
March 2025	122,333	86,077	127.9	90.0

¹ Assets only basis, including the Scheme's LDI holdings only

² Not available as the metric was introduced in 2025

Year	Science Based Targets Initiative Rating
March 2023	4.7%



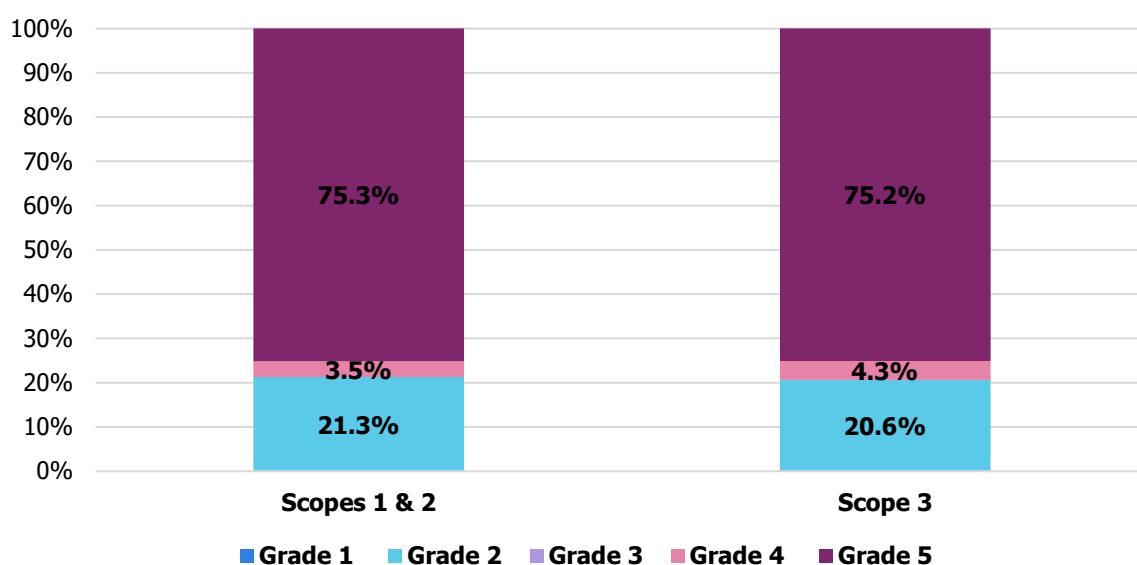
March 2024	8.7%
March 2025	8.3%

Year	PCAF Data Quality Score
March 2023	N/A ¹
March 2024	2.2
March 2025	See graphical representation below

¹ PCAF data quality score as at 31 March 2023 is not available as the metric was introduced in 2024

² PCAF data quality score as at 31 March 2025 shown below.

PCAF Score Breakdown as at 31 March 2025



In line with emerging best practice, this year, Trustee has decided to report a breakdown of PCAF data quality across five grades instead of a single score previously provided.



CWW Section:

Year	Absolute Carbon Emissions (tCO ₂ e) ¹		Carbon Footprint (tCO ₂ e/EVIC £m) ¹	
	Scopes 1 & 2	Scope 3	Scopes 1 & 2	Scope 3
March 2023	25,804	141,855	42.3	232.6
March 2024	26,325	183,704	41.2	287.3
March 2025	33,019	311,166	48.9	460.7

¹ Assets only basis, excluding buy-ins, LDI and cash (i.e. return-seeking assets only), including gross notional exposure of the synthetic equity position

Year	Absolute Sovereign Carbon Emissions (tCO ₂ e) ¹		Sovereign Carbon Footprint (tCO ₂ e / PPP-adjusted GDP £m) ¹	
	Scope 1	Scopes 2 & 3	Scope 1	Scopes 2 & 3
March 2023	N/A ²	N/A ²	N/A ²	N/A ²
March 2024	N/A ²	N/A ²	N/A ²	N/A ²
March 2025	55,525	39,069	127.9	90.0

¹ Assets only basis, including the Scheme's LDI holdings only

² Not available as the metric was introduced in 2025



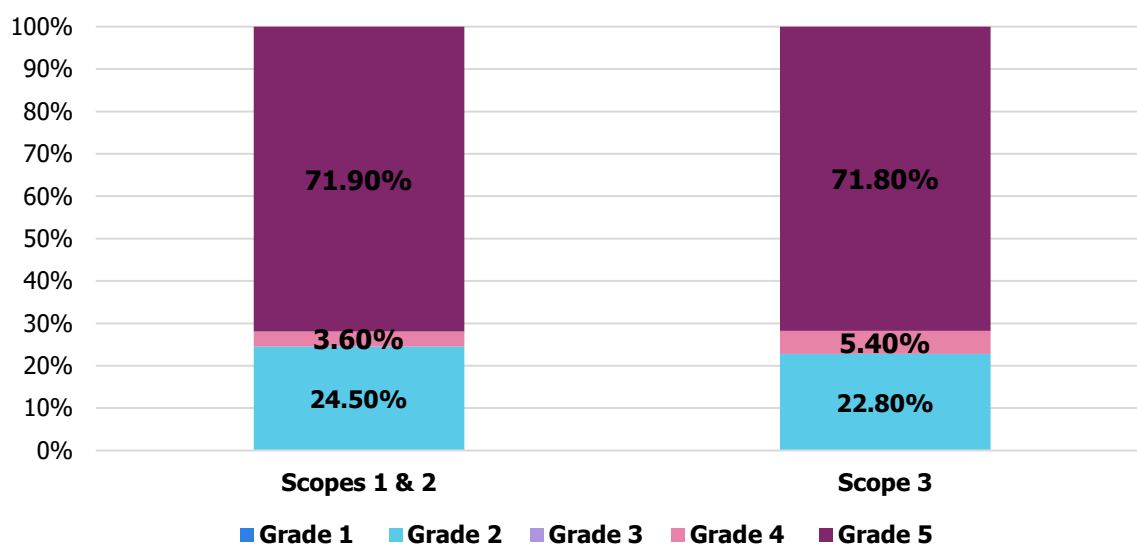
Year	
March 2023	
March 2024	
March 2025	

