

# *Statement of Investment Principles*

**For the Hogan Lovells UK Pension Scheme**

**Effective from: December 2025**

## 1. Introduction

This Statement of Investment Principles (“SIP”) has been produced by the Trustee of the Hogan Lovells UK Pension Scheme.

It sets out our policies on various matters governing investment decisions for the Hogan Lovells UK Pension Scheme (“the Scheme”), which is a Defined Benefit (“DB”) Scheme.

This SIP replaces the previous SIP dated August 2023

This SIP has been prepared after obtaining and considering written advice from LCP, our investment adviser, whom we believe to be suitably qualified and experienced to provide such advice. The advice considered the suitability of investments including the need for diversification given the circumstances of the Scheme and the principles contained in this SIP.

We have consulted with the relevant employer in producing this SIP.

We will review this SIP from time to time and will amend it as appropriate. Reviews will take place without delay after any significant change in investment policy and at least once every three years.

This SIP contains the information required by legislation, and also considers the Pension Regulator’s guidance on investments.

We have produced a separate SIP addendum document, which details further background and other matters relevant to the Scheme’s investments, but which are not required to be included in the SIP.

## 2. Investment objectives

The primary objective for the Scheme is to ensure that the benefit payments are met as they fall due, whilst managing and maintaining investment risk at an appropriate level. What the Trustee determines to be an appropriate level of risk is set out in the SIP addendum.

## 3. Investment strategy

With input from our advisers and in consultation with the employer, we reviewed the investment strategy in the second half of 2025, considering the objectives described in Section 2.

The investment strategy for the Scheme is shown in the following table.

Asset class	Strategic allocation
Low Carbon global equities	5%
Absolute return	3%
Short-dated credit	30%
Liability driven investment, gilts, and cash	62%
Target interest rate and inflation hedging (Technical Provisions basis)	105%

There is no formal rebalancing policy. We monitor the asset allocation from time to time. If material deviations from the strategic allocation occur, we will consider with our advisers whether it is appropriate to rebalance the assets.

We have a leverage management plan in place which sets out the assets directly available to support the Scheme’s LDI arrangements and the approach that is expected to be taken with regards to selling down any other assets to support the LDI arrangements. The plan involves the implementation of a ‘collateral waterfall’ whereby certain liquid funds are designated as an automatic source of collateral in the event of an LDI collateral call. We review and update the plan periodically.

## 4. Considerations in setting the investment arrangements

When deciding how to invest the Scheme’s assets, it is our policy to consider a range of asset classes, taking account of the expected returns and risks associated

with those asset classes, as well as our beliefs about investment markets and which factors are most likely to impact investment outcomes.

We take an integrated approach when assessing risk and reviewing the investment strategy. In particular we take account of the employer covenant, contributions, funding targets, liability profile (including interest rate and inflation sensitivities and the extent to which they are hedged) and the level of expected return and risk now and as the strategy evolves.

The primary ways that we manage investment risk are via diversification, ensuring that we receive professional written advice prior to making any material investment decision, and our ongoing monitoring and oversight of the investments. For the Scheme, investment risk is measured using “Value at Risk”. Further details of specific risks (for example equity risk, credit risk and currency risk) and how we measure and manage those risks is set out in Part 2 of the SIP addendum.

In setting the strategy for the Scheme it is our policy to consider:

- the Scheme’s investment objectives, including the target return required to meet these;
- the circumstances of the Scheme, including the profile of the benefit cash flows (and the ability to meet these in the near to medium term), the funding level, and the strength of the employer covenant;
- the need for appropriate diversification between different asset classes to manage investment risk and ensure that both the overall level of investment risk and the balance of individual asset risks are appropriate;
- the overall best interests of members and beneficiaries;
- the risks, rewards and suitability of a number of possible asset classes and investment strategies and whether the return expected for taking any given investment risk is considered sufficient given the risk being taken;
- the need for appropriate diversification between different asset classes to ensure that both the Scheme’s overall level of investment risk and the balance of the individual asset risks are appropriate;
- any other considerations which the Trustee considers financially material over the time horizon that the Trustee considers is needed for the funding of future benefits by the investments of the Scheme; and
- the Trustee’s investment beliefs about how investment markets work, and which factors are most likely to impact investment

outcomes.

