



**BIG
ISSUE
GROUP**

CT UK Social Bond Fund

ANNUAL SOCIAL PERFORMANCE REPORT 2025

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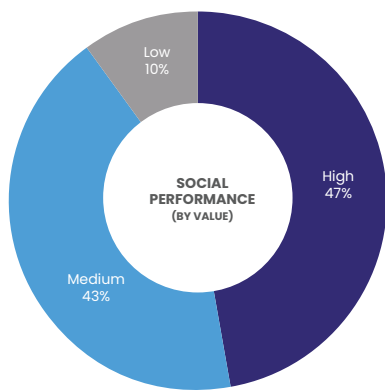
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SOCIAL PERFORMANCE

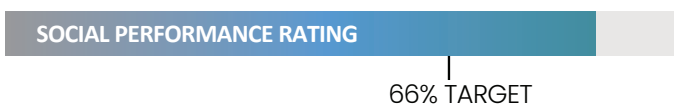
The CT UK Social Bond Fund (the "Fund") was launched in December 2013, to support more inclusive, sustainable and regionally balanced development primarily in the UK. It was the first fixed income fund to give both retail and institutional investors the opportunity to generate financial returns while making tangible positive contribution to society. Now in its twelfth year, the Fund has consistently delivered steady growth, demonstrating a strong track record of achieving its twin goals: generating positive financial returns and creating measurable social outcomes primarily across the UK.

For the period ending 30 June 2025, the following results have been achieved:

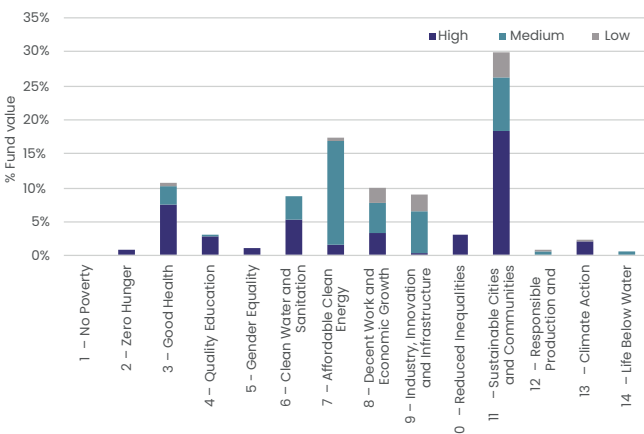
SOCIAL PERFORMANCE



90% OF THE FUND HAS A SOCIAL PERFORMANCE RATING OF HIGH OR MEDIUM, WELL ABOVE THE FUND'S TARGET OF 66% AND 1% HIGHER THAN THE PREVIOUS YEAR.



PRIMARY SDG ALIGNMENT (by value)

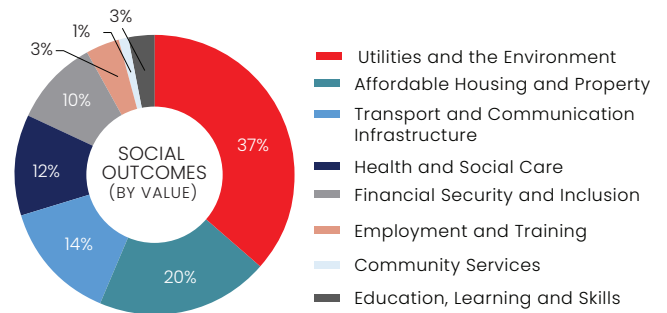


SOCIAL OUTCOMES

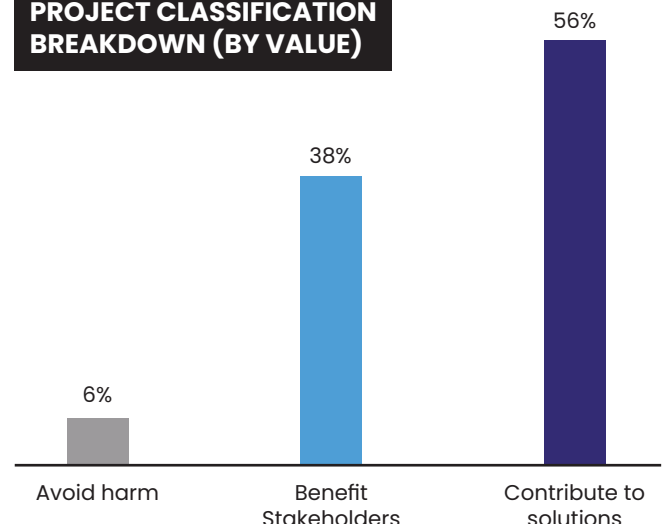
£394M INVESTED BY BOTH RETAIL AND INSTITUTIONAL INVESTORS

102 ISSUERS THROUGH 153 BONDS INCLUDING CHARITIES, REGISTERED SOCIAL HOUSING PROVIDERS, GOVERNMENT ENTITIES AND LISTED COMPANIES

Diversified Portfolio targeting eight outcome groupings (aligned with the UN Sustainable Development Goals):

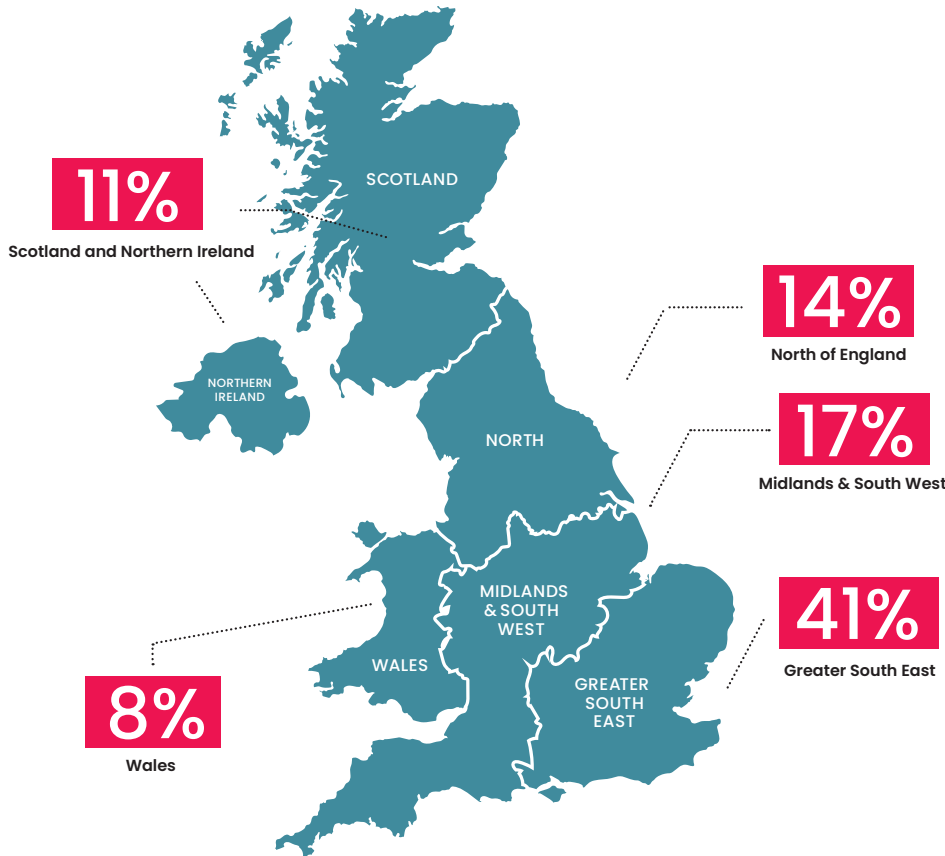


IMPACT MANAGEMENT PROJECT CLASSIFICATION BREAKDOWN (BY VALUE)



THE FUND'S SOCIAL OBJECTIVE IS TO SUPPORT MORE INCLUSIVE AND SUSTAINABLE DEVELOPMENT PRIMARILY IN THE UK¹

By doing so we aim to make positive, measurable, social (including environmental) outcomes, alongside directing capital to underserved people in society.



122

122 bonds focus on social value in the UK or are from UK-based issuers, representing 81% of the portfolio by value, the remaining bonds are global in reach

59

59 bonds focus on specific geographies within the UK, rather than nationally or supranationally, amounting to 34% of the portfolio by value

9%

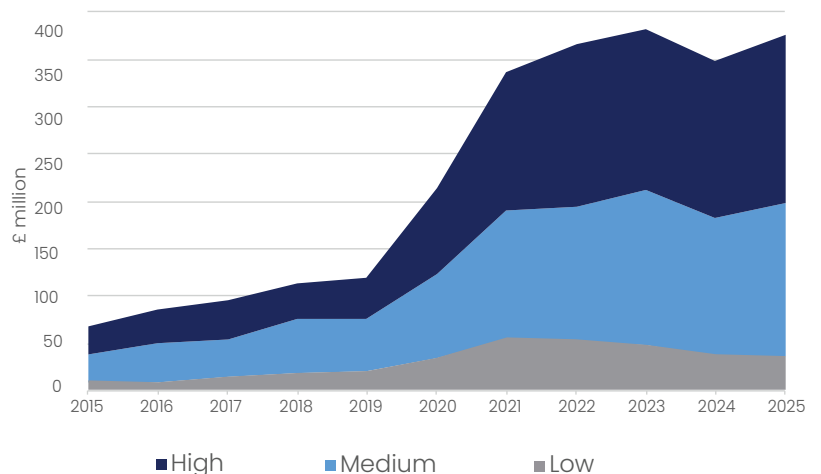
9% of the geographically-focused holdings by value support development across multiple areas in the UK

LEGEND: % of the geographically-focused holdings by value

HIGHLIGHTS OF 2025


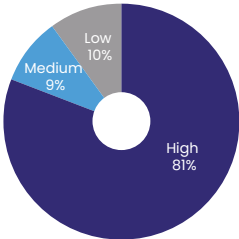

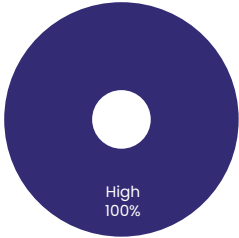

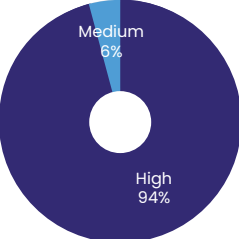

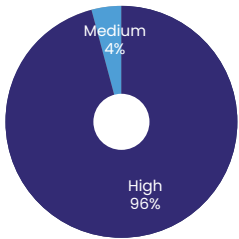
- THE FUND WAS AWARDED 'BEST SOCIAL INVESTMENT FUND' AT THE INVESTMENT WEEK SUSTAINABLE FUND AWARDS 2025
- THE FUND ASSET MANAGER, COLUMBIA THREADNEEDLE INVESTMENTS, WON THE 2024 INSURANCE ASSET MANAGEMENT AWARD FOR ESG INVESTMENT STRATEGY OF THE YEAR
- EXPANDED ENGAGEMENT REPORTING NOW DETAILS THE TYPE, FREQUENCY, AND THEMATIC FOCUS OF ISSUER INTERACTIONS, SUPPORTED BY REAL-WORLD CASE STUDIES
- 90% OF THE FUND BY VALUE IS ALLOCATED TO HIGH AND MEDIUM-RATED BONDS, REFLECTING CONTINUED IMPROVEMENT YEAR-ON-YEAR

PORTFOLIO GROWTH AND SOCIAL PERFORMANCE ASSESSMENT OVER TIME


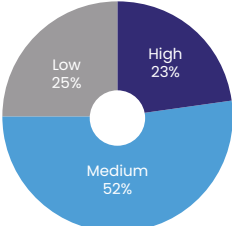

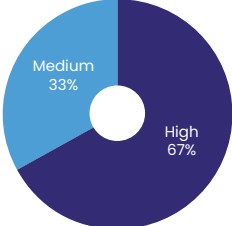

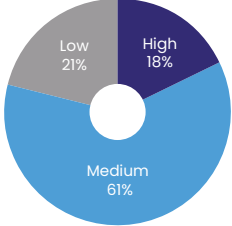

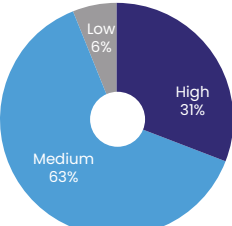


¹ The Fund targets 66% of the portfolio value to be domiciled in the UK and 80% of portfolio value to have positive social outcomes in the UK.

PORTFOLIO OVERVIEW

Social Outcome Category	No. of Bonds (Change vs. 2024)	% of portfolio ² (Growth in value vs. 2024)	Primary UN SDG Alignment	Social Performance Rating (by value)	New Bond Issues	Case Study and Page Reference
Affordable Housing and Property	39 (-3)	20% (-12%)	 <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>	 <p>Low 10% Medium 9% High 81%</p>	<ul style="list-style-type: none"> - Blend - NatWest - Southern Housing 	Saltaire Finance PLC, p. 33
Community Services	1 (-1)	1% (-56%)	 <p>10 REDUCED INEQUALITIES</p>	 <p>High 100%</p>	<ul style="list-style-type: none"> - No new issues in the reporting period 	Dwr Cymru, p. 36
Education, Learning and Skills	9 (2)	3% (34%)	 <p>4 QUALITY EDUCATION</p>	 <p>Medium 6% High 94%</p>	<ul style="list-style-type: none"> - Pearson - European Investment Bank 	Pearson, p. 39
Employment and Training	6 (-1)	3% (83%)	 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	 <p>Medium 4% High 96%</p>	<ul style="list-style-type: none"> - CaixaBank 	NatWest, p. 42

² Assets under management included approximately £18m in cash, which has been subtracted from portfolio value for breakdown by outcome area.

Social Outcome Category	No. of Bonds (Change vs. 2024)	% of portfolio ² (Growth in value vs. 2024)	Primary SDG Alignment	Social Performance Rating	New Bond Issues	Case Study and Page Reference
Financial Security and Inclusion ³	18 (1)	10% (-23%)	8 DECENT WORK AND ECONOMIC GROWTH 		<ul style="list-style-type: none"> - Motability - Legal & General - Nationwide Building Society - Coventry Building Society 	Nationwide Building Society, p. 46
Health and Social Care	14 (-3)	12% (-23%)	3 GOOD HEALTH AND WELL-BEING 		<ul style="list-style-type: none"> - Council of Europe Development Bank - International Finance Facility for Immunisation (IFFIm) 	IFFIm, p. 49
Transport and Comms. Infrastructure	15 (0)	14% (-9%)	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 		<ul style="list-style-type: none"> - NBN - SNCF 	SNCF, p. 52
Utilities and the Environment	51 (5)	37% (16%)	7 AFFORDABLE AND CLEAN ENERGY 		<ul style="list-style-type: none"> - Anglian Water - Cadent - Co-operative Bank - Rabobank - Dŵr Cymru - European Investment Bank - Iberdrola - Land Securities - Lloyds Banking Group - Places for People - Severn Trent - United Utilities Water - Wessex Water - Yorkshire Water 	Iberdrola, p. 56

³ Note the outcome category previously titled 'Financial Inclusion' has been updated to 'Financial Security and Inclusion' to better reflect the Fund's activities towards achieving this social outcome. This change was formally minuted at the Social Advisory Committee Meeting in September 2025.

FOREWORD 2025

Welcome to the 2025 CT UK Social Bond Fund Annual Social Performance Report. As at 30 June 2025, the Fund managed £394 million in assets across 153 bonds from 102 issuers, continuing its mission to deliver positive social outcomes primarily in the UK.

While the UK economy shows signs of renewed stability, structural pressures remain. Rising costs associated with demographic change, increased public expenditure needs, and the relocation of some UK businesses abroad continue to create challenges for government, industry, and households alike. Against this backdrop, the Fund social objective remains integral: to support more inclusive, sustainable and regionally balanced development primarily in the UK.