Year	PCAF Data Quality Score
March 2023	N/A ¹
March 2024	2.2
March 2025	See graphical illustration below ²

¹ PCAF data quality score as at 31 March 2023 is not available as the metric was introduced in 2024

² PCAF data quality score as at 31 March 2025 shown below.

PCAF Score Breakdown as at 31 March 2025



In line with emerging best practice, this year, Trustee has decided to report a breakdown of PCAF data quality across five grades instead of a single score previously provided.

Trustee's assessment of metrics as at 31 March 2025

The Vodafone Section's Scope 1 and 2 absolute carbon emissions decreased over the Scheme year, falling from 80,707 tCO₂e to 63,573 tCO₂e. This reduction was primarily driven by a £39 million trim to the Insight Synthetic Equity mandate in August 2024, which lowered the Section's exposure to a strategy with



broad market equity exposure, including sectors with relatively higher carbon intensity. In November 2024, approximately £220 million was reallocated, split equally between two new Multi-Class Credit (MCC) mandates: the ICG Total Credit Fund and the TwentyFour Dynamic Bond Fund. The impact of these investments on emissions was less pronounced than in the CWW Section, as the allocation was funded through a full disinvestment from the Hermes Unconstrained Credit Fund. This represented a transition between credit mandates rather than the introduction of a new carbon-emitting strategy, thereby limiting the net change in emissions.

The Trustee observes that Scope 1 and 2 absolute carbon emissions for the CWW Section have increased over the year to 31 March 2025, rising from 26,325 tCO₂e to 33,019 tCO₂e. This increase was largely driven by a strategic rebalance involving a £70 million allocation to the ICG Total Credit Fund in November 2024, funded from surplus LDI collateral, to enhance expected return in a governance and capital-efficient manner while improving portfolio diversification. This increase was broadly in line with expectations.

The Trustee observes that Scope 3 absolute carbon emissions have increased across the Scheme over the year to 31 March 2025. For the CWW Section, emissions rose from 183,707 tCO₂e to 311,166 tCO₂e, whereas for the Vodafone Section, emissions increased from 480,080 tCO₂e to 595,908 tCO₂e. These increases were primarily driven by new allocations to liquid and semi-liquid credit asset classes which typically exhibit higher Scope 3 emissions intensity due to their exposure to a broad range of corporate issuers and limited transparency in underlying holdings.

There was a modest reduction in the Scope 1 and 2 carbon footprint of the Vodafone Section's overall portfolio, from 66.6 tCO₂e/EVIC £m to 55.2 tCO₂e/EVIC £m. This was supported by a lower allocation to certain illiquid holdings that returned capital during the year and typically have higher emissions, an improvement in the carbon footprint of Equitix Fund V (which both Sections are invested in), and a full redemption from the high-emitting Aviva Investors Lime Property Fund. In contrast, the CWW Section's overall portfolio saw an increase in its Scope 1 and 2 carbon footprint, from 41.2 tCO₂e/EVIC £m to 48.9 tCO₂e/EVIC £m, largely due to the new allocation to the ICG Total Credit Fund, although this was partially offset by reduced exposure to other illiquid holdings and the same Lime Property Fund redemption.

As this is the first year the Trustee is reporting on the Scheme's sovereign emissions, no year-on-year comparison can be made.

The breakdown of the PCAF Data Quality Score for both Sections' portfolios across Scope 1 and 2 and Scope 3 shows majority of emissions come from those rated as grade five, meaning the majority of the emissions have been estimated using economic data such as sectoral revenues and asset turnover ratios. Across Scope 1 and 2 and Scope 3, substantial emissions come from those rated as grade two, which reflects that emissions have been estimated using unverified reported emissions or estimates based on companies' energy consumption, in line with the GHG Protocol.

The Vodafone Section's total SBTi score is 8.3 per cent, a slight decrease from last year's score of 8.7 per cent. The LGIM All World Equity Index Fund and the Insight Buy and Maintain mandate have the highest scores for the Section. The CWW Section's total SBTi score is 11.4 per cent, representing an improvement from last year's score of 8.2 per cent. These results are to be expected, given that SBTi submissions are voluntary and typically made by companies that issue public debt or equity.