We also consider other factors that we believe to be financially material over time horizons relevant to the funding of the DB benefits, including environmental, social and governance (“ESG”) factors and the risks and opportunities relating to climate change.

Our key investment beliefs, which influence the setting of the investment arrangements, are as follows:

- asset allocation is the primary driver of long-term returns;
- costs may have a significant impact on long-term performance and therefore obtaining value for money from the investments is important;
- investment markets are not always efficient and there may be opportunities for good active managers to add value;
- risk-taking is necessary to achieve return, but not all risks are rewarded. Equity, credit, and illiquidity are the primary rewarded risks. Risks that do not have an expected reward should generally be avoided, hedged, or diversified;
- ESG factors should be considered when making investment decisions, and managers may be able to improve risk-adjusted returns by doing this. ESG is not solely about managing investment risks. Attractive opportunities may also exist e.g. investing in infrastructure that supports the transition to a greener economy is a potential growth opportunity;
- climate change is a financially material systemic issue that presents risks and opportunities for the Scheme over the short, medium and long term; and
- voting and engagement are important and can create long term value which is in the best interest of Scheme members and therefore we encourage managers to improve their voting and engagement practices.

## 5. Implementation of the investment arrangements

Before investing in any manner, we obtain and consider proper written advice from our investment adviser as to whether the investment is satisfactory, having regard to the need for suitable and appropriately diversified investments.

We have signed agreements with the investment managers setting out the terms on which the portfolios are to be managed.

Details of the investment managers are set out in the separate SIP addendum.

We have limited influence over managers' investment practices because all the Scheme's assets are held in pooled funds, but we encourage our managers to improve their practices within the parameters of the fund they are managing.

Our view is that the fees paid to the investment managers, and the possibility of their mandate being terminated, ensure they are incentivised to provide a high quality service that meets the stated objectives, guidelines, and restrictions of their fund. However, in practice managers cannot fully align their strategy and decisions to the (potentially conflicting) policies of all their pooled fund investors in relation to strategy, long-term performance of debt/equity issuers, engagement, and portfolio turnover.

It is our responsibility to ensure that the managers' investment approaches are consistent with our policies before any new appointment, and to monitor and to consider terminating any arrangements that appear to be investing contrary to those policies. We expect investment managers to make decisions based on assessments of the longer-term performance of debt/equity issuers, and to engage with issuers to improve their performance (or where this is not appropriate to explain why). We assess this when selecting and monitoring managers.

We evaluate investment manager performance over both shorter and longer-term periods as available. Except in closed-ended funds where the duration of the investment is determined by the fund's terms, the duration of a manager's appointment will depend on strategic considerations and the outlook for future performance. If a manager is not meeting its performance objectives, we will consider alternative arrangements.

Our policy is to evaluate each of our investment managers by considering performance, the role it plays in helping to meet our overall long-term objectives, taking account of risk, the need for diversification and liquidity. Each manager's remuneration, and the value for money it provides, is assessed in light of these considerations.

We recognise that portfolio turnover and associated transaction costs are a necessary part of investment management. Since the impact of these costs is reflected in performance figures used in our assessment of the investment managers, we do not explicitly monitor portfolio turnover. We expect our

investment consultant to incorporate portfolio turnover and resulting transaction costs as appropriate in its advice on the Scheme's investment mandates.

## 6. Realisation of investments

Where appropriate, the Trustee, on the administrators' recommendation, decides on the amount of cash required for benefit payments and other outgoings and informs the investment managers of any liquidity requirements. Our preference is for investments that are readily realisable but recognise that achieving a well-diversified portfolio may mean holding some investments that are less liquid.

## 7. Financially material considerations and non-financial matters

We consider how ESG considerations (including but not limited to climate change) should be addressed in the selection, retention, and realisation of investments, given the time horizon of the Scheme and its members.

We influence the Scheme's approach to ESG and other financially material factors through our investment strategy and manager selection decisions. We expect all of our investment managers to take account of financially material factors (including climate change and other ESG factors) within the parameters of the mandates they are set. We seek to appoint managers that have the skills and processes to do this, and review how the managers are taking account of these issues in practice.

We encourage our managers to improve their ESG practices, although acknowledge that we have limited influence over managers' investment practices where assets are held in pooled funds and that the parameters of some pooled funds may limit the scope for significant incorporation of ESG factors.