The Fund has built a strong track record, with its scale enabling material positive social good and its strategy remaining distinctive as one of the few vehicles dedicated to listed bonds in the UK. Current investment allocation to bonds rated Medium and High by social performance now comprise 90% of the portfolio. Active and engaged, the Fund team works closely with issuers to ensure capital is directed where it can have the greatest long-term outcomes, with a focus on the additional social benefits of bonds inclusive of the perspectives and needs of affected communities.

The Fund takes a holistic approach, addressing multiple dimensions of development from health, education and employment through to environment, communication and infrastructure. This includes bringing a societal perspective to environmental issues. For example, well-insulated housing not only lowers emissions but also improves residents' health, wellbeing, and financial resilience through better quality homes and reduced heating costs.

The Fund's ability to provide private capital to complement public funding is unlocking greater investment into the UK and demonstrates how fixed income can effectively drive social change. Its structure and strategy enable investment across a wide range of issuers beyond corporates, including housing associations and public bodies. For example, by engaging with non-profit and government related entities on affordable housing bonds, the Fund channels capital to improve housing quality and reach the most disadvantaged communities, illustrating the unique impact potential of its approach.

As momentum builds, with institutional investors increasingly integrating impact into their strategies and a growing appetite for UK-focused investment, the Fund remains an attractive and compelling option. Over a decade on, it continues to maintain its UK focus and disciplined investment approach. The Fund is well positioned to continue directing capital to strengthen communities, support public services, and contribute to a more resilient future for the UK.

01 INTRODUCTION

This is the eleventh Annual Social Performance Report for the CT UK Social Bond Fund (“the Fund”). The Fund was launched in December 2013 as the first mainstream, fixed income offering in the UK seeking to drive inclusive, sustainable and regionally balanced development in the UK. It aims to achieve both an investment return and contribute to positive social outcomes by investing in bonds issued by organisations that support social and economic development primarily in the UK. It is an actively managed, positively screened fund with each bond assessed and selected for its potential to deliver positive social outcomes. This report provides a summary of the Fund’s social performance.



ABOUT THE FUND

CT UK Social Bond Fund was developed by Big Issue Group, in partnership with Columbia Threadneedle Investments, one of the UK’s leading asset managers. Columbia Threadneedle manages the Fund and Big Issue Group acts as the Social Advisor and has produced this annual Report.

The overall social objective of the Fund is clear: to support and fund businesses that deliver socially beneficial activities and more regionally balanced and sustainable development primarily in the UK. The Fund seeks to contribute to positive social outcomes while delivering investors a financial return in line with the risk associated with investment-grade bonds.

In addition to these primary objectives, the Fund has two secondary market-building objectives:

- 1. Increase retail investor access to investments that have positive social outcomes.** The Fund aims to contribute to the democratisation of capital, making it easier for retail investors, as well as institutional investors, to invest for positive societal change. In doing so, the Fund prioritises inclusive accessibility, transparency and affordability. Building on the growing demand from retail investors over the last few years, the Fund continues to engage with products and platforms that facilitate access to investing.
- 2. Promote new bond issues and the role of the bond market, with its size and scope, towards funding capital for sustainable development and financing solutions to social challenges.** The Fund recognises the scale and scope of the bond market as a powerful tool for financing solutions to social

challenges. Columbia Threadneedle and Big Issue Group are committed to encouraging new bond issuance not only from individual social-purpose organisations, including charities, but also across specific sectors, helping them structure bonds with clearly defined use of proceeds aimed at social outcomes or addressing particular challenges.

MANAGEMENT APPROACH TO SOCIAL ASSESSMENT

The Fund is guided by a social assessment methodology designed to ensure social outcome considerations are fully integrated into the investment decision-making and fund management process (see Annex 1 for more details).

This methodology was designed by Big Issue Group alongside Columbia Threadneedle at the Fund's inception and is reviewed on an annual basis. Impact assessment, measurement, and management is an evolving field. All parties remain committed to continuously reviewing and refining their approach to ensure alignment with emerging best practices and industry standards.

The Fund's social assessment methodology assesses investment opportunities concerning the following key areas:

- **Social outcome category**, making investments that aim to respond directly to the UK's social needs and challenges (taking into account the WHAT, WHO and HOW MUCH dimensions described by the Impact Management Norms (IMN)⁴).
- Consideration of the varied **geography of social need** (WHERE is the impact created at local, regional, national or supranational level).
- **Managing outcome risk**, recognising the possibility of negative outcome creation, understanding that the benefit expected may not be achieved and the need for constant non-financial performance monitoring and active social outcome management (RISK).

STRUCTURE OF THE REPORT

This report is organised as follows:

Section one introduces the Fund, providing an overview of its objectives and the eight outcome categories in which the Fund seeks to invest. This section also provides information on the context and wider market developments.

Section two reviews the performance of the Fund's overall portfolio, analysing the composition of the Fund by SDG alignment, social performance rating, outcome category, IMN and geography, as well as an analysis of the portfolio by date of issue. This section also covers the influencing and engagement activities of the Fund to drive a wider impact in the sector. This year this section includes a detailed overview of the engagement activities of the Fund alongside demonstrable case studies.

Section three provides a more detailed analysis of the Fund's social performance by outcome category, including the number, value and social rating of bonds and case studies on individual bonds.

Section four provides a Forward Look giving a holistic overview of the activities and future development of the Fund under the following key themes:

- i. The pioneering role of the Fund in driving inclusive growth in the UK
- ii. Beyond investment: the Fund is catalysing systemic change, and
- iii. Democratising capital: expanding participation and accessibility of investment.

⁴ The Fund aims to consider the five Impact Management Norms (IMN) described by the [Impact Frontiers](#), which deconstructs impact into five core dimensions: What, Who, How Much, Contribution and Risk.

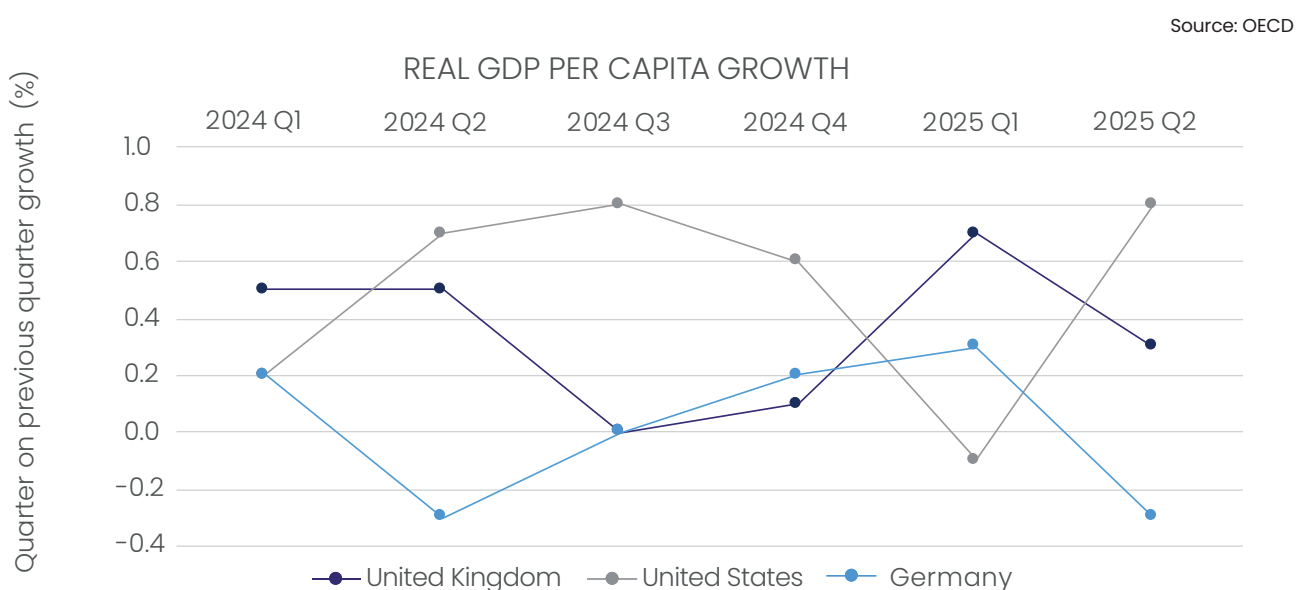
CONTEXT AND WIDER MARKET DEVELOPMENTS

MARKET CONTEXT

Global growth rates saw moderate expansion in the latter part of 2024 and early 2025, prompting the International Monetary Fund (IMF) to revise its forecasts upward to 3% in 2025 and 3.1% in 2026, up from 2.8% and

3% in its April report⁵. This improvement reflects stronger financial conditions and fiscal support in key economies. Falling interest rates, after sharp increases in previous years, helped avert the anticipated global recession and kept overall growth broadly in line with expectations.

The UK economy demonstrated resilience during this period. In the first quarter of 2025, it was the fastest-growing G7 economy, supported by higher production ahead of US tariffs and a surge in property sales before the end of a tax break. However, ongoing global instability from conflicts in Ukraine and the Middle East, combined with persistent domestic inflation, continues to present challenges.



⁵ [World Economic Outlook, IMF](#)

LABELLED BOND MARKET OVERVIEW

The Fund holds over half of the portfolio in green, social and sustainability bonds where use of proceeds are targeting specific social or environmental outcomes. Social bonds, which fund social projects, have seen a modest increase over the past year and now represent 16% of 2025 YTD labelled issuance. Additionally, 25% of labelled issues are sustainability bonds that fund projects with both green and social uses of proceeds.

The Fund has always strongly supported the integration of social factors within green bonds. Green bonds continue to grow as a share of total labelled market issuance, rising to 57% in 2024 from 55% in 2023.

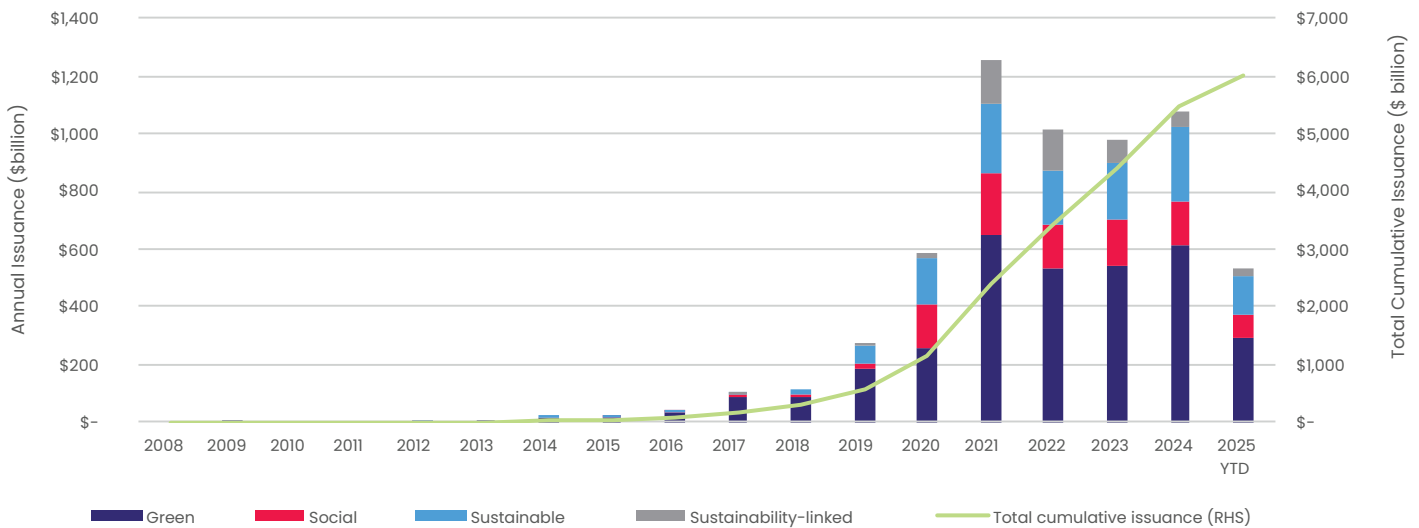
In contrast, sustainability-linked bonds, which do not have a designated use of proceeds but instead aim to improve specific sustainability metrics, have declined, now representing less than 5% of allocations in 2025 YTD, down from a peak of 14% in 2022.

The limited issuance of sustainability-linked bonds reflects broader market caution, shared by the Fund management team, about the targets typically set by issuers. In most cases, they are insufficiently ambitious or lack meaningful financial incentives in the step up of the coupon, where targets are missed.

The Fund aims to balance the social need for investment with the financial risk, return and liquidity profiles of its holdings. In other words, it aims to maximise social outcomes while maintaining financially viable returns. The Fund has a UK focus, with some international bonds that support the Fund’s dual objectives. This strategy provides the flexibility to achieve both its social objectives and strong financial performance, particularly in the current challenging market environment. To further these goals, the Fund team continue to engage domicile and international issuers to increase activity in the UK, with a particular focus on supporting the issuance of use of proceeds bonds where there is clear additionality.

Issuance of Green, Social, Sustainability, Sustainability-linked Issuance from 2013 to 2024 Year-to-Date





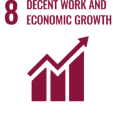



Source: Bloomberg, Year to Date to June 2025



FUND SOCIAL OUTCOMES THESIS

The Fund prioritises primary market investments, particularly where capital directly supports new and additional socially beneficial initiatives. The Fund management team actively engage with issuers to both strengthen positive social outcomes, while working to reduce potential adverse effects.

The Fund achieves its social objective by investing in a diversified portfolio across eight social outcome categories, allocating capital to projects and activities, at both the organisational and bond level, that address critical social challenges within these categories. Whilst the Fund has proprietary social rating to support investment opportunity and portfolio construction, these outcome categories align and support the majority of the 17 UN Sustainable Development Goals (SDGs).

Social Challenges	Social Outcome Category	Primary SDG Alignment	Primary Outcomes	Typical Bond Issuers
Shortage of affordable and quality homes	Affordable Housing and Property	 11 SUSTAINABLE CITIES AND COMMUNITIES	Increased supply of affordable, good quality homes, particularly for people on low incomes, key workers and students	<ul style="list-style-type: none"> - Registered social and affordable housing providers and property developers
Inadequate access to / or use of community facilities and services	Community Services	 10 REDUCED INEQUALITIES	Increased access to community facilities and services that improve individual and local wellbeing	<ul style="list-style-type: none"> - Charities - Local authorities - Development organisations - Secondary outcome for some affordable housing and utility providers
Insufficient access to quality education	Education, Learning and Skills	 4 QUALITY EDUCATION	Supporting wider participation in education and promoting social mobility; increasing quality of education for all	<ul style="list-style-type: none"> - Universities - Providers of educational services and learning materials
Insufficient access to / or availability of employment opportunities	Employment and Training	 8 DECENT WORK AND ECONOMIC GROWTH	Supporting provision of good jobs, particularly in areas of high unemployment; improved employment opportunities and skills development for young people	<ul style="list-style-type: none"> - Large UK employers - Development organisations
Insufficient access to / or use of protective or fair financial services	Financial Security and Inclusion	 8 DECENT WORK AND ECONOMIC GROWTH	Universal access to affordable and fairer financial services that support decent standards of living	<ul style="list-style-type: none"> - Banks and financial institutions, including mutuals
Inadequate access to quality health and social care solutions, services or products	Health and Social Care	 3 GOOD HEALTH AND WELL-BEING	Improving quality and accessibility of health and social care facilities and solutions; facilitating financing of healthcare services through insurance products	<ul style="list-style-type: none"> - Large providers of health and care services and related services, including research, property development and financial products
Inadequate and unsustainable provision of quality transport and communications infrastructure	Transport and Communications Infrastructure	 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Improvements in the quality of and access to transport and communications infrastructure and services, particularly outside London and the Greater South East	<ul style="list-style-type: none"> - Transport and telecommunications companies - Banks - Development finance institutions
Unsustainable infrastructure for provision of critical utilities (water, waste & gas) and increasing climate change risks to society	Utilities and the Environment	 7 AFFORDABLE AND CLEAN ENERGY	Supporting the provision of affordable and sustainable utilities provision, including water, waste and energy services. As well as climate adaptation and mitigation solutions	<ul style="list-style-type: none"> - Utility companies - Banks - Development finance institutions

SUPPORTING BIG ISSUE GROUP

The majority of the Fund's fees go towards supporting Big Issue Group in its mission to create innovative solutions through enterprise, to unlock social and economic opportunities for people affected by poverty.