The Trustee will continue to consider these results in identifying climate-related risks and opportunities relevant to the Scheme. These may include engaging with fund managers who have material carbon intensity levels, exploring low-carbon alternative investment options, and updating investment guidelines for managers where the Trustee has discretion to make such changes



Target

The table below displays the Scheme's position against its targets as at 31 March 2025.

Emissions Target	Scope 1 & 2 Emissions at start tCO2e at 31 March 2022	Scope 1 & 2 Emissions Target tCO2e 31 March 2030	Actual Scope 1 & 2 Emissions at current date tCO2e 31 March 2025	Is the Section on track to achieve its 50% reduction by 2030 target?
Vodafone Section	137,306	68,653	63,573	Yes
CWW Section	87,335	43,668	33,019	Yes

The Scheme is therefore on track against its targets as at 31 March 2025.

The Trustee does and will continue to consider the portfolio's progress and position against these targets when reviewing the investment strategy.

Note: All analysis is provided by Redington Ltd ("Redington"), and the data in the report is sourced from MSCI®. Please refer to the data disclaimer in Appendix B.



Appendix A: Scenario Analysis

Funding level (ex. mortality) scenario analysis

The NGFS is a group of central banks, supervisors, and observers committed to sharing best practices and developing environment-related risk management in the financial sector to support the low-carbon transition.

The NGFS scenarios have been developed to provide a common starting point for analysing climate risks to the economy and financial system. They incorporate important themes including increasing electrification and a spectrum of new technologies to tackle remaining hard-to-abate emissions. NGFS scenarios are periodically updated to reflect emerging best practice and developments in scientific findings.

Using the same methodology, our advisers have constructed similar tests that allow us to examine the impact on the funding position, via the effect on asset and liability values, of the Fund under three scenarios. These scenarios are:

- “Orderly Transition” (i.e. below 2° scenario),
- “Delayed Transition” (i.e. disorderly scenario), and
- “Hot House World”

Investments

To assess the impact to the funding strategy via the Fund’s investments, we completed scenario analysis on the Current Asset Allocation. The stresses are designed to demonstrate the impact to the value of the Fund’s assets under three scenarios.

We recognise that the approach to modelling the impact of climate risks is fast evolving and will keep this under review. We also recognise the limitations of the modelling. In particular:

- Any climate pathway reflects just one possible way to achieve a certain temperature goal while, in reality, many different pathways are possible for the same temperature outcome.
- Different models lead to different results, due to different model structures and assumptions.
- There is uncertainty around assumptions adopted; for example, ambitious scenarios depend on future (negative emissions) technologies such as carbon capture and storage.
- It is recognised that there are gaps in assumptions; for example, certain necessary changes to achieve net zero emissions, such as changes in lifestyle or economic systems, are not currently included.
- The asset allocation is assumed to remain constant throughout the modelling period, which is unlikely to happen in practice.
- The scenarios are intended to provide an indication of the risks to which the Fund might be exposed. They are not centralised cases, and are intended to be reflective of one of the many possibilities that may transpire as a result of climate change.
- The scenarios are not directly comparable between one year and the next as the impact of changes in assumptions can dwarf that of changes to a portfolio.



Liabilities

When assessing the Fund's liabilities, we consider three primary risk factors that could directly impact the present value of the Fund's liabilities. These are:

- Interest Rate
- Inflation
- Mortality

Following advice from our investment adviser, at this stage, we do not feel there are sufficient tools in place to accurately understand how climate change could affect mortality risk for the Fund's membership. Therefore, we have focused on how climate-related issues could affect the Fund's liabilities via their impact on UK interest rates and inflation.

Regarding interest rate and inflation risks, we have taken a strategic decision to hedge liability risks related to these factors by employing a Liability Driven Investment ("LDI") strategy, which invests in assets with specific interest rate and inflation sensitivities that match the sensitivity of the Fund's liabilities to interest rate and inflation changes. In practice, this means that the impact that climate change could have on the Fund's liabilities due to interest rate and inflation changes is expected to be offset by an opposite change in value of the LDI portfolio. As a result, the overall impact on the Fund from climate-related changes in interest rates and inflation will be negligible.

Liability scenario analysis

In 2023, the Scheme's actuary, Mercer - with the assistance of their partners Risk Management Solutions, Inc ("RMS") - provided the Trustee with the estimated mortality impact on the Scheme's liabilities under four scenarios. Under each of the scenarios provided life expectancy is anticipated to be affected, with each age cohort affected differently under relevant scenarios. These scenarios, and how they compare to the relevant scenarios selected by Trustee is set out in the table below. Under the "Fast" and "Slow" transitions, the impact is expected to be the same, with overall life expectancy anticipated to improve and result in an increase in the Scheme liabilities for each Section. Under the "No Transition" scenario life expectancy is expected to fall drastically for younger members, resulting in an overall reduction in the liabilities. The below impacts were provided in a review conducted in August 2023, following the completion of the 2022 actuarial valuation and based on the data provided for the 2022 valuation. The next review is due to take place in 2026 following the completion of the 2025 triennial actuarial valuation.



