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ESG Asset Class Report

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Executive Summary

The Trump Administration hit the ground running in January, signing 26 executive orders on Inauguration Day alone. The orders spanned a wide range of environmental, social, and governance issues, including immigration, energy policy, and federal workforce rules, along with the withdrawal from certain international agreements. We conducted a deep dive into the US sovereign, equities, and fixed income asset classes to identify and assess any catalysts for a change in outlook. We also reviewed our UK sovereign and equities outlooks, which remain on positive watch.

Changes to our Engagement Level and ESG Outlook assessments typically evolve over time for any particular asset class. While we did not revise our ESG assessments following our in-depth examination of the US sovereign, equities, and fixed income asset classes, some key updates from our last review include the following:

Sovereigns

We are mindful of potential developments affecting our US sovereign outlook. Legislative action taken under the Biden administration is funding a number of programs, more in Republican than Democratic districts. As such, the US outlook may be less dire than it appears. However, various actions taken by the Trump administration have led us to keep our US sovereign ESG Outlook on watch. Our UK sovereign ESG Outlook remains on positive watch, reflecting a major shift with the restoration of previously diluted climate policies. While the UK is the first developed market to submit Nationally Determined Contributions (NDCs) aligned with net zero emissions by 2050, concerns persist around their effective implementation and the nation's fiscal capacity.

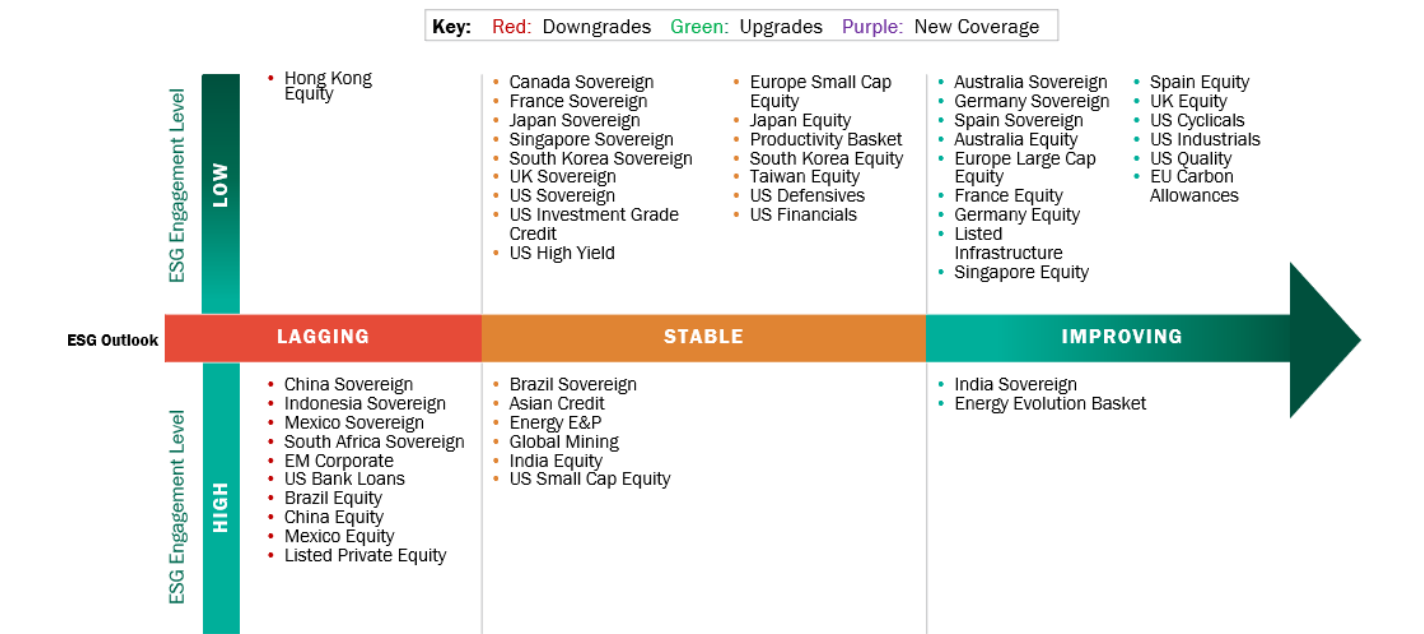
Equities

Well-known US companies have made headlines by rolling back certain policies, particularly those related to diversity, equity, and inclusion (DEI) and net zero commitments. However, while companies may be changing terminology, they are not necessarily changing the underlying programs deemed beneficial to their employees and other stakeholders. Companies recognize that to remain competitive and improve upon their sustainability, they must consider their consumers, brands, and investor demands. That said, we continue to monitor the situation closely. UK equities remain on watch due to recent regulatory changes that may weaken governance and sustainability standards.