Building a world that works for everyone – Big Issue Group's mission is to create innovative solutions through enterprise to unlock social and economic opportunities. With 15 million people in the UK trapped in poverty, Big Issue Group creates solutions to unlock opportunities for people living in poverty to earn, learn, and thrive. A percentage of the Fund's earnings goes towards supporting Big Issue Group's work.

Big Issue Group covers a breadth of work and continues to innovate and bring about new opportunities for marginalised people, changing lives through enterprise now and in the future.

2024 was another huge year of achievements for Big Issue Group in working towards our mission.

DIRECT SUPPORT



3,700

Individuals supported by Big Issue services, including earning a legitimate income through selling the Big Issue magazine and individuals supported into new employment opportunities through Big Issue Recruit.

£3.9 MILLION

collectively earned by Big Issue vendors

IMPACT JOURNALISM



9.5 MILLION

unique annual visitors to bigissue.com

Big Issue magazine. Award winning journalism, through our magazine, website and app, supporting vendors to change their lives through enterprise.

SOCIAL INVESTMENT



£61.8 MILLION

Of managed funds, supporting 139 social enterprises who are contributing to solving poverty in the UK.



1.9 MILLION

people supported by our investees

IMPACT ADVISORY AND THE BIG EXCHANGE

Working with investment clients and corporates partners to effectively enhance, measure and report ESG and impact capabilities



67 FUNDS

available to the public as investment through The Big Exchange⁶; ethical and impact managers with a combined total value of over £52.8 billion, directing money towards making a positive change for people and the planet.

⁶ The Big Exchange (TBF) Limited is a wholly owned subsidiary of The Big Exchange Limited. The Big Exchange (TBF) Limited is an Appointed Representative of Resolution Compliance Limited, which is authorised and regulated by the Financial Conduct Authority (FRN 574048). Note, Big Issue Group are co-founders of TBF and Chair the Impact Committee. TBF is not part of the Big Issue Group.

BIG ISSUE RECRUIT – BREAKING DOWN EMPLOYMENT BARRIERS

HOLLIE'S STORY

Big Issue Recruit has changed my life. Growing up I had a lot of issues surrounding family, school and with relationships.



I was suffering with a lot of low moods, I had quite bad self-esteem and because my CV wasn't very good, I wasn't sure how to begin going into the working world.

Someone recommended that I speak to Big Issue Recruit and that's where my luck began to change, when I started working with my Job Coach. He got in contact with me originally and got to know me very well. It made it very personal in the sense that he didn't see me as a number, he saw me as an actual person.

He showed me a job that was for Sales and Services Executive with C&C Group. I was worried that during the interview that I'd freeze up and not know what to say, so he got in contact with them on my behalf and told me the types of questions I'd be asked so I'd feel more confident. When I turned up for my interview, I was really worried, but after I remembered what my coach told me and all the positive affirmations it made my confidence soar.

£2 million of social value created by BIR through supporting Candidates, in its first two years.

After 3 or 4 days I received a call from C&C Group to tell me I had got the job and I was so happy the first thing I did was go home and order a takeout, it was sort of an appreciation for a new chapter in my life.

I really recommend people seeking the support of Big Issue Recruit because it's been such a positive and overwhelming experience. I've got a job so quickly and I couldn't really have done it without them.

"FOR HOLLIE THE SKY'S THE LIMIT AND I CAN'T SEE THAT THERE'S ANYTHING SHE WOULDN'T BE ABLE TO ACHIEVE WITH US AS A COMPANY. SHE'S BRILLIANT AND I CAN'T WAIT TO SEE HER CAREER FLOURISH."

Hayley, Sales and Services Team
Manager at C&C Group

COLUMBIA THREADNEEDLE FOUNDATION

Columbia Threadneedle contributes a share of its profits from the Fund to the Columbia Threadneedle Investments' charity: the Columbia Threadneedle Foundation.

Columbia Threadneedle Foundation works with long-term charity partners to improve individual lives while also driving fundamental social change. The foundation seeks to address critical social issues – inclusion, opportunity, employment, empowerment, and mental health – using the power of art, sport and education and training as catalysts for change.

Through the CT UK Social Bond Fund's support, the Foundation has funded the following projects:



In 2024, Columbia Threadneedle Foundation awarded two grants to Working Chance, the UK's only employment charity for women with convictions.

The first grant supported a pilot programme to help women with convictions to access and undertake further or higher education, vocational training and qualifications. Following the successful pilot, a second grant provided funding to continue the programme.

Through the programme, women are supported to bridge gaps between their current situation and where they need to be to gain meaningful employment, in order to build lives where they can thrive.

OTHER INITIATIVES SUPPORTED INCLUDE:



Action for Race Equality, a charity with a mission to end racial inequality for young people aged 10–30, received a grant from Columbia Threadneedle Foundation.

The funding supports their Graduate Connector Programme which aims to engage 200 Black, Asian and Mixed heritage London-based graduates (aged 21–30) and support 60 into good quality employment.

The programme works with employers to connect them to talented graduates and organisations specialising in employability to provide workshops and tailored support and advice to empower graduates to realise their full potential and enter employment.



Columbia Threadneedle Foundation awarded a grant to the Centre for Ageing Better in 2024.

The grant supports a project to identify changes needed by the Government and employers to help more Disabled people in their 50s and 60s to access and remain in work, amplify the voices of older workers with disabilities in policy debates on improving employment rates, and build evidence on the diverse experiences of older Disabled workers in the labour market.



The mission of The Centre for Financial Capability (TCFC) is to ensure every child in the UK has the opportunity to develop the skills and behaviours necessary to navigate critical financial decisions in their life - starting from primary school.

Columbia Threadneedle Foundation provided a grant to TCFC to research what resources are needed by the thousands of small local charities supporting children and young people with socio-economic hardship.



Fair by Design is dedicated to ending the poverty premium.

In 2021, Columbia Threadneedle Foundation awarded a grant to Fair by Design to fund research into the root causes of the poverty premium in insurance, an under-recognised factor in financial vulnerability.

The findings were presented to a roundtable of government, regulator, industry and non-profit representatives.



The Centre for Local Economic Strategies (CLES) is the national organisation for rebuilding local economies – developing progressive economics for people, planet and place.

In 2022, Columbia Threadneedle Foundation awarded a grant to fund a project with CLES, Leeds City Council and the Women's Budget Group, to understand how gender inclusion can be prioritised in the development and implementation of economic strategies by local government, in order to grow local wealth. Research considers the lived experience and input of local women (and noting women and children are at greater risk of poverty), to improve local growth prospects.

02 PORTFOLIO- LEVEL ANALYSIS

As of June 2025, the Fund had £394 million assets under management (AUM), up from £367 million in June 2024.

As of June 2025, the Fund was invested in 153 bonds from 102 issuers, including charities, registered social housing providers, government entities and publicly listed companies. The total number of bonds has not changed from 2024, while the total number of issuers has slightly decreased. This is reflective of the fund manager's focus on consolidating and increasing investment into primary bond issuance holdings.



This year, we are again publishing the full list of bond issuers as a commitment to full transparency on how funds are invested ([see ANNEX 2: Full List of Bond Issuers](#)).

Note that the outcome category previously titled '*Financial Inclusion*' has been updated to '*Financial Security and Inclusion*' to better reflect the Fund's activities towards achieving this social outcome.

TOP 25 BOND HOLDINGS, 2025

The top 25 holdings by issuer accounted for 57% of the total value of the Fund, as listed below. See Annex 2 for the full list of bond issuers.⁷

Name of Issuer	Social outcome area	Social Performance Rating	% of portfolio (June 2025)	Absolute % change vs. 2024
UK Green Gilt	Transport and Communications Infrastructure	Medium	4.70%	-0.12%
Affordable Housing Guarantee Scheme	Housing & Property	High	2.89%	0.05%
Scottish and Southern Energy (SSE)	Utilities and the Environment	Medium	2.79%	0.07%
Aster Housing Association	Housing & Property	High	2.66%	0.12%
Wellcome Trust	Health & Social Care	High	2.60%	-0.24%
Anglian Water	Utilities and the Environment	High	2.59%	0.18%
Nationwide Building Society	Financial Security and Inclusion	Medium	2.57%	-0.20%
Barclays	Utilities and the Environment	Medium	2.56%	0.24%
Cadent	Utilities and the Environment	Medium	2.49%	0.97%
European Investment Bank	Utilities and the Environment	Medium	2.47%	0.93%
LCR Finance	Transport and Communications Infrastructure	Medium	2.44%	0.04%
National Grid	Utilities and the Environment	Medium	2.32%	-0.47%
Lloyds Banking Group	Utilities and the Environment	Medium	2.32%	0.97%
Dwr Cymru (Welsh Water)	Utilities and the Environment	High	2.25%	0.15%
Allied Irish Banks	Health & Social Care	High	2.24%	-0.25%
Motability	Transport and Communications Infrastructure	High	2.18%	-0.66%
Yorkshire Building Society	Financial Security and Inclusion	High	2.05%	-0.03%
Council of Europe Development Bank	Housing & Property	High	1.98%	0.29%
NatWest Group	Housing & Property	High	1.97%	-0.84%
Coventry Building Society	Financial Security and Inclusion	Medium	1.86%	0.39%
NewRiver	Housing & Property	Medium	1.74%	0.07%
Northern Gas Networks	Utilities and the Environment	Medium	1.44%	-0.15%
Blend	Housing & Property	High	1.44%	1.38%
Pearson Education	Education, Learning and Skills	High	1.41%	0.36%
Arqiva	Transport and Communications Infrastructure	Low	1.39%	-0.12%

⁷ May include multiple bonds from the same issuer.

SUMMARY OF THREE-YEAR TRENDS

The Fund's assets under management have increased 7% since June 2024, whilst the total number of bonds has not changed from 2024. Consistent with the three-year trend, the total number of issuers has slightly decreased. The overall social weighting has increased, with 90% of Fund rated High or Medium (up from 89%). Investments have been concentrated in the UK, increasing slightly to just over 81%, with holdings with supranational focus at just under 19%.

Of investments made within the UK, the Fund favours bonds with a focus outside the Greater South East, at just over 58% by value.

The Fund remained diversified across its eight outcome categories. Investments in Utilities and Environment, Transport and Communications, Affordable Housing and Property and Health and Social Care representing 82% of the portfolio, consistent with previous years.

		2023	2024	2025
Portfolio	Value (£m)	396.0	367.0	394.0
	Number of bonds	185	153	153
	Number of issuers	127	107	102
	Top 25 issuers (% of Fund by Value)	55.1	58.1	57.4

Fund Value Breakdown⁸		2023 (% of value)	2024 (% of value)	2025 (% of value)
Social Performance	High	44.5	47.6	46.9
	Medium	42.7	41.8	43.3
	Low	12.7	10.7	9.8
Social Outcomes	Affordable Housing and Property	18.4	23.9	19.6
	Community Services	1.6	1.2	0.7
	Education, Learning and Skills	2.2	3.1	3.1
	Employment and Training	1.9	2.8	3.5
	Financial Security and Inclusion	13.1	11.1	10.2
	Health and Social Care	16.0	12.7	11.5
	Transport and Communication Infrastructure	15.6	15.3	14.5
	Utilities and the Environment	31.2	29.8	36.9
Social Geography	Regional	35.6	32.7	33.5
	National	44.8	48.4	47.7
	Supranational	19.6	18.9	18.8
Regional Geography	Outside of GSE	61.9	62.5	58.7
	Midlands and South West	8.7	4.1	16.9
	North	19.4	15.8	14.2
	Scotland and Northern Ireland	12.9	18.0	10.7
	Wales	5.6	7.0	7.6
	Multi-Regional	15.2	17.6	9.2
	Greater South East	38.1	37.5	41.3

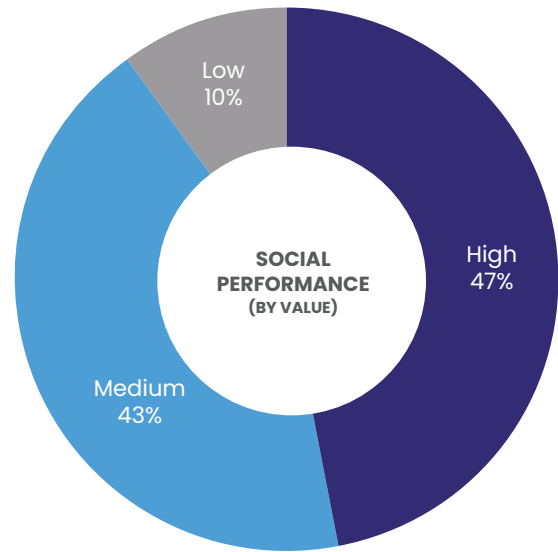
⁸ Assets under management includes approximately £18m in cash, which has been subtracted from Fund Value for breakdown calculations.

HEADLINE RESULTS

The Fund continues to perform well against its key social performance targets set by the Social Advisory Committee.

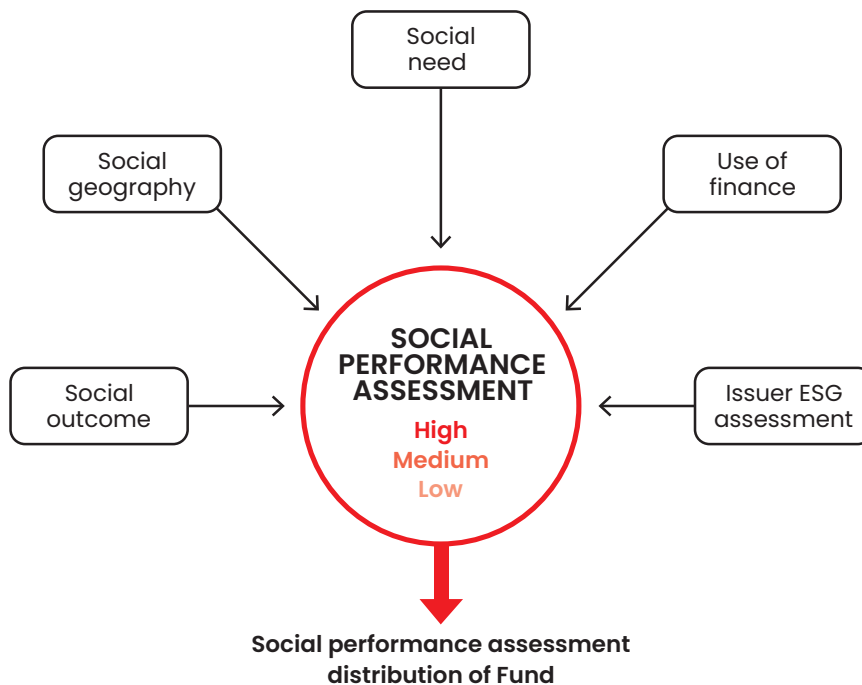
SOCIAL PERFORMANCE RATINGS (by value)

This year, just under 47% of the Fund's value was aligned with the High social performance category, 43% with Medium and 10% with Low. Overall, the proportion of the Fund rated as High or Medium has increased from 89% in 2024 to 90%. This is well above the Fund target of having 66% of the portfolio rated as High or Medium.



SOCIAL PERFORMANCE RATING

The Fund team carries out a social due diligence of all eligible bonds prior to investment and provides an overall social performance rating (High, Medium or Low). The assessment has five dimensions.