Scenario	Asset-side Scenario Equivalent	Life Expectancy Change		Liability Impact	
		Age 25	Age 65	Vodafone Section	CWW Section (uninsured)
Rapid Transition	Fast Transition	Nil / + 1 month	+21 months	+9.1%	+7.9%
Orderly Transition	Slow Transition				
Limited Transition	N/A	-13 months	+11-12 months	+3.1%	+3.3%
Failed Transition	No Transition	-59 months	-3 months	-6.0%	-3.7%

Covenant scenario analysis

As part of the scenario analysis on the full funding strategy the Trustee engaged with the covenant adviser, Penfida, to consider the sponsoring employer's exposure to climate physical and transition risks, and thus the possible effect on the covenant strength. The Trustee recognises that the potential impact on the covenant of the effects of climate change may influence the near-term or longer-term funding strategy of the Scheme.

To align with the stresses applied to both the assets and the liabilities, Penfida considered 3 climate scenarios, as disclosed by Vodafone in their 2025 annual report, and how they would apply to the sponsoring employer:

- Paris-aligned scenario (1.5°C) (uses Representation Concentration Pathway ('RCP') 2.6, economic constraints aligned to Shared Socioeconomic Pathway 2 ('SSP2')) (most consistent with the "Scenario A"),
- Paris upper limit scenario (2°C) (Uses RCP 4.5, Economic constraints aligned to SSP2) (most consistent with the "Scenario B"), and
- Business-as-usual (4°C) (uses RCP 8.5, economic constraints aligned to SSP2) (most consistent with the "Scenario C" scenario).



The time horizons considered are:

- Short term: 0 to 3 years (to 2028)
- Medium term: 3 to 5 years (to 2030)
- Long term: 5 to 25 years (to 2050)

The priority climate-related risks and opportunities reviewed and considered include:

- Physical risks: extreme weather and rising average temperatures
- Transition risks: energy costs, regulatory compliance costs, expectations of business customers and greenwashing
- Transition opportunity: customer enablement

The analysis suggests that physical risks may be limited at a regional level across short and medium term time horizons, however in the event of more extreme climate scenarios, particularly the “Business-as-usual” scenario, it is expected to be likely that there are significantly greater covenant challenges in the form of site damage from coastal inundation and riverine flooding over the long term.

Some transition risks, without appropriate mitigation in place, have the potential to be significant under the “Paris-aligned scenario” and the “Paris upper limit scenario”, however no impact is expected under the “Business-as-usual” scenario. These transition risks include:

- Greenwashing: a short term risk that could arise from penalties for ‘greenwashing’ as regulatory frameworks become more stringent and customers and other stakeholders demand greater transparency and substantiation of environmental claims.
- Energy costs: a medium term risk that could arise from exposure to energy costs and carbon pricing, especially in Africa where dependency on fossil fuels is currently greatest.
- Expectations of business customers: a long term risk that could arise from Vodafone failing to meet the climate-rated expectations from business customers putting revenue at risk.

Overall, Penfida concluded that, given the uncertainties surrounding climate change and its potential impact on Vodafone, it would be prudent for the Trustee to seek to reduce its reliance on the covenant over time. This is consistent with the Trustee’s current strategy to target full funding on a self-sufficiency basis by 2035.

Appendix B: Carbon Footprint analysis

Where possible and where there is reasonable data coverage, the Trustee monitors ‘line-by-line’ emissions reporting for funds. These tend to be more generic, long-only asset classes such as listed equity and corporate credit. However, for funds with less than 50% coverage and illiquid assets, the Trustee monitors ‘asset class level’ carbon estimates in the absence of reliable, reported line-by-line emissions data from MSCI. The Trustee notes using asset class modelling of emissions for assets where this data is not available enables a more holistic view of the Scheme’s total portfolio emissions, albeit recognising that the modelled data is not perfect.

The asset class modelling of emissions has been provided by Redington and is based on asset class ‘building blocks’. These are either calculated directly using a given index’s underlying holdings emissions (such as using MSCI ACWI as a proxy for a broad equity fund) or in some cases these indices are used and extrapolated to other asset classes based on given assumptions (such as using the emissions of infrastructure firms within an index to proxy an infrastructure fund).



Emissions metrics will be calculated in line with the GHG Protocol Methodology, the global standard for companies and organisations to measure and manage their GHG emissions. The GHG Protocol provides accounting and reporting standards, sector guidance and calculation tools. It has created a comprehensive, global, standardised framework for measuring and managing emissions from private and public sector operations, value chains, products, cities and policies to enable greenhouse gas reductions across the board.