Fixed Income

We maintained our “Stable” ESG Outlook on US Credit and US High Yield. For US Credit, although carbon intensity is lower and board diversity is improving relative to global peers, we are seeing a decline in new issuance of green and sustainability-linked bonds and a stabilization in ESG trends overall. Although US High Yield lags the global bond universe, improvements are evident in certain areas, including board diversity and community relations. The divergence between federal and state policies is complicating compliance for certain issuers, depending on their geographic footprint and investor base.

The chart below summarizes our most recent asset class review for the 50+ sub-asset classes we cover in this report.



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Global Developments and Trends

A snapshot of notable developments around the world



US: Big shifts from the top in sentiment and policy

The US sovereign outlook remains on watch as we assess the impact of withdrawal from the Paris Agreement, implementation of historic changes to longstanding social programs, and a strong deregulatory push.

Environment

Despite progress made by the Biden Administration at the COP29 convention, where the US demonstrated its dedication to global climate policy and international cooperation, its 2035 NDC submitted in late 2024 was not 1.5 °C aligned and will be removed under the Trump administration, which began the process to withdraw from the Paris Agreement with President Trump’s Executive Order 14162. The withdrawal effectively removes the US commitments to cut greenhouse gas emissions and reduces its role in global climate cooperation.

Importantly, the Trump administration did not withdraw the US from the treaty underlying the Paris Agreement, the United Nations Framework Convention on Climate Change. As the UNFCCC is a binding treaty, ratified by the US Senate in 1992, withdrawing from it would require congressional action and, in our view, would be more significant.

We anticipate continued positive momentum from the implementation of the Inflation Reduction Act (IRA) and the Bipartisan Infrastructure Law (BIL), given that programs are being funded in both Democratic and Republican states.

Although the Trump administration has used executive authority to undermine implementation of the IRA, the vast majority of funding is for tax incentives, which remain fully funded and operational. Grants and loans have seen the steepest operational drop due to freezes and rescissions.

The significant shift in climate policy under the Trump administration has set the US on a trajectory toward a substantial overshoot of the 1.5 °C temperature limit, which will be difficult to reverse even with constructive actions by future administrations. However, while domestic oil production has increased steadily since 2020 and is at record levels, the EIA projects it will peak in 2025, then decline in 2026, with US energy consumption remaining relatively stable.

Green initiatives in the US continue to be driven by active investor engagement and other stakeholder interests. Notably, major global financial institutions have withdrawn from the Net Zero Banking Alliance, yet remain committed to achieving net zero by 2050, with stated targets for financed and internal emissions reductions by 2030.

Social

The One Big Beautiful Bill Act (OBBBA) cuts funding to longstanding social programs such as Medicaid (health coverage) and SNAP (food benefits) and institutes tougher eligibility and work requirements. Yet the act’s provisions are more balanced than headlines might suggest. The OBBBA includes tax deductions to fulfill Trump’s “no tax on tips” and “no tax on overtime” campaign promises, benefiting low- to middle-income workers in service occupations, and boosts the child tax credit and dependent care FSA pretax contribution limit. It also establishes funding of a “Trump Account” with a \$1,000 deposit for every child born during his term.

President Trump also issued Executive Order 14151 to terminate federal DEI and DEIA programs and restore merit-based systems. Proponents argue that it restores fairness and efficiency while critics argue that it undermines equity and inclusion. It bears watching.

Governance

President Trump’s deregulation agenda is aimed at reducing federal oversight and private sector compliance costs and boosting economic growth. This deregulatory push has the potential to reduce unnecessary bureaucracy and associated costs while empowering innovation.

Global Developments and Trends

A snapshot of notable developments around the world



UK: A renewed commitment to green targets

The UK is the first developed market to legislate a net zero carbon emissions target by 2050 and is advancing its ESG agenda, with a continued focus on diversity and transparency and stronger governance reforms.

Environment



The UK has seen a significant shift in environmental policy with the Labour government's ascension to power. Unlike the previous administration's cautious approach to climate policies, the new government has a national mission to make the UK a clean energy superpower. At COP29, the prime minister announced an ambitious and credible Nationally Determined Contribution (NDC) target to reduce all greenhouse gas emissions by at least 81% by 2035, compared to 1990 levels (excluding international aviation and shipping emissions, in line with UNFCCC convention). The UK's Climate Change Committee, an independent statutory body established under the Climate Change Act 2008, has determined the target is credible and aligned with achieving 1.5 °C. In addition, the target is in line with the UK's Carbon Budget 6, which is set in domestic legislation (the carbon budget includes international aviation and shipping emissions).

While the Labour government has signaled stronger climate ambitions, including plans to accelerate net zero and regulate ESG ratings providers, execution and financing remain uncertain. High deficits constrain any further green spending, and pressure to deregulate planning and capital markets may come at the cost of ESG progress.