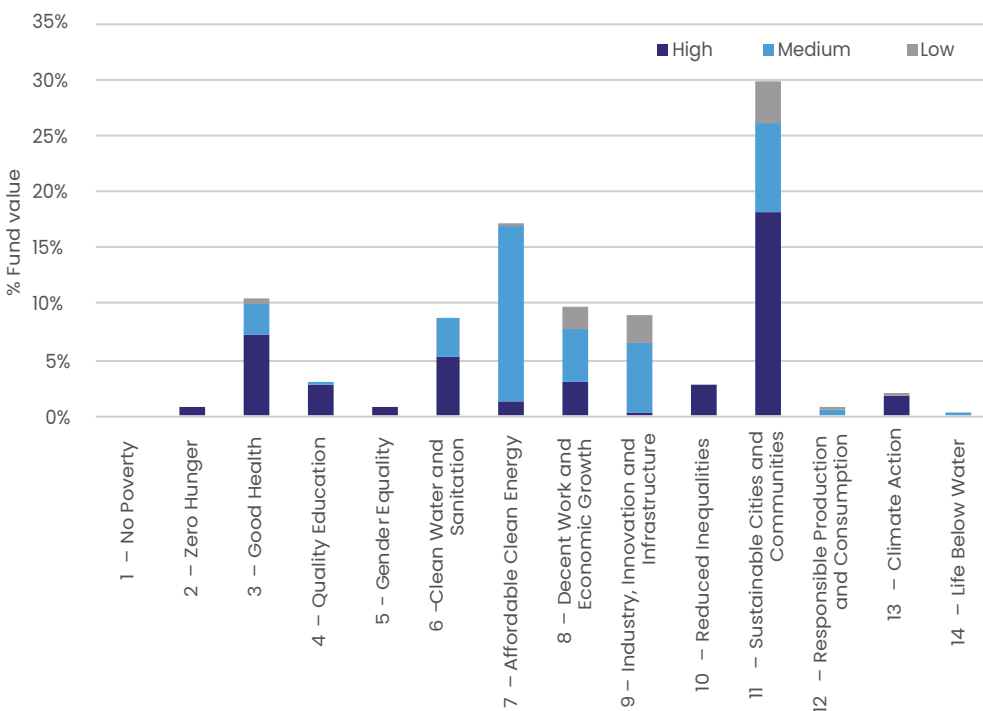


See [Annex 1](#) for a detailed description of the Impact Assessment Methodology

In addition to the proprietary methodology that assigns High, Medium and Low rating for social performance, each bond is also mapped to the United Nations Sustainable Development Goals (UN SDGs) through the 169 targets that underlie the 17 UN SDGs and also to the ABC Classification from the Impact Management Norms.

UN SDG ALIGNMENT (BY VALUE)

The Fund is making contributions to several SDGs, with the greatest contribution to SDG 11 – Sustainable Cities and Communities. There are also substantial contributions being made to SDG 7 – Affordable Clean Energy, followed by SDG 3 – Good Health and Wellbeing, and SDG 8 – Decent Work and Economic Growth.



11 SUSTAINABLE CITIES AND COMMUNITIES



7 AFFORDABLE AND CLEAN ENERGY



3 GOOD HEALTH AND WELL-BEING



8 DECENT WORK AND ECONOMIC GROWTH

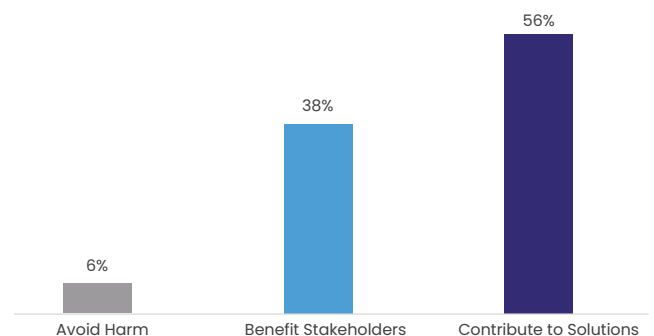


IMPACT MANAGEMENT NORMS⁹ (BY VALUE)

Over half, 56%, of the portfolio by value is classified as ‘Contributing to Solutions’, where it is addressing social or environmental challenges not caused by the organisation itself and improving the wellbeing of one or more groups of people and/or the condition of the natural environment.

38% of the portfolio is classified as ‘Benefitting Stakeholders’, where the organisation is acting to reduce harm and maintaining the wellbeing of one or more group of people and/or the condition of the natural environment.

Six percent of the portfolio is rated as ‘Avoid Harm’, where the organisation is improving its sustainable performance.



⁹ See [Impact Frontiers](#) for definitions of the Impact Management Norms.

TYPE OF POSITIVE SOCIAL OUTCOME

SOCIAL OUTCOMES (BY VALUE)

The Fund remains diversified across its eight outcome categories, with higher concentration in the five main outcome categories, predominantly: Utilities and Environment (increased to 37% from 30% last year), Affordable Housing and Property (20%), Transport and Communications Infrastructure (14%); and to a lesser extent Health and Social Care (12%), and Financial Security and Inclusion (10%). These five categories comprise more than 90% of the Fund's investment value.

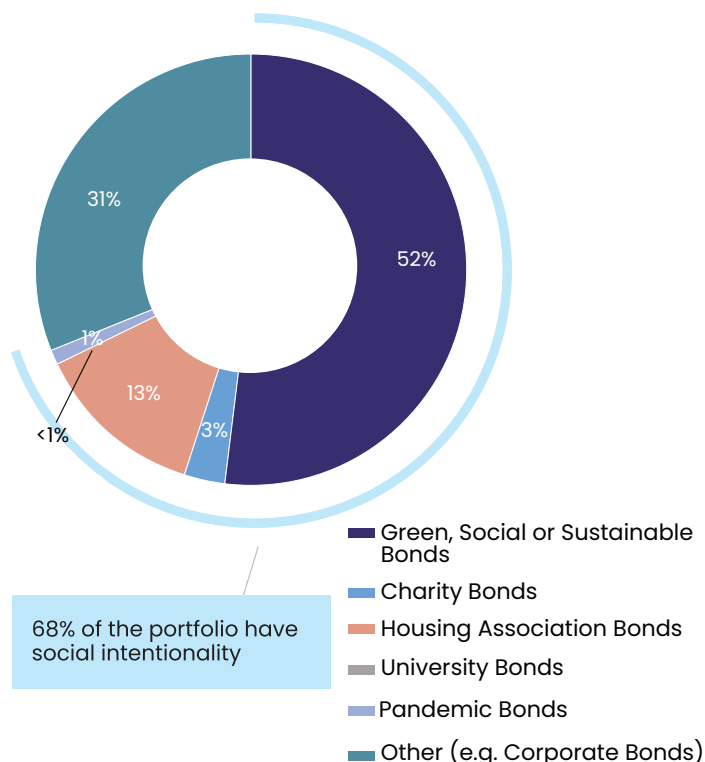
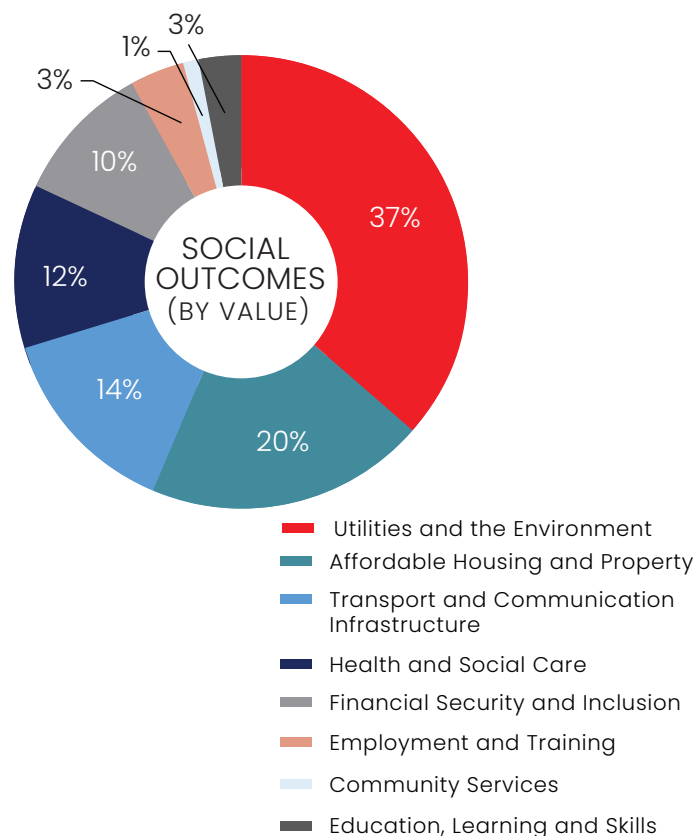
Utilities and the Environment has continued to be the dominant category, reflecting its role as a critical service. This focus aligns with widely recognised underinvestment in essential UK infrastructure, particularly utilities and transport networks, as highlighted by users, regulators, and the press. By directing capital to these areas, the Fund supports much-needed improvements that deliver long-term social benefit.

The weighting in the Community Services outcome area has been declining over time, due to fewer bond issues directly targeting community benefit from main service providers such as charities and local authorities. However, we have continued to see more bonds providing outcomes for communities as a secondary benefit, particularly from housing associations.

BONDS WITH SOCIAL INTENTIONALITY (BY VALUE)

The proportion of the Fund invested in bonds with social intentionality, defined as use of proceeds or from "pure-play" issuers (such as universities and housing associations) has once again increased over the 12 months to June 2025 from 64% to just over 68%. This includes green, social and sustainability bonds, those issued by charities, housing associations and universities, as well as a limited number of pandemic bonds issued to support populations affected by Covid-19. The increase is driven by a lot more activity in green bonds with social benefits, as well as social and sustainability bonds, which now represent 52% of the fund, up from 48%, as well as housing association bonds increasing from 10% to 13% of the Fund's value.

Increasingly housing associations have been issuing green or social bonds, so there is some overlap between these and housing association bonds. While charity bonds have declined slightly from 4% to 3%.

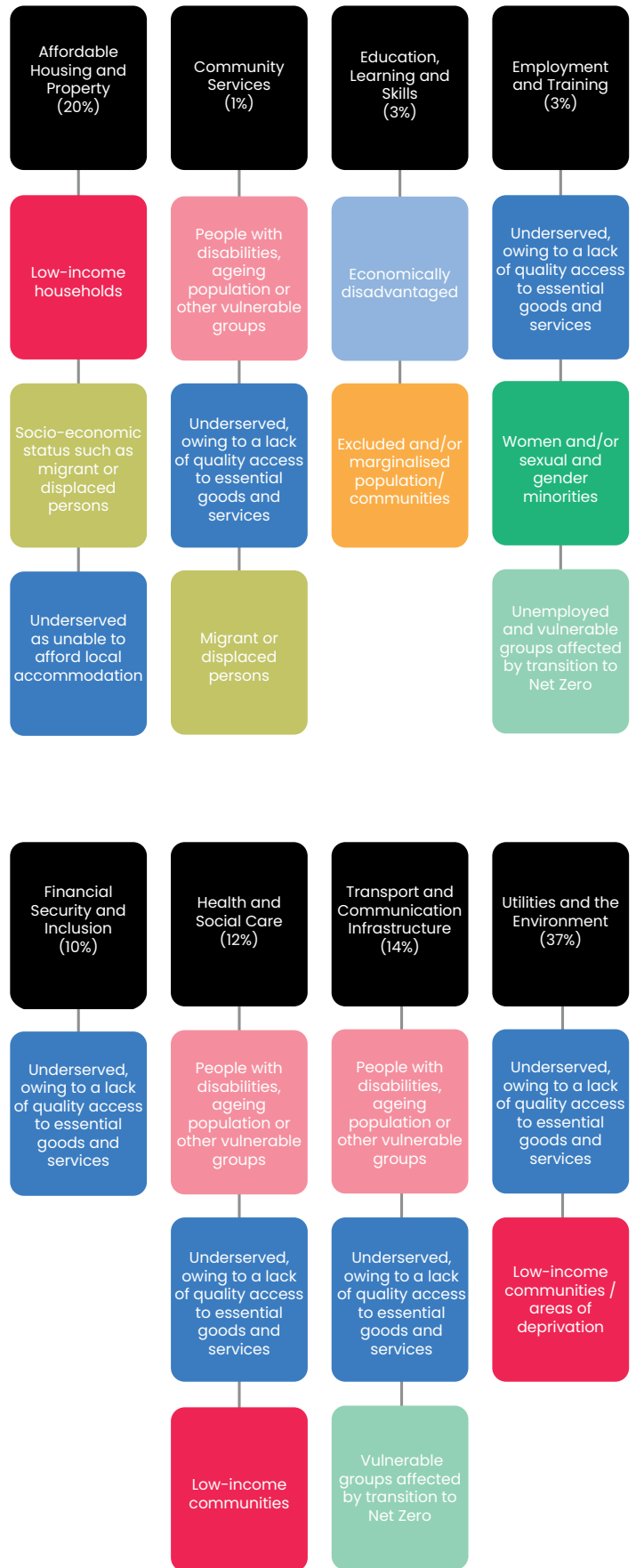


The remaining 31% comprise general corporate-purpose bonds issued by businesses and other organisations which, although not explicitly defined as social or "pure-play" issuers, nonetheless deliver clear social benefits aligned to one of the Fund's outcome areas.

TARGET POPULATION

Big Issue Group has assessed which potential groups of people may be most affected through the eight Outcome Areas that the UK Social Bond Fund invests across.

These target populations are particularly relevant to the social and sustainability bonds held by the Fund, where the outcomes affect specific target groups, as aligned with the categories provided in the 2023 ICMA Social Bond Principles. They also reflect the groups affected by green bonds, especially where they report additional social benefits.

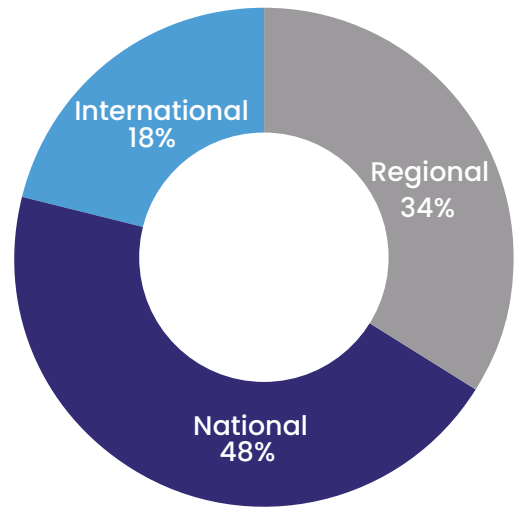


(%) – portfolio value

SOCIAL GEOGRAPHY (BY VALUE)

Social geography is defined as where the investment is focused in terms of social outcomes. Bonds with regional and national geography may be from issuers based within and outside of the UK, who are investing in projects in the country. Supranational bonds, on the other hand, are investing in development outside the UK and may include UK-domiciled global issuers, where investment is not targeting national or regional development.

The Fund targets 66% of the portfolio to be domiciled in the UK and for 80% of portfolio by value to be driving social outcomes nationally or regionally in the UK. Currently 78% of the portfolio is domiciled in the UK, and just over 81% of the portfolio delivers positive social outcomes in the UK, 34% regionally and 48% nationally.



The Fund’s investments continue to be primarily concentrated in the UK, with a particular focus on driving inclusive development and tackling regional inequality by targeting areas outside the Greater South East.