Vodafone Section:

Carbon Emissions									
Fund	Fund Value (£m)	Carbon Emissions (tCO2e)				Carbon Intensity (tCO2e / EVIC £m)			
		Current - Scope		Previous – Scope		Current - Scope		Previous - Scope	
		1 & 2	3	1 & 2	3	1 & 2	3	1 & 2	3
Liquid Markets (Equities)									
Insight Synthetic Equity Portfolio	-11.7	25,904	273,762	33,994	232,105	55.1	581.9	59.9	409.3
LGIM All World Equity Index Fund (75% GBP Hedged)	16.4	743	8,682	854	6,007	45.3	529.2	54.6	383.7
Liquid & Semi-Liquid Credit									
ICG Total Credit Fund	111.4	13,143	92,760	-	-	118.0	832.5	-	-
Insight Active Corporate Bond Portfolio	233.4	7,899	73,806	7,514	61,991	33.8	316.2	32.1	265.1
Insight High Grade ABS Fund	91.0	3,313	33,662	1,991	13,279	36.4	370.1	39.8	265.6
TwentyFour Dynamic Bond Fund	110.1	6,115	51,819	-	-	55.6	470.9	-	-
Illiquid Markets									
Equitix Fund V	64.2	6,367	57,514	6,520	33,303	99.2	896.2	110.5	564.6
Greencoat Solar II LP	49.4	81	3,126	78	2,368	1.6	63.3	1.5	45.9
Nephila Cassiopeia Fund	6.1	9	778	11	951	1.5	128.0	1.4	127.9
Totals*	670.3	63,573	595,908	80,707	480,080	55.2	517.1	66.6	396.0



Sovereign Emissions									
Fund	Fund Value (£m)	Carbon Emissions (tCO2e)				Carbon Intensity (tCO2e / PPP-adjusted GDP £m)			
		Current		Previous		Current		Previous	
		Production (Scope 1)	Import (Scope 2 & 3)	Production (Scope 1)	Import (Scope 2 & 3)	Production (Scope 1)	Import (Scope 2 & 3)	Production (Scope 1)	Import (Scope 2 & 3)
LDI and Overlay									
Insight Segregated LDI	696.5	122,333.2	86,076.7	-	-	127.9	90.0	-	

* Total Portfolio stress calculated as a percentage of total asset exposure (including synthetic equity gross exposure), excluding Cash, LDI and Buy-ins.

All “Current Total Portfolio” figures in this table are weighted averages with the exception of “Fund Value” and “Absolute Carbon Emissions (tCO2e)”.

“Absolute Carbon Emissions (tCO2e)” is calculated using the notional value of the fund. “Fund Value (£m)” shows the mark-to-market value of the fund.

“Previous” figures show climate metrics from 12 months prior to “Current” figures. Fund-level “Previous” figures may not sum to the “Previous Total Portfolio” figures because the “Total Portfolio” values may contain funds that have now been divested from and which are therefore not reported in this table.

Carbon metrics are proxied where there is insufficient data for fund holdings.

ESG and MSCI Carbon Metrics meet the current minimum UK DWP's TCFD-aligned “Metrics and Targets” regulations. However, regulations are subject to change. Redington monitors developments closely.

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CWW Section:

Carbon Emissions									
Fund	Fund Value (£m)	Carbon Emissions (tCO2e)				Carbon Intensity (tCO2e / EVIC £m)			
		Current - Scope		Previous – Scope		Current - Scope		Previous - Scope	
		1 & 2	3	1 & 2	3	1 & 2	3	1 & 2	3
Liquid & Semi-Liquid Credit									
ICG Total Credit Fund	70.0	8,253	58,248	-	-	118.0	832.5	-	-
Insight Active Corporate Bond Portfolio	222.8	6,163	80,003	5,171	54,443	27.7	359.1	23.1	242.7
Insight High Grade ABS Fund	199.9	7,278	73,963	8,872	59,161	36.4	370.1	39.8	265.6
Illiquid Credit									
Aviva Investors REaLM Ground Rent Fund	19.3	205	906	145	1,062	10.6	47.1	6.8	50.2
TCW Securitized Opportunities	55.8	4,821	38,629	5,012	27,073	86.4	692.5	90.2	487.0
Illiquid Markets									
Equitix Fund V	51.8	5,138	46,415	5,261	26,876	99.2	896.2	110.5	564.6
Fortress Private Equity	5.9	584	5,276	780	5,381	99.2	896.2	134.4	926.9
Greencoat Solar II LP	39.9	65	2,522	63	1,911	1.6	63.3	1.5	45.9
JPM PEG Venture Capital II	0.4	36	325	102	704	99.2	896.2	134.4	926.9
JPM PEG Venture Capital III	4.1	406	3,671	755	5,206	99.2	896.2	134.4	926.9
Nephila Cassiopeia Fund	5.2	8	662	9	810	1.5	128.0	1.4	127.9
Sun Capital Private Equity	0.6	60	546	105	726	99.2	896.2	134.4	926.9
Totals*	675.5	33,019	311,166	26,325	183,704	48.9	460.7	41.2	287.3



Sovereign Emissions									
Fund	Fund Value (£m)	Carbon Emissions (tCO2e)				Carbon Intensity (tCO2e / PPP-adjusted GDP £m)			
		Current		Previous		Current		Previous	
		Production (Scope 1)	Import (Scope 2 & 3)	Production (Scope 1)	Import (Scope 2 & 3)	Production (Scope 1)	Import (Scope 2 & 3)	Production (Scope 1)	Import (Scope 2 & 3)
LDI and Overlay									
Insight Segregated LDI	341.7	55,524.6	39,068.5	-	-	127.9	90.0	-	

* Total Portfolio stress calculated as a percentage of total asset exposure (including synthetic equity gross exposure), excluding Cash, LDI and Buy-ins.