The political environment is stable for the next five years, lending certainty that policy will continue to be pro-environmental for at least that long. We are closely monitoring the upcoming fiscal events and reviewing policies such as the new planning bill for signs that the progress is going to reverse over the medium term.

Social



The UK is one of the few developed markets in which income inequality is subsiding, and its gender pay gap has generally declined over time. However, the country's Human Capital Index (which measures a child's potential future productivity by examining health and education outcomes from birth to age 18) and Ease of Doing Business Index (which measures the ease of starting and operating a business in a given country) have deteriorated recently.

The Labour government is implementing social programs encompassing housing, social care, healthcare, and welfare, including committing to the largest increase in social and affordable housing in a generation, with a focus on building on brownfield sites.

Other programs are more controversial, including plans to implement a cap on care costs and welfare cuts to manage spending and encourage employment.

Governance



The UK has the worst improvement score among its developed market peers.

Recent regulatory changes may weaken governance and sustainability standards. The Financial Conduct Authority's overhaul of listing rules – merging premium and standard segments and removing requirements for shareholder votes on significant transactions – reduces traditional governance safeguards and introduces greater flexibility for dual-class share structures, which investors have criticized as diluting accountability. At the same time, the revised UK Corporate Governance Code has dropped all explicit references to ESG, signaling a deprioritization of sustainability considerations at the board level. These developments, combined with uncertainty around future sustainability disclosure standards, could slow progress on ESG integration and increase the risk of governance-related controversies, warranting closer monitoring.

Our ESG Review Process

Our ESG semiannual review of 50+ sub-asset classes aims to produce two important indicators for each asset class: (1) the ESG Outlook focused on forward-looking improvements, and (2) the ESG Engagement Level, which informs the level of ESG risk present and the expected engagement needed to drive improvement. We use the insights from this process to evaluate their likely impact on cash flows and capitalization rates as part of our Capital Market Line (CML) modeling and global asset allocation. Our ultimate goal is to seek and foster sustainable business practices through our investments, thus providing better outcomes for our clients.

1 ESG Outlook

We believe forward-looking improvements in ESG will support cash flows and result in a more generous discount rate, driving investor value. We develop our ESG Outlook by:

- **Spotlighting the E, S, and G trends for both the current state and the areas of ESG improvement for each asset class.**

We built a series of individual E, S, and G factors and combined ESG historical trend lines to assist our research. We use proprietary tools and third-party data from MSCI, Bloomberg, and the Sustainability Accounting Standards Board (SASB), which provide the current status and recent trends for E, S, and G, as well as ESG overall for each asset class. For sovereigns, we have developed a proprietary framework incorporating publicly sourced ESG factors to assess countries' exposures to, and management of, ESG risks.

- **Understanding the recent improvement trends and current state for each of the E, S, and G pillars.**

This provides a baseline to frame the ESG Outlook and ESG Engagement Level. We then drill down to understand each asset class's history and its current E, S, and G status. When a security skews these results, it becomes a useful guide for the team to identify which companies need to be engaged with, and which issues need to be addressed.

The art is in identifying the potential catalysts of forward-looking improvement to move us above or below the existing trajectory. To complement our ESG research, we discuss and debate ESG-related changes underway at the asset class level with our bottom-up specialists, and then independently decide whether the forward-looking ESG Outlook is "Improving," "Stable," or "Lagging." We also place a special focus on certain E and S characteristics of global importance for each sub-asset class, specifically carbon emissions and board gender diversity, as well as the wealth gap for sovereigns (i.e., the Gini coefficient).

2 ESG Engagement Level

Engagement is a key component of our ESG improvement philosophy, particularly when we see potential in investments that are lagging on ESG.

The ESG Engagement Level reflects our assessment of the ESG risk if we were to invest passively in the asset class. The associated level of engagement we prescribe (Low or High) refers to what is required of investors, in our view, to drive enough ESG improvement given the asset class's current state, historical ESG trends, and degree of potential improvement in the asset class.

For instance, a "High" Engagement Level indicates the asset class's current ESG state is not favorable, the existing trends are not encouraging, and triggers for improvement are not apparent. In our view, traditional passive investing is not acceptable or appropriate for such an asset class, even if investing in the asset class is financially attractive after taking the drag from ESG into account as part of our Capital Market Line modeling.

Too few constituents in the index are likely to improve or appear receptive to engagement for improvement. In such circumstances, we will consider exposure to the asset class if we can source an active manager that we deem is very likely to add alpha in the right way – via vigorous ESG integration and engagement. We also may create an ESG-optimized allocation using third-party data for current and momentum carbon emissions and board gender diversity factors.

We seek to identify the potential good actors in segments that may be lagging on ESG, looking to incentivize others by producing clear improvements in performance. This is essential in a world where the largest potential improvements in areas like carbon emissions are in the lagging asset classes.

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