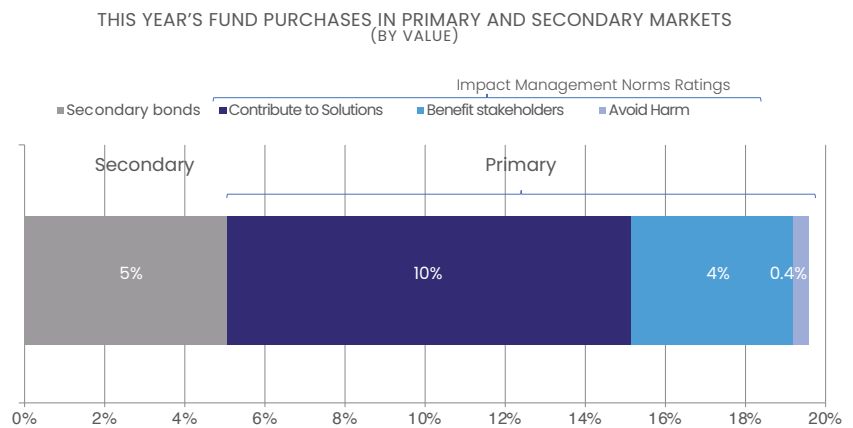
Just over 18% of the Fund targets development outcomes internationally, including in countries in Europe, Japan, and Australia through international and supranational bonds. The Fund’s allocation to these bonds is in line with previous years. While these bonds do not directly support UK’s development, they do include UK-domiciled global issuers with potential positive impact in the UK through job creation and wider economic benefits.

The Fund holds these bonds to facilitate financial objectives of the Fund such as liquidity and returns. Some of the holdings are also strong examples of defined use-of-proceeds bonds in terms of the approach to achieve or measure social outcomes. Going forward, the Fund management team are exploring how the Fund may better define and capture UK focussed impact of global issuers in the portfolio.

CONTRIBUTION THROUGH DIRECT INVESTMENT (BY VALUE)

The most direct contribution of the Fund’s activities comes through primary market investment. Bonds newly added to the portfolio over the year to June 2025 represent 19% of the portfolio, with over three-quarters purchased via the primary market.

Majority of the primary bonds were rated C – ‘Contributing to Solutions’ according to Impact Management Norms, with only one bond in the ‘Avoid Harm’ category¹⁰.



¹⁰ Legal & General’s general corporate purpose bond supports broad, entity-level outcomes through its core activities, rather than targeting specific social populations or outcomes.

INFLUENCE AND ENGAGEMENT

DRIVING GREATER SOCIAL OUTCOMES

The Fund plays a pivotal role in shaping the social bond market by engaging both issuers and the wider industry to channel more capital toward solutions that advance inclusive development. Focus goes beyond simply increasing bond issuance; the Fund aims to promote targeted, high-quality issuances underpinned by strong governance, robust social outcomes measurement, and transparent reporting.

ENGAGEMENT PROCESS

The Fund actively engages with the industry, such as bookrunners, sustainable debt teams, and industry bodies, to influence decision-making and ensure the experienced voice and demonstrable work of the Fund management team are considered.

Areas of the Fund team's contribution with industry include:

- Part of the advisory panel of the Impact Investment Institute to lead advance best practice in the Impact Market.
- Members of the Global Impact Investing Network (GIIN).
- Actively back initiatives like the Just Transition Finance Labs.

The Fund's engagement with issuers can be split into two broad categories: insight- and outcomes-driven.

- Insight-driven:** seeking to understand issuers' activities and the impact of their bonds, as well as investigate flagged controversies that inform eligibility for the Fund.
- Outcomes-driven:** engagement activities focus on pushing for greater additionality, encouraging new social bond issuances, stronger targeting of underserved populations, clearer social intentionality, and improved transparency in reporting and impact measurement.

Engagements with issuers or industry bodies, whether to drive outcomes, gather insights, or both, can take the form of one-to-one meetings, group discussions, or written correspondence.

Meetings are the preferred format, accounting for 93% of the Fund team's engagements during this reporting period.

The figure below captures the key topics of influence; some include demonstrable case studies below



Maximise additionality

Encourage issuers to use bond proceeds to fund new projects or activities (instead of refinancing older projects). See Natwest case study.



Increase targeting of underserved populations

Encourage issuers to direct more of their projects or activities towards underserved or in-need populations.



Increase social bond issuance

Encourage issuers to use ringfenced bonds where proceeds are raised to fund projects with social outcomes. See NBN case study.



Enhance social intentionality

Encourage issuers to include additional social benefit considerations and reporting across their projects, regardless of the label.



Improve reporting transparency and outcome clarity

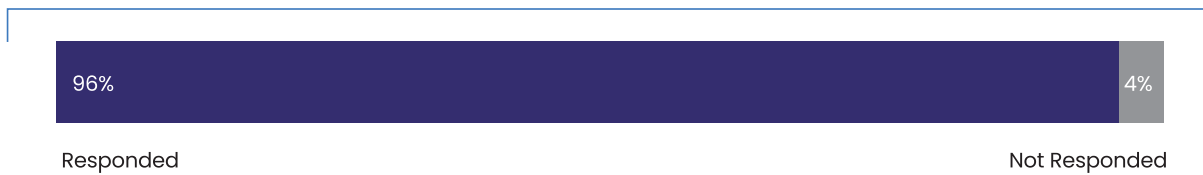
Encourage issuers to provide transparent outcome reporting including use of community voice and population surveys. See Wessex Water case study.

ENGAGEMENT IN NUMBERS

The Fund team engaged with 150 issuers globally over the reporting period as part of its broader social bond strategy. The figures below focus specifically on UK-based issuers, while the case studies draw on both UK and international examples to demonstrate the breadth of the team's engagement activities.

45 TOTAL ENGAGEMENTS WITH UK-BASED ISSUERS

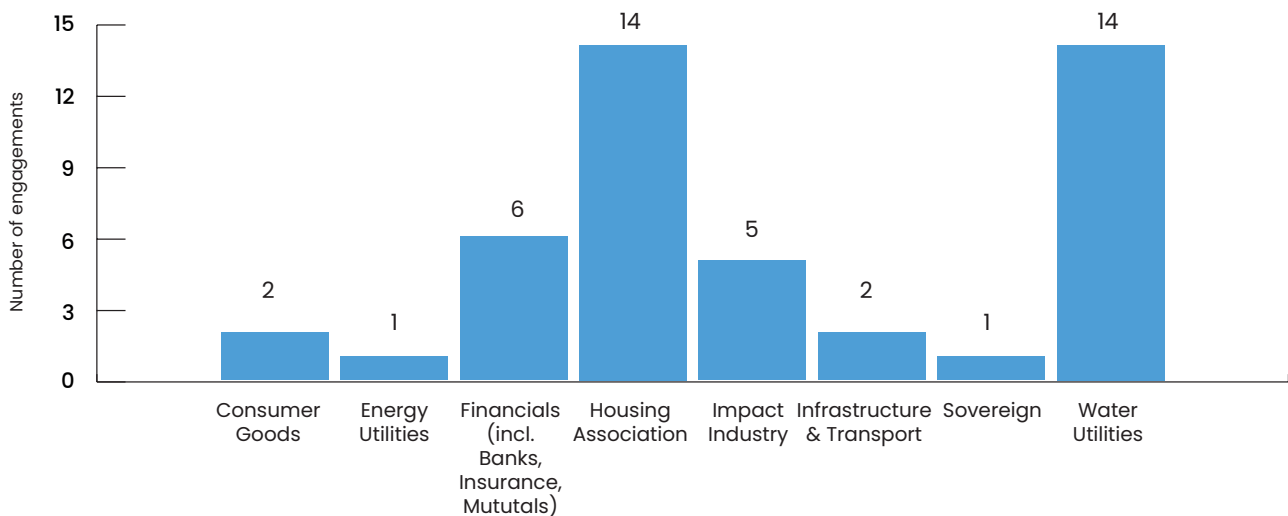
>95% ISSUERS RESPONDED



ENGAGEMENT TYPE



ENGAGEMENT BY SECTOR ACROSS UK-BASED ISSUERS



Total engagements ranged across at least eight sectors for UK-based issuers. A predominate number of engagements occurred with housing associations (31%), and water utilities (31%), reflecting the importance of these sectors to the inclusive and positive outcomes the Fund is seeking to drive for communities in the UK. This is followed by financials (including banks, insurance and mututals, 13%) and, the impact industry (11%).

ENGAGEMENT IN ACTION

ENGAGEMENT IN ACTION: MAXIMISING ADDITIONALITY WITH NATWEST

DRIVING ADDITIONALITY: NATWEST ALLOCATES BOND PROCEEDS TO NEW LOANS

Issuer: NatWest Group, one of the UK's leading banking and financial services institutions, has demonstrated consistent commitment to the labelled bond market through regular issuance of thematic bonds across both social and green categories.

Engagement Highlights: The Fund has engaged extensively with NatWest on a range of topics.

- Previous dialogues led to significant improvements in the impact reporting of their Gender Bond, including the integration of customer voice through surveys of women who received SME loans (more detail in outcomes case studies below).
- Most recent engagements, focused on **additionality**, specifically requesting that NatWest allocate proceeds from future bonds to new loans rather than refinancing existing ones. This shift enables projects that may not have otherwise occurred, creating greater positive impact.

Outcome: The Fund team is pleased to report that NatWest has begun implementing this approach.

- Their recent affordable housing bond **allocating 15% of proceeds to new loans**.
- The NatWest's debt team has confirmed their intention to expand this additionality approach across future issuances.

ENGAGEMENT IN ACTION: INCREASING SOCIAL BOND ISSUANCE / USE OF PROCEEDS WITH NBN

FROM GREEN TO SUSTAINABILITY: NBN'S FIRST SUSTAINABILITY BOND FUNDS DIGITAL INCLUSION IN UNDERSERVED COMMUNITIES

Issuer: NBN is Australia's national broadband network operator, providing wholesale access through fibre, satellite, and wireless infrastructure. By expanding equitable, affordable, and reliable broadband services, NBN plays a critical role in enabling access to key health services, supporting education and employment opportunities, driving economic growth, and promoting digital inclusion.

Engagement Highlights: NBN have been issuing Green Bonds in the European market since early 2023.

- The Fund team engaged with them at the first green bond issuance to advocate for a sustainability bond, highlighting that proceeds could be in part used to improve wireless connections for rural and underserved populations to support digital inclusion and access to services.

Outcome: In 2025, NBN issued its first sustainability bond.

- Proceeds will fund improvements to the energy efficiency of the network through fibre roll out and expansion of broadband access in underserved regional and remote communities.
- This will enable improved digital inclusion through fixed wireless internet access, benefiting farmers, schools, and employment opportunities.

ENGAGEMENT IN ACTION: IMPROVE REPORTING TRANSPARENCY AND IMPACT CLARITY WITH WESSEX WATER

INTEGRATING SUSTAINABILITY AND SOCIAL OUTCOMES: WESSEX BOND PROCEEDS FUND WATER, BIODIVERSITY, AND SOCIAL TARIFFS FOR DISADVANTAGED CUSTOMERS

Issuer: Wessex Water, a leading UK water company, has a strong track record in social and environmental responsibility. They were the first water company to implement social tariffs, supporting lower-income customers, and have established a new academy training apprentices and young people from disadvantaged backgrounds.

Engagement Highlights:

- Initially engaged during the sustainability bond roadshow to discuss past controversy (Avonmouth incident) and confirmed satisfactory mitigation measures.
- Detailed 1:1 follow up engagement covered improving reporting of additional social benefits for green expenditure projects, emphasising the importance of additionality in future sustainability bonds, and supporting the Just Transition activities through the sustainable bond program.

Outcome:

- Awaiting outcomes of improved reporting and future sustainability bond issuance with higher additionality.

03 PERFORMANCE BY SOCIAL OUTCOME

AFFORDABLE HOUSING AND PROPERTY

INCREASING THE PROVISION OF QUALITY, AFFORDABLE HOMES FOR LOW-INCOME AND VULNERABLE HOUSEHOLDS



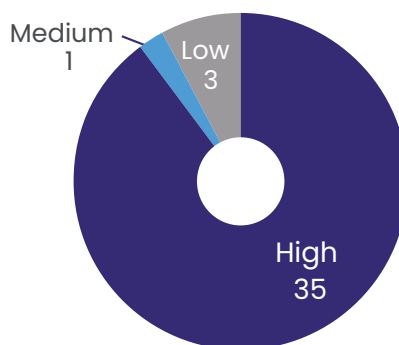
39 HOLDINGS



32 ISSUERS



£74m INVESTED
20% of total amount invested



SOCIAL PERFORMANCE ASSESSMENT
(BY NUMBER OF BONDS)

The UK faces a chronic housing shortage and affordability crisis. In 2024, the average (median) house price in England was 7.7 times median annual earnings, up sharply from 3.5 times in 1997, although slightly below the peak of 9.1 in 2021¹¹. This widening gap has made homeownership increasingly unattainable for many households, particularly younger generations and those on low- or middle incomes.

At the heart of this crisis is a persistent lack of supply. Housebuilding has not kept pace with population growth or demand, with completions consistently falling short of the estimated 300,000 new homes per year required. Over the last decade, only 1.78 million homes were delivered, just over half the expected need¹². Delivery has been constrained by rising construction costs, higher interest rates, planning delays, and new regulatory requirements.

This shortage has intensified demand for social and affordable housing and subsidised homes for those unable to secure adequate housing at market prices. Waiting lists have climbed to 1.33 million households, the highest since 2014, and an increase of 3% compared to 2023¹³.

Meanwhile, fewer homes are being delivered at social rent levels, leaving the lowest-income households particularly vulnerable. Supply continues to fall short of need: in 2023–24, only 62,290 affordable homes were delivered, representing just 28% of all new housing additions.

Housing quality is also a growing concern. Many existing homes remain in poor or unsafe conditions, with issues such as damp, overcrowding, and low energy efficiency, compounded by gaps in regulation and enforcement. The social consequences are stark: rising homelessness, worsening poverty, and damaging impacts on health, wellbeing, and children's life chances. For example, each year, the NHS spends an estimated £1.4 billion annually on treating illnesses associated with living in cold or damp housing¹⁴.

¹¹ [Housing affordability, 1997 to 2024, ONS](#)

¹² [Home Builders Federation](#)

¹³ [Social housing lettings in England, tenants: April 2023 to March 2024](#)

¹⁴ [Health inequalities: Cold or damp homes](#)

Public bonds provide a scalable and effective mechanism to channel investment into housing solutions. By issuing bonds, governments and other authorised bodies can raise large pools of capital from the capital markets, which can then be targeted toward affordable housing development and improvements. Sustained investment in good-quality housing delivers direct and far-reaching benefits.

Mechanisms like the Affordable Homes Guarantee Scheme (AHGS), managed through Saltire Finance, illustrate this approach in practice, funding the construction of new affordable homes and the improvement of existing housing stock (see case study below).

More broadly, public bond-financed infrastructure demonstrates how capital markets can efficiently channel investment into socially valuable projects, producing tangible, measurable outcomes. Including improved health and wellbeing, reduced public expenditure on crisis services, enhanced social mobility, and creating jobs in construction and related industries.

HOUSING ASSOCIATION HOLDINGS

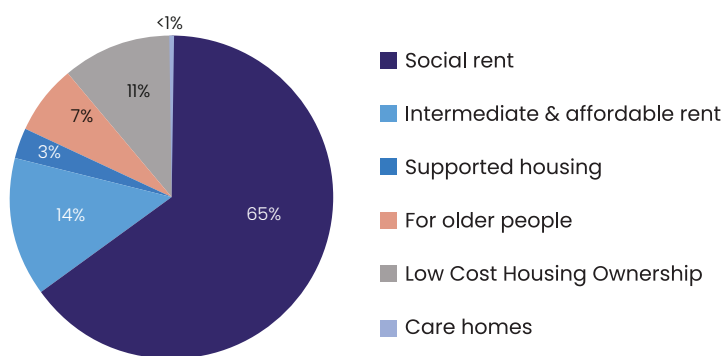
The Fund holds bonds from 22 Housing Associations. In total, these organisations own and manage 907,044 regulated properties¹⁵. See the breakdown on the right and [Annex 4](#) for more details.