All “Current Total Portfolio” figures in this table are weighted averages with the exception of “Fund Value” and “Absolute Carbon Emissions (tCO2e)”.

“Absolute Carbon Emissions (tCO2e)” is calculated using the notional value of the fund. “Fund Value (£m)” shows the mark-to-market value of the fund.

“Previous” figures show climate metrics from 12 months prior to “Current” figures. Fund-level “Previous” figures may not sum to the “Previous Total Portfolio” figures because the “Total Portfolio” values may contain funds that have now been divested from and which are therefore not reported in this table.

Carbon metrics are proxied where there is insufficient data for fund holdings.

ESG and MSCI Carbon Metrics meet the current minimum UK DWP's TCFD-aligned “Metrics and Targets” regulations. However, regulations are subject to change. Redington monitors developments closely.

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Fortress Private Equity, Greencoat Solar II, Sun Capital Private Equity and JPM PEG Venture Capital Fund values are reported at a quarter lag.



Glossary of Terms (ESG and Carbon Metrics)

Enterprise Value Including Cash (EVIC): Defined as the sum of market capitalisation of shares and book values of total debts and minority interests at fiscal year-end. No deductions of cash or cash equivalents are made to avoid potential negative enterprise values. This is the recommended denominator metric for carbon attribution according to the GHG Protocol, the global standard for carbon accounting endorsed by the European Union and the DWP.

Estimated Total Mandate Carbon Emissions (tons): Represents the total share of Scope 1, Scope 2 and Scope 3 carbon emissions a fund is responsible for. Please note the metric is sensitive to the investment holding size in the fund.

MSCI Climate Metrics Coverage: The proportion by value of a fund for which carbon metrics are available from MSCI.

PRA Slow Transition Climate Scenario Analysis: Redington's extrapolation of a stress test constructed by the Prudential Regulation Authority ("PRA") to explore the % impact of future climate change on assets. A slow transition assumes a long-term, orderly transition that is broadly in line with the Paris Agreement out to 2050.

Scope 1 & 2 Carbon Footprint (tCO₂e / EVIC £m): Measurement of the Scope 1 & 2 CO₂e emissions of a fund per million pounds of EVIC. Scope 1 emissions refer to those which are directly connected to the production of a company's product or service e.g., burning of fossil fuels to power the electricity grid. Scope 2 emissions refer to those from electricity used to power company facilities. For a pension scheme, Scope 1 emissions include the use of gas fuel and refrigerants in the office whilst Scope 2 emissions include the use of electricity in the office buildings.

SBTi Score: The Science-Based Targets initiative ("SBTi") sets out a framework through which companies can set out their decarbonisation pathway and have them assessed against the goals set out in the Paris Agreement – limiting global warming to 1.5°C above pre-industrial levels or well-below 2°C. The SBTi Score is the proportion of assets invested that are classified as being Paris-aligned.

Tons of Carbon Dioxide Equivalents (tCO₂e): Tons of greenhouse gases including methane, nitrous oxide, carbon dioxide, and fluorinated gases. Given the abundance and prominence of carbon as a greenhouse gas, all the other gasses are considered carbon equivalents.

Limitations of Carbon Metrics

TCFD based regulations require portfolios to report on their climate metrics without asset class adjustments. Therefore, metrics in funds with a lower coverage (below 80%), or in multi-asset funds and liquid / semi-liquid credit need to be evaluated with more context. This is because a low coverage means a larger part of emissions are unknown, and because the carbon risk of equity holdings will tend to be higher than that of credit holdings.

Specific line-by-line modelling of emissions is currently available only for publicly listed equity and credit assets. For unlisted asset classes, we have reported asset class-level estimations of carbon emissions. This provides a broad and longer-term understanding of what the portfolio's emissions are and where the biggest amount of emissions come from. We believe this is appropriate from a strategic asset allocation perspective, but will not capture specific actions managers are taking to reduce their CO₂e footprint.

Due to lags in company carbon reporting and database updates, carbon footprint numbers have a one to two year lag. The carbon numbers included in this report are updated at the start of every year.



Appendix C: Climate Change Risk Management Policy

Vodafone Group Pension Trustee Limited (the “Trustee”), as the trustee of the Vodafone Group Pension Scheme (“VGPS”, “the Scheme”), which consists of two sections (the “Sections”): the Vodafone Group Pension Scheme Section (“Vodafone Section”) and the Cable and Wireless Worldwide Retirement Plan Section (“CWW Section”), recognises climate change as a key factor which can have a material impact on the financial performance of the Scheme’s investments. Therefore, the Trustee has a fiduciary duty to consider climate change risk when making investment decisions, and the Trustee should assess the impact of climate change risks and opportunities, which may reduce investment risk and enhance long-term investment returns.