In selecting investments, the Trustee believes that ESG matters can be financially material. In particular the Trustee believes that:

- given global commitments to transition to a low carbon economy, as well as the risk that actions taken to limit global warming are too little too late (and result in future temperatures increasing beyond 2 degrees above pre-industrial levels), both transition and physical risks may have a detrimental impact on future returns and are risks that need to be managed
- environmental risks extend beyond carbon management and that companies having a negative impact in other areas (e.g. biodiversity loss, water pollution, etc) may also underperform as a result of reputational risk, consumer behaviour and government action
- there is sufficient evidence of a link between strong governance

practices and a company's ability to create sustainable value, that governance factors should be taken into consideration in investing and engagement activities

- the link between a company's behaviours in relation to social factors and its financial performance may be more difficult to evidence, but even so failures of social responsibilities can lead to financial detriment, e.g. through lower productivity of a satisfied workforce, labour strikes, reputational issues and penalties from negative impact on local communities or failings within the supply chain to meet standards on such matters as modern slavery.

As a consequence, we believe the Scheme should invest in a strategy where the investment managers take such matters into consideration, either through their engagement or, in the case of active fund management, additionally through their stock selection.

Within each asset class, we considered investment options that give increased weight to ESG factors. We have chosen to invest the Scheme's equity allocation in a passively managed fund that tracks an index which aims to reduce carbon intensity by 70% relative to the starting universe at the outset and on a path to achieve net zero by 2050 and reduce fossil fuel exposure whilst improving green revenues and delivering dynamic de-carbonisation, thereby reducing exposure to climate-related risks and increasing exposure to climate-related opportunities. Additionally, the short-dated credit allocation is invested in a fund with a formal Net Zero target.

We do not consider matters that are purely non-financial in nature (e.g. matters relating to the ethical and other views of members and beneficiaries, rather than considerations of financial risk and return) in the selection, retention, and realisation of investments. However, the line between financial and non-financial factors is not always clear and some non-financial factors that may not immediately present as financially material may have the potential to become so in the future. We keep this under review as part of our overall consideration of ESG considerations.

## 8. Voting and engagement

We recognise our responsibilities as owners of capital, and believe that good stewardship practices, including monitoring and engaging with investee companies, and exercising voting rights attaching to investments, protect and

enhance the long-term value of investments and are in the best interests of our members.

We believe it is important that there is engagement on ESG matters with investments held on behalf of the Scheme. Engagement should be prioritised where there is likely a material financial risk or opportunity,

The Trustee seeks to appoint managers that have strong stewardship policies and processes, reflecting where relevant the recommendations of the UK Stewardship Code issued by the Financial Reporting Council, and from time to time the Trustee reviews how these are implemented in practice.

Before deciding which manager to appoint, we carry out a detailed review of the manager's voting/stewardship activities and outcomes to determine how well they align with the Scheme's stewardship themes and priorities. We also express our preferences regarding ESG and stewardship approaches with prospective managers, to check alignment. We seek to appoint fund managers whose approach to engagement is consistent with our beliefs.

We have delegated to the investment managers the exercise of rights attaching to investments, including voting rights, and engagement with relevant persons such as issuers of debt and equity, stakeholders and other investors about relevant matters such as performance, strategy, capital structure, management of actual or potential conflicts of interest, risks and ESG factors. We expect the managers to undertake voting and engagement in line with their stewardship policies, considering the long-term financial interests of investors.

As all of our investments are held through managers or pooled funds we do not monitor or engage directly with issuers or other holders of debt or equity.

We monitor managers' activities in relation to ESG factors, voting and engagement on a regular basis. We seek to understand how they are implementing their stewardship policies in practice to check that their stewardship is effective and aligned with our expectations.

We have selected some priority ESG themes (detailed in the separate SIP addendum document) to provide a focus for our monitoring of investment managers' voting and engagement activities. We review the themes regularly and update them if appropriate. We communicate these stewardship priorities to our managers each year and also confirm our more general expectations in relation to ESG factors, voting and engagement. The Scheme's investment managers should be able to evidence that, as far as is relevant, they have engaged with their investments on our priorities. This engagement should extend beyond equity

holdings and include companies in corporate bond mandates as well as other assets e.g. engagement with tenants of commercial property.

If our monitoring identifies areas of concern, we will engage with the relevant manager to encourage improvements.