The Fund added one newly issued bond this year within the “Affordable Housing and Property” outcome, receiving a High Social Performance rating. This was a sustainability Bond issued by Southern Housing.

This year’s analysis also includes a review of available EPC data and eviction rates for the housing association the Fund holds. The Energy Performance Certificate (EPC) rating reflects a home’s energy efficiency and can serve as an indicator of overall housing quality. Based on the data available, 20% of the total regulated properties have an EPC rating of D or below. This suggests that a significant proportion of the regulated housing stock will require upgrades, such as improved insulation or window replacements, to meet forthcoming government standards for privately rented homes in England and Wales, which target a minimum C rating by 2028. Sustainability bonds with defined use of proceeds support this transition by directing capital toward energy-efficiency upgrades and other environmental and social improvements, enabling housing associations to accelerate the retrofit of lower-rated homes.

Examining eviction data, of the 17 housing associations with comparable figures from the previous year, only three reported a decline in evictions. The remaining 14 recorded increases, resulting in an overall rise of 41% in aggregate eviction numbers compared with last year. The team has identified this as a necessary focus of engagement going forward.

TOTAL PORTFOLIO HOUSING STOCK OF HOUSING ASSOCIATIONS IN THE FUND
(by provision type)



¹⁵ [Regulator of Social Housing \(RSH\)](#). Note that total does not include Wheatley Housing Association and ClwydAlyn as they are based in Scotland and Wales respectively and have their own regulatory bodies so the data for these organisations has not been disclosed to the RSH.

EXAMPLE TARGET POPULATIONS

Living below the poverty line – households where income is below the 60% of the median household income after housing costs for that year in the UK. This population is impacted by the provision of social housing – government-subsidised rent for people on low income. They are the only form of housing where rents are linked to local income, making it the most affordable housing available. More than two thirds of housing stock held by the housing associations held by the Fund are providing social rent accommodation.

Socio-economic status – individuals who require emergency housing or supported housing due to their socio-economic status such as migrants.

Underserved people – includes people who are unable to afford housing at market value in their local area and have to move away from their communities.

SALTAIRE FINANCE – GENERAL CORPORATE PURPOSE

11 SUSTAINABLE CITIES AND COMMUNITIES



AFFORDABLE HOUSING AND PROPERTY

IMP CLASSIFICATION – CONTRIBUTE TO SOLUTIONS

FUND SOCIAL INTENSITY RATING – HIGH

Saltaire Finance¹⁶ is the dedicated funding vehicle for the Affordable Homes Guarantee Scheme (AHGS), a UK government initiative designed to provide government-backed loans to support the delivery and improvement of affordable housing. These loans enable registered providers of social housing to access long-term, low-cost finance to deliver new affordable homes and invest in existing stock.

The AHGS builds on the success of earlier housing guarantee programmes. Following the Government’s initial Affordable Housing Guarantee Scheme (2013) and the Private Rented Sector (PRS) Guarantee Scheme, ministers announced in 2020 a new £3 billion Affordable Homes Guarantee Scheme. Responding to continued housing pressures and industry demand, the scheme’s capacity was expanded in 2024 to £6 billion.

Initially, 100% of these proceeds were required to be spent on developing new affordable housing. Following engagement, the fund team learnt that as of March 2024, this requirement was dropped to 50% with the remainder permitted to fund decarbonisation and improvements to existing homes, including works aligned with the Decent Homes Standard and building safety obligations.

In addition to supporting new development, the scheme therefore plays a growing role in enabling housing providers to upgrade and retrofit their stock, supporting their Net Zero commitments and ensuring compliance with evolving safety standards. The 2024 expansion alone is expected to facilitate the delivery of an additional 4,000 affordable homes, bringing the scheme’s total contribution to around 27,000 new homes across England.

This initiative sits alongside a wider package of government measures to tackle housing need, with the aim to deliver tens of thousands of affordable homes while unlocking significant private sector investment. Recent engagement with the Fund also supported the case for further primary bond issuance, supporting a sustainable flow of capital into the AHGS to meet future demand.

Impact Management Norms

What	<i>Saltaire Finance issues bonds under the Affordable Homes Guarantee Scheme (AHGS), a UK government-backed programme designed to provide low-cost, long-term loans to housing associations. Proceeds are used to deliver new-build affordable homes and upgrade existing housing stock to meet decency, safety, and decarbonisation standards.</i>
Who	<i>The scheme benefits low-income households and individuals in housing need who cannot access adequate housing through the market.</i>
How much	<i>Each bond issuance contributes to the delivery of thousands of affordable homes. For example, a prior issuance supported the creation of approximately 1,600 new affordable homes, while the expanded scheme is expected to deliver up to 27,000 homes in total.</i>
Contribution	<i>The AHGS provides capital markets funding with a UK government guarantee (from the Department for Levelling Up, Housing and Communities). This guarantee lowers borrowing costs and channels private investment into affordable housing, drawing in capital that would otherwise not be available on comparable terms.</i>
Risk	<i>Execution risks – projects financed by bond may not be completed, be delayed or under-deliver against housing targets. Alignment risk – investments made into housing stock may not be made available to the target population or the most underserved.</i>

¹⁶ This case study was selected to demonstrate the diversity of financial structures the Fund can invest into to achieve its social and financial objectives.

COMMUNITY SERVICES

IMPROVING THE AVAILABILITY OF COMMUNITY SERVICES FOR PEOPLE WITH SPECIFIC SOCIAL NEEDS



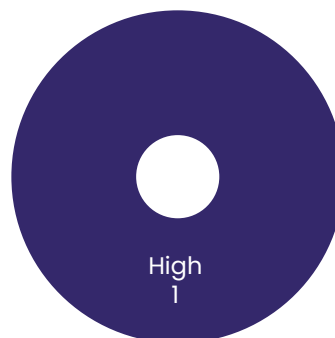
1 HOLDING



1 ISSUER



£3m INVESTED
1% of total amount invested



**SOCIAL PERFORMANCE
ASSESSMENT**
(BY NUMBER OF BONDS)

Community services play a critical role in supporting individuals with specific social needs, including access to social services, social inclusion and wellbeing, community infrastructure as well as affordable utilities, housing and health. It remained a fully High-rated impact social outcomes area; however, for a third year in a row, no new issuances were purchased in the reporting period. The last time a new issuance was purchased under this primary outcome area was in 2022. The lack of bonds where proceeds are wholly focused on community services reveals a need for a more supportive issuance environment where community service providers can issue targeted bonds.

This sector does, however, often serve as a secondary impact area for many issuers, with over 10% of the portfolio contributing to community outcomes. For example, there is growing recognition within financial services in the UK, that supporting communities, whether through debt relief, affordable services, or social infrastructure, is an essential component of social resilience and equitable development.

Utilities, in particular, are uniquely positioned to enhance community services by addressing affordability for vulnerable populations. Many households struggle to pay essential bills, and targeted financial assistance programs can prevent hardship, reduce the risk of debt, and improve access to essential services such as water, gas and electricity.

Social housing providers are also well positioned to support tenants beyond just offering stable, affordable homes. Acting as community anchors, many combine housing with wrap-around services such as financial counselling, employment guidance, and educational opportunities. Housing providers frequently partner with local organisations and serve as significant local employers, reinforcing community networks and strengthening local economies. For example, the Housing associations contribute approximately £11.8 billion annually to the national economy through managing and maintaining existing homes. This activity supports over 150,000 jobs across the country¹⁷.

These efforts not only improve quality of life for low-income and vulnerable households but also fosters more resilient and inclusive communities, demonstrating how essential services can be a direct lever for social impact.

The current bond holding is from the Inter-American Development Bank (IDB), a development bank investing at the supranational level in middle- and lower-income countries. The IDB's mandate focuses on reducing poverty and inequality, improving health and education, and advancing infrastructure in Latin America and the Caribbean.

¹⁷. [Impact of Housing Associations](#), NHF

EXAMPLE TARGET POPULATIONS

Ageing populations, people with disabilities and other vulnerable groups – in the next 25 years the number of people older than 85 will double to 2.6m in the UK. Ageing population means that there is higher demand for social care, as well as health services. Substantial expenditure from local authorities' goes towards social care.

Underserved, owing to a lack of quality access to essential goods and services – particularly in emerging markets, bonds that fund community services are impacting those populations that do not have access to essential goods and services, such as health and education or transport infrastructure.

Migrants and /or displaced persons – in the past, the Fund held bonds that supported migrants or other vulnerable groups in integration within the local communities, with services such as housing, training and employment.

DWR CYMRU – SUSTAINABILITY BOND

COMMUNITY SERVICES (SECONDARY OUTCOME AFTER UTILITIES AND THE ENVIRONMENT)

IMP CLASSIFICATION – CONTRIBUTE TO SOLUTIONS

FUND SOCIAL INTENSITY RATING – HIGH



Dwr Cymru (Welsh Water)¹⁸ is a not-for-profit water utility company serving over three million people across Wales and parts of western England. Operating under a unique structure with no shareholders, any financial surpluses are reinvested directly into improving services, reducing customer bills, and funding environmental initiatives. The company is responsible for providing clean drinking water, wastewater treatment, and maintaining thousands of kilometres of infrastructure in rural and coastal environments. Its mission is strongly tied to sustainability and affordability, making it a leading example of purpose-driven utility management in the UK.

Following engagement by the Fund in January 2023, Dwr Cymru entered the labelled bond market for the first time in September 2024 with a £750 million inaugural sustainability bond. The issuance represents a significant milestone for the organisation, aligning its long-term financing strategy with its sustainability commitments. The bond supports community services through funding both new and refinanced projects, supporting infrastructure improvements, environmental protection, and affordability measures for vulnerable customers.

In 2025, Dwr Cymru published its first Allocation and Impact Report under its Sustainable Finance Framework. This report demonstrated transparency, outlining the allocation of net proceeds to eligible projects and detailing key outcomes, such as support for approximately 153,000 customers through financial assistance schemes, reductions in leakage and internal sewer flooding incidents, and improvements to approximately 231 km of rivers. The Fund welcomed this step forward in disclosure and accountability, which strengthens the bond’s impact credibility.

Impact Management Norms	
What	<i>First labelled bond from Dwr Cymru, finances sustainability projects in water infrastructure, renewable energy, and wastewater systems. Outcomes include reduced leakage, improved water quality, and greater affordability for vulnerable households.</i>
Who	<i>Over 3 million customers across Wales and parts of England, with particular benefit to households on benefits or struggling to pay bills.</i>
How much	<i>£750 million issuance, material investment in sustainability-linked projects in the UK water sector.</i>
Contribution	<i>Significant contribution to the UK water market by embedding sustainability into long-term utility financing. It channels ring-fenced capital into critical water and wastewater infrastructure, setting a strong precedent and strengthening transparency.</i>
Risk	<i>Execution risks – sustainability commitments may not be completed, be delayed or may not achieve their intended goals depend on project delivery and operational success.</i>

¹⁸ This case study was selected based on the structure of the issuer being a mutual and the secondary outcome categorisation of the bond being community services.

EDUCATION, LEARNING AND SKILLS

SUPPORTING WIDER PARTICIPATION IN HIGHER EDUCATION WITH A FOCUS ON PROMOTING SOCIAL MOBILITY



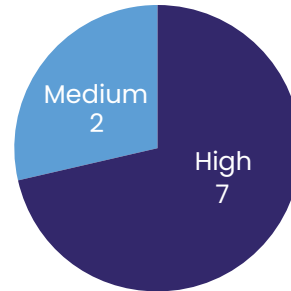
9 HOLDINGS



8 ISSUERS



£12m INVESTED
3% of total amount invested



SOCIAL PERFORMANCE ASSESSMENT
(BY NUMBER OF BONDS)

Education and learning outcomes are critical drivers of equity, as they expand opportunities, break cycles of disadvantage, and empower individuals to participate fully in society and the economy¹⁹. The United Nations' Sustainable Development Goal 4 (SDG 4) emphasises the importance of ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all, including key targets around eliminating disparities caused by gender, socioeconomic status, disability, and geographic location.

While global progress has been made in some areas, the UN has consistently warned that efforts are insufficient, particularly in the domains of learning quality, equity, and early childhood education, where 272 million children are still out of school²⁰. Many countries are at risk of missing the 2030 targets unless substantial increases in financing and policy reforms are implemented.

Globally, education systems face multiple, interconnected challenges that undermine quality and equity. Teacher shortages, high workloads, and low job satisfaction hinder recruitment and retention, while constrained funding limits access to staff, resources, and enrichment opportunities. Ongoing impacts of Covid-19 persists, with disrupted learning, irregular attendance, and unequal digital access widening gaps. At the same time, rising concerns around mental health, alongside enduring disparities tied to wealth, ethnicity, and social background, continue to drive unequal outcomes²¹.

These challenges are mirrored in the UK, where decades of budget constraints have left many schools under-resourced, with inadequate facilities, larger class sizes, and insufficient support for students with Special Educational Needs and Disabilities (SEND)²². Despite sustained policy attention, education inequalities remain entrenched: the GCSE attainment gap between disadvantaged pupils and their peers has barely shifted in 20 years, with those eligible for free school meals still around 29 percentage points less likely to achieve good results. Since the pandemic, absenteeism has also surged, with pupils now missing an average of 14 days a year, rising to 21 for disadvantaged pupils. At the same time, mental health pressures have intensified, with nearly one in three girls aged 10–15 meeting the threshold for serious emotional or behavioural difficulties²³.

Financial instruments such as social and sustainability bonds offer a valuable mechanism to support these educational goals. Bond issuances allow investors to channel capital into projects that improve infrastructure, resources, and access to learning opportunities, directly addressing some of the systemic barriers to equity.

¹⁹ [Education overview](#), World Bank

²⁰ [UN SDG report, 2025](#)

²¹ [Education GPS](#), OECD

²² [Education spending](#), IFS

²³ [The state of education](#), IFS

For example, the Fund has invested in KBC's social bond, aimed at major improvements to Belgian school infrastructure through the construction and upgrading of educational facilities. In the United States, Pearson's social bond has been used to expand free online education for underserved students, targeting populations where progress toward SDG 4 remains stalled, as the case study below demonstrates in detail. These bonds explicitly focus on improving accessibility, inclusion, and equity in learning outcomes, demonstrating how capital markets can be leveraged to create meaningful social outcomes.

Universities also utilise bond markets to finance long-term strategic initiatives. The Fund has holdings from UK institutions such as University College London,

Cardiff University, the University of Southampton, and the University of Leeds who have issued bonds to fund campus expansion, research facilities, student accommodation, and infrastructure improvements. These investments indirectly improve learning outcomes by providing students and staff with enhanced facilities, access to modern resources, and improved educational environments.

Similarly, Banque Federative du Credit Mutuel's social bonds finance and refinance loans linked to social projects, including education and professional training, illustrating the broad applicability of bond financing to tackle educational challenges.

EXAMPLE TARGET POPULATIONS

Undereducated population – programmes funded by some of the bonds in the Education Learning and Skills included digital courses and vocational programmes that improve the skills of individuals who are unable to get to school or access mainstream education or struggle in the traditional classroom environment.

Excluded and/or marginalised populations and /or communities, women and/or sexual and gender minorities, people with disabilities – some of the issuers selected by the Fund (e.g. universities) are aiming to improve diversity of students by monitoring representation and running outreach and inclusion programmes to broaden the base of applicants. The diversity is considered from protected characteristics such as disability, gender and ethnicity as well as socio-economic background of individuals.

EDUCATION, LEARNING AND SKILLS
IMP CLASSIFICATION – CONTRIBUTE TO SOLUTIONS
FUND SOCIAL INTENSITY RATING – HIGH

Pearson²⁴ is the world’s largest education company, headquartered in the UK and operating in over 200 countries. Through its digital and print learning materials, virtual programs, assessments, and accreditations, Pearson supports lifelong learning, skills development, and socioeconomic mobility for students and professionals alike.