This Climate Change Risk Management Policy (“CCRMP”) documents the Trustee’s approach to identifying, assessing, and managing risks specifically related to climate change. The CCRMP details the roles and responsibilities of the Trustee Board and the Scheme’s external advisers in assessing, managing, and monitoring climate-related risks and opportunities. The CCRMP is consistent with the Trustee’s Statement of Investment Principles (“SIP”) and Responsible Investment Policy.

Statement of Trustee’s Climate-related Investment Principles

The following investment principles are pertinent to the Trustee’s approach to climate change in the context of Responsible Investment (“RI”), which it believes are in the interest of members:

- Climate-related risks should be managed in line with the Scheme’s overall risk management and included in its risk management framework.
- Climate-related risks could be material over the short (3 years), medium (5 years), and long-term (10 years) to the Scheme.
- Climate-related factors will likely create investment opportunities that the Trustee should consider taking advantage of as appropriate within its wider investment objectives.
- The Scheme should invest in a way that is measurably aligned with achieving the goals of the Paris Agreement (limiting global temperature rises to well below 2°C above pre-industrial levels by the end of the century) to the extent that is possible, and in the financial interests of members to do so.
- Engagement, collaboration and using voting rights as appropriate are some of the effective tools to manage climate-related risks.

The Trustee supports the Paris Agreement’s long-term temperature goal of keeping the mean rise in temperature to well below 2°C above pre-industrial levels. The Trustee therefore takes efforts to ensure that climate-related risks and opportunities are integrated within the approach of investment managers to ESG and stewardship activities.

In the context of its fiduciary responsibility and the above ESG Beliefs, the Trustee has adopted the following policy:

- Climate change is recognised as a financial risk to the Scheme’s funding position, and it is viewed as an external risk that affects investments. As such, the Trustee will appropriately factor in climate change risks and opportunities when making strategic asset allocation and manager selection decisions.
- The Trustee requires the appointed investment managers to understand and, as appropriate for the investment strategy they are employed to implement, be cognisant of climate change risks and opportunities within their investment processes as applied to the assets of the Scheme. The



Trustee's approach to stewardship and engagement is set out in the Responsible Investment Policy.

- In line with the Trustee's commitment to integrating ESG issues into stewardship practices, the Trustee will act in accordance with the Responsible Investment Policy and, where relevant, expect its managers to engage on ESG matters when they are considered material and relevant to the investment.
- The Trustee supports the Task Force on Climate-related Financial Disclosures ("TCFD") and will incorporate its recommendations into the Scheme's annual reporting, subject to availability of data.
- The Trustee supports the further development of effective climate change risk metrics to enhance our ability to assess and minimise climate risks. We expect our investment managers to continue to improve the climate-related data they provide on the assets of the Scheme.
- The Trustee recognises that climate change will be subject to much further analysis and subsequent related policy changes in the coming years. The Trustee will evolve its policy to ensure relevant developments are captured.
- The Trustee is responsible for setting climate-related objectives and climate metrics in relation to the Scheme's assets. These metrics, and progress towards these objectives, will be explicitly monitored on a quarterly basis. Specifically, the Trustee has agreed to adopt and monitor the following four metrics:



Metrics	Metric Focus	Metric Adopted
Metric 1	Absolute Emissions	Total Greenhouse Gas (“GHG”) Emissions
Metric 2	Emissions Intensity	Carbon Footprint
Metric 3	Additional Climate Change	Data Quality
Metric 4	Portfolio Alignment	Proportion of portfolio with SBTi (“Science Based Targets initiative”) targets in place

- The Trustee has adopted a target against Metric 1 (Carbon Emissions), such that both Sections of the Scheme should target a 50% reduction in total Scope 1 and Scope 2 carbon emissions by 2030 alongside an overall target of achieving net zero carbon emissions (for Scopes 1 and 2, and separately for Scope 3) from its investments by 2050. These targets have been set to help the Trustee take climate risk into account when reviewing the current and future investment allocations, and ensure that the Scheme’s climate risk exposure is proportional to the amount of investment risk being taken.
- The Trustee notes that these targets were set on the assumption that the low-carbon transition would occur at a reasonable pace, and the most ambitious goals of the Paris Agreement would remain achievable. Midway through this decade, it is apparent this is not coming to pass. The Trustee remains highly supportive of rapid decarbonisation to net zero, believing this is in the best long-term interests of members. Nevertheless, the Trustee is bound by its fiduciary duty and the prevailing policy environment. As such, the Trustee is aware that these targets may need to be recalibrated in the near term.
- The Trustee carries out scenario analysis on the Scheme’s funding and investment strategy using climate scenarios, two of which assume an increase in the global average temperature to 2°C and another where global average temperatures rise in excess of that.
- Training on climate-related risks and opportunities is part of the broader programme of ongoing Trustee Knowledge and Understanding (TKU) activity, including induction activities for any new Trustees. This aims to enable the Trustee Board to have the

relevant knowledge and understanding of climate-related issues.

- The Trustee has also considered which of the SDGs, if not achieved, would have the biggest financial impact on risks and returns as a way of focussing its RI strategy. These are expressed in



three key themes, of which Climate Change is the first, alongside Human Rights and Corporate Governance.

The roles of the relevant parties within the Scheme's governance structure for climate change are summarised below:

Governance: Roles and Responsibilities

Role of the Trustee Board

- **Sets the overall investment and funding strategy and objectives and governance framework, which includes the identification, assessment and management of climate-related risks and opportunities:** The Trustee is committed to integrating and managing the consideration of climate-related issues within the Scheme as the Trustee is ultimately responsible for overseeing climate-related risks and opportunities of the Scheme.
- **Sets climate-related objectives:** The Trustee is also responsible for setting the Scheme's climate-related objectives, including risk appetite, and approving metrics to measure progress towards these objectives.
- **Sets climate-related metrics and climate scenario analysis:** The Trustee is responsible for setting the relevant metrics and scenario analysis which allow the Trustee to consider climate-related risks and opportunities when setting the Scheme's funding and investment strategy.
- **Determines appropriate climate-related objectives in the investment consultant's annual objectives.** The Trustee is responsible for setting objectives for its investment consultants in accordance with the requirements of the Competition and Markets Authority ("CMA") which take climate-related considerations into account.
- **Selects and reviews the investment managers:** The Trustee is responsible for selecting suitable investment managers to help achieve the Scheme's climate-related objectives. The Trustee's assessment framework for ensuring its investment managers align with its goals is set out in more detail in the Responsible Investment Policy.
- **Monitors and oversees its advisers and consultants:** Although the Trustee is ultimately responsible for making decisions on strategic matters including investment and funding strategy and investment manager selection, it relies on its advisers and consultants for advice on such matters.

Role of the Investment and Funding Committee ("IFC")

- **Reviews proposed climate-related objectives:** The IFC reviews the Scheme's proposed climate objectives before they are presented to the Trustee Board for approval to ensure they are robust and fit for the Scheme.
- **Informs, monitors, and reviews the investment managers:** The IFC informs and makes recommendations to the Trustee board, ensuring suitable investment managers are identified and recommended to the Trustee board for selection. The IFC also monitors the managers on an ongoing basis to ensure that they remain appropriately placed to help achieve the Scheme's climate-related objectives.



- **Refines materials and recommendations before they are presented to the Trustee Board:** The IFC is responsible for ensuring that the Board's climate objectives are implemented through the Scheme's investment policy. To achieve this remit, the IFC will review climate-related recommendations, including assessment of climate journey planning, opportunities, metrics, and progress towards targets. The IFC acts as a forum to debate on these issues before they are recommended to the Trustee Board.
- **Supports the Board in considering climate-related risks and opportunities when setting the Scheme's funding and investment strategy:** The IFC is responsible for reviewing the results of various climate scenarios that influence the Scheme's funding and investment strategy set by the Board. The impact of various climate scenarios on the liabilities and sponsor covenant strength are also considered with the help of the Scheme's advisers. The results of these climate scenarios are aligned where possible to ensure a consistent approach is taken across the Scheme's entire funding strategy.

Role of the Vodafone In-House Pension Team ("VPT")

- **Assists the Trustee Board and IFC in ensuring that appropriate time is allocated to assessing climate related risks and opportunities,** by maintaining the Scheme's regulatory framework and ensuring sufficient time is set aside at meetings to discuss identified areas.
- **Assists in the implementation of any climate-related enhancements** such as updating the IMA of the Scheme's mandates with investment managers.

Role of the external advisers

- **Advise on climate-related risks and opportunities:** The Trustee requires the Scheme's external advisers (namely the Investment Consultant, the Actuary and the Covenant Adviser) to advise on climate-related risks and opportunities, including, but not limited to, providing relevant training, information concerning market developments and integrating climate-related considerations in setting the Scheme's investment strategy.
- **Provision of climate scenario and climate risk metric analysis:** The external advisers are responsible for assisting the Trustee in carrying out climate scenario analysis on the Scheme's funding and investment strategy. The Trustee also requires the external advisers to recommend and regularly calculate relevant climate metrics that meet the regulatory requirements for the Trustee to monitor.
- **Climate-related considerations are included in the advisers' annual objectives:** This ensures the Scheme's advisers are taking adequate steps to identify and assess climate-related risks and opportunities. The Trustee annually assesses the delivery of this advice against the Investment Consultant Objectives.
 - The DB asset analyses are performed by the Scheme's Investment Adviser.
 - The liability analysis is performed by the Scheme Actuary.
 - The covenant analysis by the Scheme's Covenant adviser.



- The Trustee reviews the Scheme's investment managers to ensure ESG and climate-related risks are appropriately integrated into portfolio management; specifically carried out by the Scheme's Investment Adviser.

Trustee Knowledge and Understanding

- Training on climate-related risks and opportunities is part of the broader programme of ongoing Trustee knowledge and understanding activity, including induction activities for any new Trustees. This aims to enable the Trustee Board to have the relevant knowledge and understanding of climate-related issues.
- The Trustee works with the Scheme's external advisers to ensure the Trustee has the appropriate training and that policy and documentation reviews are conducted in line with the regulatory requirements to identify, assess and manage climate-related risks.