The Fund team first engaged with Pearson following its inaugural social bond in 2020, encouraging a second issuance focused on free online education for underserved US students. The Fund’s recommendation was realised in 2024 with the issuance of Pearson’s second social bond, of which 50% of proceeds supported new financing for target populations.

Education challenges remain acute in the US, where the lack of progress toward SDG 4 (Quality Education) is concerning: enrolment in early education is declining, underachievement in mathematics is rising (35% of 15-year-olds in 2020 vs. 25% in 2003), and outcomes are increasingly shaped by socioeconomic status. Students with learning disabilities or limited access to schools remain particularly underserved, making Pearson’s focus on accessibility and inclusion especially relevant.

The Fund has maintained an active engagement with Pearson throughout this process to strengthen the design and delivery of its framework. In 2024, the Fund team held direct discussions with the issuer, encouraging greater additionality by prioritising new investments over refinancing, introducing learner surveys to capture customer perspectives, and incorporating case studies into future reporting. The Fund team also recommended that Pearson consider future issuances with outcomes specifically directed toward the UK market.

Impact Management Norms	
What	<i>The bond will support Pearson’s US online ‘Connections Academy’ (67%), providing free K-12 education services to underserved students. It will also fund clinical assessments (33%) to identify special needs and inform decisions about the most appropriate support for learners.</i>
Who	<i>Underserved learners in the US. Targeting students who cannot be educated in the school system due to learning difficulties i.e. dyslexia or attention deficit disorder, transport difficulties or behaviour difficulties. This bond aims to benefit students who will learn better from home.</i>
How much	<i>£350 million issuance, Pearson’s global footprint reaches millions of learners. Pearson’s previous social bond issued in 2021 was fully allocated to their US Connections Academy, which supported:</i> <ul style="list-style-type: none"> - 77,000 learners in 2020 (95% completion rate) - 107,000 learners in 2021 (94% completion rate)
Contribution	<i>Use of proceeds would be split 50/50 between refinancing and new financing of educational services.</i>
Risk	<i>Execution risk: projects may not deliver intended outcomes (e.g., digital access gaps, affordability). There is also potential for quality of reporting and outcome measurement, limiting confidence.</i>

²⁴ This case study was selected to demonstrate the outcome of Fund team engagement with the issuer and ongoing work for a UK-focussed bond in the future.

EMPLOYMENT AND TRAINING

SUPPORTING INCLUSIVE JOB GROWTH



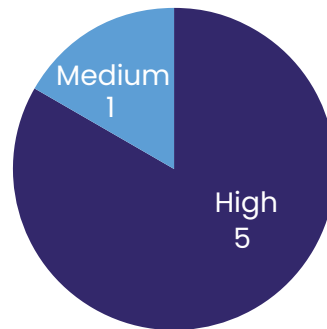
6 HOLDINGS



6 ISSUERS



£13m INVESTED
3% of total amount invested



SOCIAL PERFORMANCE ASSESSMENT
(BY NUMBER OF BONDS)

Employment and training remain central to the UK's economic and social wellbeing, providing pathways for individuals to develop skills, increase earnings, and participate fully in the labour market. Government initiatives and organisational programmes aim to extend employment opportunities, support career progression, and tackle barriers to work, particularly for those at risk of exclusion²⁵. Key strategies include investing in post-16 education and training, such as apprenticeships and higher-level courses to enhance employability and lifetime earnings, alongside targeted interventions for young people not in education, employment, or training (NEET), people locked out of work due to long-term sickness, and the 9 million adults lacking the basic skills needed to progress²⁶.

The UK has made progress in employment and training, yet significant challenges remain. Certain demographics, including young people, women (especially in part-time roles), individuals from Black, Asian or Minoritised ethnic groups, people with disabilities, and those from lower-income or deprived areas, continue to experience disadvantages that intersect across age, gender, ethnicity, health, and socioeconomic status²⁷.

Regional disparities persist, with economic opportunity and workforce investment concentrated in the South East and London, leaving other areas under-resourced. For example, the Midlands faces an economic output gap of £97 billion compared to the rest of England, high unemployment, and entrenched intra-regional inequalities²⁸.

At the same time, rising demand in high-growth sectors is opening new opportunities for the UK workforce. Employment in green jobs, for example, reached an estimated 690,900 full-time equivalents in 2023²⁹, with each new role estimated to generate 1.4 additional jobs across the wider economy³⁰. Alongside the green transition, digital technologies, artificial intelligence, and advanced manufacturing are driving labour demand and reshaping future career pathways³¹.

Capitalising on these opportunities requires reskilling and preparing the workforce for automation and AI, ensuring workers can transition equitably as roles evolve or are replaced. Investment in social and sustainable initiatives demonstrates how financial tools can support employment outcomes.

For example, the NatWest Social Bond supported women-led enterprises, creating jobs and boosting economic growth, while holdings in Compass Group encourage training, local supplier development, and sustainable practices. Similarly, CaixaBank's social bond issuance contributes to funding initiatives that support workforce development and inclusive economic participation.

²⁵ [Skills England: Driving growth and widening opportunities](#)

²⁶ [Get Britain Working White Paper](#), 2024

²⁷ [Employment](#), 2023

²⁸ [Place-based prosperity](#), 2025

²⁹ [Estimates of green jobs in the UK](#), ONS

³⁰ [The green jobs barometer](#), PwC

³¹ [The Future of Work Jobs and Skills in 2030](#)

EXAMPLE TARGET POPULATIONS

Unemployed and vulnerable groups affected by net zero transition – investment to provide training and jobs to individuals, particularly those in low deprivation areas or in industries that are more likely to be affected by the net zero transition.

Women and/or sexual and gender minorities – the Fund has invested in bonds that are tackling lack of representation of women across certain sectors in the UK, as well as in emerging economies. For example, lower proportion of entrepreneurs are women. Women also face barriers to employment after having children and some of the programmes aim to tackle that by providing funding, training or other support to help women back into employment.

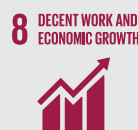
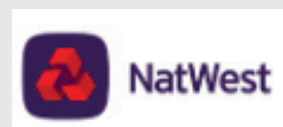
Underserved, owing to a lack of quality access to essential goods and services – some communities face barriers to employment as a result of lack of access to key services such as transportation or digital connectivity.

NATWEST GROUP – SOCIAL BOND

EMPLOYMENT AND TRAINING

IMP CLASSIFICATION – CONTRIBUTE TO SOLUTIONS

FUND SOCIAL INTENSITY RATING – HIGH



NatWest Group³² is one of the leading financial services groups in the United Kingdom, offering a wide range of products and services to individuals and businesses. Beyond its commercial activities, NatWest is committed to driving social impact through initiatives that support enterprise development, financial inclusion, and community investment.

In 2019, then-CEO Alison Rose launched the Rose Review of Female Entrepreneurship to better understand the barriers faced by women entrepreneurs. The review estimated that up to £250 billion of new value could be added to the UK economy if women started and scaled businesses at the same rate as men³³. Building on this, NatWest has continued to publish annual reviews on female entrepreneurship and, together with partners, has implemented targeted initiatives to help women start and grow thriving businesses. On International Women's Day 2023, NatWest issued a 5-year €500 million Women-led Business Social Bond to provide lending to women-led businesses.

Women-owned businesses in the UK face persistent barriers to entrepreneurship, including lower access to capital due to gender bias, wealth gaps, limited networks, and confidence challenges. The Women-led Business Bond directly addresses these gaps by providing both financial capital and targeted wraparound support. Beyond finance, NatWest also offers non-financial support through its enterprise programmes, providing mentorship, networking, training, and resources to help women entrepreneurs access funding and scale their businesses. Funding reaches businesses across the UK, with allocations distributed across regions ensuring broad geographic impact.

The Fund has engaged extensively and successfully with NatWest since 2021. For this bond, the Fund team encouraged NatWest to survey customers to capture the voices of women entrepreneurs and incorporate feedback into reporting. NatWest's latest Sustainability Report included its first women-led business survey, finding that 73% of respondents believed the NatWest loan would likely help them expand their business or start another³⁴.

³² This case study has been shared in the past. Focus here is on the engagement activities successfully leading to customer surveys that incorporate community voice in reporting, which the Fund has advocated for.

³³ [Key message from the Rose Review 2023, Progress Report](#)

³⁴ [Women-led business customer spotlight survey, NatWest](#)

Impact Management Norms

What	<i>Proceeds used to finance a variety of women-led enterprises in the UK, including businesses in the technology, manufacturing, healthcare, education, retail, and hospitality sectors and is expected to create jobs and boost economic growth.</i>
Who	<i>Supporting and enabling women-led businesses across the UK, including:</i> <ul style="list-style-type: none">- <i>Women sole traders</i>- <i>Unincorporated partnerships where the majority of partners are women, and</i>- <i>Limited liability partnerships or companies that are small and medium sized enterprises (as defined in the Companies Act 2006) and where at least 51% of the ownership belongs to women.</i>
How much	<i>£449 million fully allocated as of 31 December 2024, that is 14,545 loans to women-led businesses, of which 88% were Bounce Back Loans following Covid-19.</i>
Contribution	<i>While the bond was a primary investment, a significant portion of the proceeds from the bond were used to refinance an existing loan portfolio. The bond is actively monitoring impact, including surveys of business owners to track outcomes and evolve reporting practices.</i>
Risk	<i>Execution risk – projects financed by the social bond may not be completed or may not achieve their intended goals. For example, the loans provided to female entrepreneurs may not be sufficient to build organisational resilience without additional support and investment.</i>

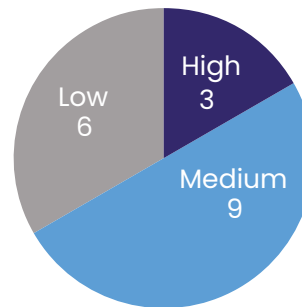
FINANCIAL SECURITY AND INCLUSION

IMPROVING ACCESS TO AFFORDABLE AND FAIRER FINANCIAL SERVICES FOR ALL

 **18 HOLDINGS**

 **9 ISSUERS**

 **£38m INVESTED**
10% of total amount invested



SOCIAL PERFORMANCE ASSESSMENT
(BY NUMBER OF BONDS)

Financial security and inclusion³⁵ are cornerstones of economic stability, shaping the wellbeing of individuals, families, and communities. Financial security means having sufficient income, savings, and access to services such as credit and banking to meet daily needs, withstand unexpected expenses, and plan confidently for the future.

Financial inclusion complements this by ensuring that everyone has fair access to essential financial products and services, bank accounts, credit, insurance, and savings, alongside the knowledge and skills to use them effectively. Together, they enable resilience, opportunity, and long-term financial wellbeing.

Yet in the UK, financial insecurity and exclusion remain widespread, profoundly impacting the most vulnerable and compounding other disadvantages. A recent study shows 20.3 million people now live in financially vulnerable circumstances, up 16% since 2022³⁶. Over the same period, 5.6 million adults missed paying a domestic bill or credit commitment in three or more months, an increase of 1.4 million compared with May 2022³⁷. Vulnerabilities are driven by ill health, unstable incomes, or lack of savings, alongside life events such as redundancy, bereavement, or relationship breakdown.

The financial services sector has both a responsibility and an opportunity to respond. Insurance and pension products play a fundamental role in strengthening

financial security, particularly for people facing life events that can destabilise their income or wellbeing. Life, critical illness, and incapacity insurance provide essential payouts that help individuals and families absorb major financial shocks, reducing the likelihood that these events lead to hardship or unmanageable debt. Pension plans likewise support long-term security by enabling people to build adequate retirement income, lowering vulnerability in later life and helping maintain financial independence.

Banks and building societies are also adopting “wrap-around” support models, such as community bankers and shared banking hubs, to reach communities left behind by nearly 14,000 branch closures since 1986³⁸. These initiatives extend beyond traditional lending to address the broader needs of underserved communities. Other measures include supporting people at risk of falling into debt with timely, tailored interventions that prevent arrears from escalating.

Many lenders now offer proactive repayment plans, debt advice partnerships, and affordable credit products that help individuals manage obligations sustainably, avoiding defaults and reducing the risk of long-term hardship. Mutuals also play a significant role in promoting financial inclusion, often offering better savings rates, more affordable mortgages, and community-focused initiatives that help underserved groups build financial resilience more quickly.

³⁵ Please note that this outcome category previously titled ‘Financial Inclusion’ has been updated to ‘Financial Security and Inclusion’ to better reflect the Fund’s activities towards achieving this social outcome.

³⁶ [Fair4allFinance](#) segmentation model, 2024

³⁷ [Financial Lives January 2023](#), FCA

³⁸ [Closure of high street banks: Impact on local communities](#), House of Lords Library

Addressing exclusion also requires tackling structural barriers, including digital literacy (with 8.5 million UK adults lacking foundation digital skills), financial illiteracy (affecting 27.5% of those in the most deprived areas), and persistent discrimination faced by minority ethnic groups, women, and disabled individuals³⁹.

The Fund's investment activities are driving better outcomes for financial security and inclusion. For example, Yorkshire Building Society's Social Bond

prioritises lending to underserved groups such as first-time buyers, self-employed borrowers, and those in shared ownership or social housing. Legal & General offers life insurance, critical illness cover and pension plans, while using their assets under management to invest in housing, regeneration, and infrastructure projects that promote inclusive growth.

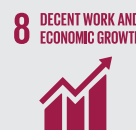
EXAMPLE TARGET POPULATIONS

Underserved, owing to a lack of quality access to essential goods and services – financial services and banking is an essential good that some groups have reduced access to. For example, people on low incomes or self-employed, older population, people who have no credit history (e.g. young professionals). The products provided are mostly mortgages for purchase or refurbishment of property to improve energy efficiency and/or reduce energy use.

³⁹ [Debate on digital exclusion](#), House of Commons Library

NATIONWIDE BUILDING SOCIETY – GENERAL CORPORATE PURPOSE BOND

FINANCIAL SECURITY AND INCLUSION
 IMP CLASSIFICATION – CONTRIBUTING TO SOLUTIONS
 FUND SOCIAL INTENSITY RATING – MEDIUM



Nationwide Building Society⁴⁰ is the UK’s largest building society and the world’s largest mutual financial institution. As a mutual, it is owned by its members rather than external shareholders. This structure enables profits to be reinvested for the benefit of members, leading to competitive rates on savings and mortgages, as well as direct financial distributions. In 2024, Nationwide reported £2.2 billion of member value and made a £344 million Fairer Share Payment to eligible members.

Nationwide’s activities are closely aligned with financial inclusion objectives, and the Fund has engaged with the Society to encourage continued delivery of fairer banking outcomes, particularly through its commitment to maintain its branch network. Nationwide has pledged to keep 608 branches open until at least 2028, which is relevant for groups such as elderly customers or those less able to access digital services. The Fund supports this commitment and has communicated the expectation that Nationwide will report annually on branch numbers.

The Society also supported 64,000 first-time buyers in 2023/24, representing a significant share of UK housing market access for younger and lower-income households. Nationwide has begun integrating environmental considerations into its lending, including piloting zero-interest retrofit loans and offering green mortgage products to incentivise energy-efficient housing. These initiatives contribute to longer-term outcomes such as lower household energy costs and improved climate resilience for members’ homes.

This latest issuance, while not structured as a labelled green or social bond, reflects the issuer’s mutual model and core business activities, which are aligned with the social outcome area of financial security and inclusion. For this reason, the bond has been included as a case study of a medium-intensity rated instrument, reflecting both its general funding nature and the underlying social value delivered through Nationwide’s operations.

Impact Management Norms	
What	<i>A €1.25 billion issuance to fund energy-efficient mortgages, first-time buyer lending, and social housing loans.</i>
Who	<i>General population in the UK, with some focus on first time buyers and those who need in-person banking services e.g. elderly.</i>
How much	<i>The bond does not specify how many will be targeted. Their social impact reporting reveals they have supported 64,000 first-time buyers in 2023/24 and distributed £344 million Fairer Share Payment to eligible members.</i>
Contribution	<i>The bond does not have specified use of proceeds and no specific information given on refinancing vs new financing.</i>
Risk	<i>External risk: economic uncertainty may affect the allocation of investment. Alignment risk: the bond proceeds are not allocated to projects that target underserved communities given there is no ring fencing of proceeds or set targets.</i>

⁴⁰ This case study was selected based on the engagement activities of the Fund with an entity that is structured as a mutual, issuing a general corporate purpose bond.

HEALTH AND SOCIAL CARE

SUPPORTING UNIVERSAL ACCESS TO HIGH QUALITY HEALTH AND SOCIAL CARE SOLUTIONS, SERVICES AND PRODUCTS



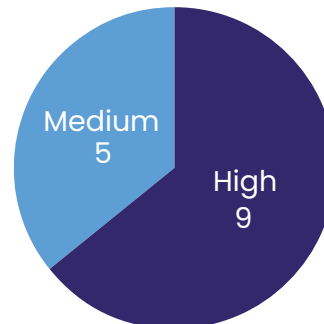
14 HOLDINGS



10 ISSUERS



£43m INVESTED
12% of total amount invested



SOCIAL PERFORMANCE ASSESSMENT
(BY NUMBER OF BONDS)

Investment in health and social care is central to addressing inequality, both in the UK and globally. Health and economic wellbeing are intricately linked. Poor health can reduce opportunities to work, learn, and earn, while low income exacerbates disparities in healthcare access and outcomes. By supporting equitable access to health services, investment in this sector can help break the cycle of inequality.

Better health supports employment, reduces household costs linked to ill-health, and enables more active lives. Higher incomes, in turn, reduce stress and allow individuals to invest in health-promoting assets such as nutritious food and secure housing.

In the UK, people in the bottom 40% of incomes are almost twice as likely to report poor health as those in the top 20%⁴¹. The “inverse care law” persists: GP practices in areas of greatest deprivation, where health needs are highest, remain relatively underfunded and understaffed. As a result, patients in these communities often experience shorter consultations despite facing more complex health conditions⁴². Geographic inequalities add further strain, with rural populations facing longer waitlists for primary care and dentistry, only 2% of rural dentists are accepting new patients compared with 12% in urban areas^{43,44}.

Socioeconomic disadvantage is also closely linked to higher levels of substance-related harm, particularly from alcohol and drugs, compounding the burden of ill health⁴⁵.

Globally, health inequalities also persist. Access to vaccines is uneven, with routine immunisation rates falling below targets in some countries, leaving millions of children exposed to preventable diseases⁴⁶. An estimated two billion people worldwide still lack access to essential medicines⁴⁷, underscoring the urgent need for sustained global investment in equitable healthcare.

The Fund’s holdings in this outcome area target issuers that address these challenges. Bonds from pharmaceutical companies such as AstraZeneca support research and development into new treatments and medical innovations. Supranational issuers, including the International Finance Facility for Immunisation (IFFIM) and the International Bank for Reconstruction and Development (IBRD), issue health-focused bonds to respond to global crises and support routine vaccination programs, reaching nearly half of the world’s children, see case study below.

High-impact organisations such as the Wellcome Trust demonstrate how bond investment can drive transformative social outcomes. The Trust has funded breakthroughs such as genome sequencing and malaria treatment, while also leading on equitable and inclusive research practices, including diversity in grant making.

⁴¹ [The Health Foundation](#) briefing, 2020

⁴² [The Health Foundation](#) briefing, 2021

⁴³ [Rural waiting lists highlighted in CQC report](#), Dispensing Doctor’s Association

⁴⁴ [Rural access to dentistry](#), Rural Services Network

⁴⁵ [Health inequalities: Substance misuse](#), Public Health England

⁴⁶ [Global childhood immunization levels](#), UNICEF

⁴⁷ [Access to essential medicines](#), World Health Organisation

EXAMPLE TARGET POPULATIONS

People with disabilities, ageing population or other vulnerable groups – access to healthcare is particularly critical for these groups in the UK, where the NHS is under increasing strain. Investment to enhance access includes financing specialist equipment or facilities, particularly those used to treat specific physical and/or learning conditions, and rehabilitation services for drugs and alcohol-related conditions. This could also include funding residential care facilities for elderly and people with specific health conditions.

Underserved, owing to a lack of quality access to essential goods and services – the Fund made investments in bonds that provided access to healthcare in emerging economies, particularly during the Covid-19 pandemic, where some bonds funded the immunisations in low-income countries.

INTERNATIONAL FINANCE FACILITY FOR IMMUNISATION (IFFIM) – SOCIAL BOND

HEALTH AND SOCIAL CARE

IMP CLASSIFICATION – CONTRIBUTE TO SOLUTIONS

FUND SOCIAL INTENSITY RATING – HIGH



The International Finance Facility for Immunisation (IFFIm)⁴⁸ is an innovative financing mechanism established to accelerate funding for the Global Alliance for Vaccines and Immunisations (Gavi), an international organisation that was created in 2000 to improve access to new and underused vaccines for children living in the world’s poorest countries. Since its inception, Gavi has immunised over 1.1 billion children and prevented more than 17.3 million deaths from vaccine-preventable diseases.

Founded in 2006, IFFIm transforms long-term donor pledges into immediate funding by issuing vaccine bonds in the capital markets. This approach enables Gavi to expedite the delivery of life-saving vaccines. IFFIm has served as a critical funding arm for Gavi, contributing over US\$6.2 billion to support vaccination programmes - approximately one-sixth of Gavi’s total funding since 2006. Notably, IFFIm’s ability to frontload donor pledges has allowed for the immunisation of 142 million children ahead of schedule, significantly accelerating access to vaccines. By leveraging future donor pledges in this way, IFFIm ensures immediate funding for Gavi, with the potential to avert US\$80–100 billion in costs associated with illness.

In addition, by creating a larger, more competitive market, Gavi has driven down vaccine prices for low-income countries since 2000. IFFIm stands as a role model for socially responsible investing in global development, which often faces unpredictable funding challenges. Structuring financing through IFFIm makes funding more predictable, enabling public health officials to plan vaccination campaigns well in advance. This forward planning strengthens local health systems and promotes healthier populations, an essential foundation for economic growth.

In 2025, IFFIm returned to the UK sterling bond market, issuing what is now its largest GBP benchmark bond. Proceeds from the bond will support Gavi and its programmes to deliver routine immunisation in low-income countries, as well as to respond to infectious disease outbreaks and emergencies.

Impact Management Norms

What	<i>£300 million Social Bond for immediate funding to Gavi to support routine immunisation in low-income countries, enabling rapid response to health emergencies and routine vaccination efforts.</i>
Who	<i>Gavi supports children in 54 countries, based on a Gross National Income per capita below or equal to \$1,810 on average over the past three years.</i>
How much	<i>The £300 million raised contributes to Gavi’s goal of vaccinating 500 million children between 2026 and 2030.</i>
Contribution	<i>The bond issuance allows for the frontloading of donor pledges, providing Gavi with predictable and timely funding that would not be possible through traditional donor disbursements alone, enhancing Gavi’s ability to plan and execute vaccination campaigns effectively.</i>
Risk	<i>Stakeholder participation risk - Resistance to vaccinations may reduce the effectiveness of immunisation programmes with disinformation being a well-documented risk area, without investment in education and building trust in communities towards healthcare workers.</i>

⁴⁸ This case study was selected to demonstrate Fund investment into an issuer, achieving high intensity social outcomes outside of the UK, using an innovative financial instrument that the Fund can allocate capital to support.

TRANSPORT AND COMMUNICATIONS INFRASTRUCTURE

ENSURING UNIVERSAL ACCESS TO ADEQUATE AND SUSTAINABLE INFRASTRUCTURE AND SERVICES



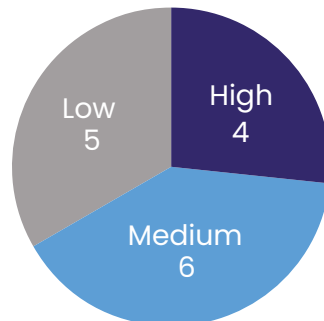
15 HOLDINGS



13 ISSUERS



£54m INVESTED
14% of total amount invested



SOCIAL PERFORMANCE ASSESSMENT (BY NUMBER OF BONDS)

Investing in transport and communications infrastructure is central to fostering inclusive and sustainable economic development. Effective communication improves transportation planning and efficiency, while strong transport networks enable the expansion of digital connectivity, particularly in underserved and remote areas. Together, they bridge divides, reduce costs, and create more equitable opportunities for individuals and communities.

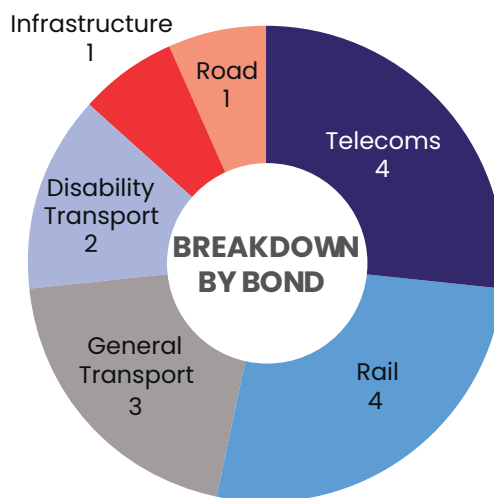
Rural and underserved areas across the UK continue to face both physical and digital connectivity gaps. Around 5 million people, 8% of the UK population, fall below the poverty line due to the financial burden of transport costs⁴⁹. Disabled people are particularly affected by barriers such as inaccessible public transport and poorly designed pedestrian pathways. These inequities compound social isolation and restrict mobility, independence, and opportunity.

Targeted investment can help overcome these challenges by improving affordability, accessibility, and reach. Expanding rail, upgrading communication networks, and supporting digital inclusion reduce inequality by ensuring that individuals, regardless of geography or socioeconomic status, can participate in society and the economy.

Better infrastructure also drives environmental gains, modernising rail and adopting green technologies reduce emissions, while advanced communications reduce the need for physical travel, lowering congestion and carbon output.

Globally, investment in transport and communication networks delivers wide-ranging benefits. In emerging and disadvantaged economies, enhanced access to reliable transport and digital infrastructure enables participation in global markets, connects communities to healthcare and education, and supports climate resilience through sustainable mobility solutions.

The Fund holdings in NBN in Australia, SNCF in France, and JICA-backed initiatives exemplify how infrastructure financing can extend critical services, enhance digital and physical inclusion, and unlock long-term economic and social gains.



⁴⁹ [Transport poverty: hidden in plain sight?](#)

EXAMPLE TARGET POPULATIONS

People with disabilities – improved accessibility of transport infrastructure has a significant impact on socio-economic outcomes, such as access to education and employment and health and wellbeing. The Fund holds bonds from Motability, who provide cars, Wheelchair Accessible Vehicles, scooters and powered wheelchairs to meet disabled customers' needs.

Vulnerable groups affected by net zero transition – providing training to workers who may be affected by the decarbonisation of the UK transport industry.

Underserved, owing to a lack of quality access to essential goods and services – lack of infrastructure in rural and/or high deprivation communities within and outside the UK enables these groups of people to access education and employment opportunities, as well as reduce social isolation.

SNCF – GREEN BOND

TRANSPORT AND COMMUNICATIONS INFRASTRUCTURE

IMP CLASSIFICATION – BENEFIT STAKEHOLDERS

FUND SOCIAL INTENSITY RATING – LOW



11 SUSTAINABLE CITIES AND COMMUNITIES



SNCF⁵⁰ is France's state-owned passenger transport and logistics group, with a central responsibility to provide sustainable mobility across the French and wider European railway network. The group is organised into five subsidiaries, including 'SNCF Réseau' – the French rail infrastructure owners, and 'SNCF Voyageurs' – the passenger transport operators in France and Europe, serving 15 million passengers a day.

Sustainability is integral to SNCF's mission. To remain a credible alternative to car transport, the group recognises the importance of ensuring that rail services reach all regions of France, including less densely populated areas. Beyond mobility, SNCF contributes substantially to the French economy, supporting 265,000 indirect jobs (1% of national employment) and adding €19 billion to GDP (0.8% of the national total) in 2023.

SNCF is now fully committed to the green bond market, with current green issuances financing projects exclusively at SNCF Réseau. Following direct engagement with the company during its January 2025 roadshow, the Fund understands that future green bonds will also support other SNCF Voyageurs, broadening the impact of proceeds across both infrastructure and passenger operations. Importantly, SNCF has also acknowledged the value of additional social benefit reporting and agreed to consider incorporating this into its future disclosures, for example, through case studies on improving accessibility for disabled passengers or enhancing transport links for rural populations.

Rail transport is already considered the most sustainable mode of mass transport, accounting for more than 10% of passenger and freight traffic in France, while generating only 0.6% of transport sector CO₂ emissions.

SNCF reports that each €1 billion invested in rail infrastructure avoids 5.2 million tonnes of CO₂e over 40 years, equivalent to the lifetime emissions of more than 10,600 French citizens. This bond therefore represents a material contribution to climate transition and sustainable mobility.

Specifically, proceeds will finance new capital expenditure at SNCF Réseau, including electrification and signalling upgrades to improve efficiency and reduce greenhouse gas emissions, ultimately supporting more sustainable mass transport in France.

⁵⁰ This case study was selected to demonstrate Fund investment into an issuer focussing on lower income communities in France, showing the range of intensity of social outcomes in the portfolio.

Impact Management Norms

What	<i>This bond will finance the greening of SNCF infrastructure, including electric rail network upgrades, maintenance and new extension.</i>
Who	<i>The green bond will serve the general population in France. More underserved regions such as rural communities could potentially benefit from improved transport infrastructure.</i>
How much	<i>No reporting available on current bond given recent issuance. Previous reporting from SNCF states that between 2016 and 2023, their investment funded by their green bonds have prevented over 54.7 million tonnes of CO2 emissions, which equals the carbon footprint of around 114,000 people in France over 40 years.</i>
Contribution	<i>Confirmed during engagement. Proceeds will be used for new capex, going towards improving and expanding existing services, thus additional and not for refinancing current loans.</i>
Risk	<i>Efficiency risks – unmitigated rising costs pose risks to projects. Execution risks – projects financed by bond may not be completed, be delayed or may not achieve their intended goals.</i>

UTILITIES AND ENVIRONMENT

SUPPORTING THE PROVISION OF AFFORDABLE AND SUSTAINABLE WATER, ENERGY AND OTHER ESSENTIAL SERVICES, AND CLIMATE ADAPTATION AND MITIGATION SOLUTIONS



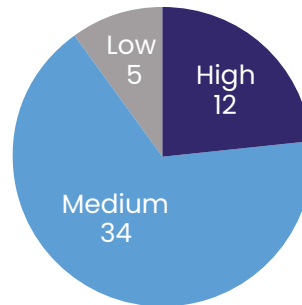
51 HOLDINGS



36 ISSUERS



£139m INVESTED
37% of total amount invested



SOCIAL PERFORMANCE ASSESSMENT
(BY NUMBER OF BONDS)

Providing affordable and sustainable utilities, including water, energy, and other essential services, is a critical component of modern UK society. These services underpin the wellbeing of communities and support economic development. However, rising utility costs continues to be a significant burden on households and businesses, making affordability a key priority.

In 2024, there were an estimated 11% of households (2.73 million) in fuel poverty in England⁵¹, while over half of water bill payers struggled to meet payments at least occasionally over the past year⁵². For low-income households, these pressures can force difficult trade-offs between essentials such as food, healthcare, and utilities, reinforcing cycles of deprivation.

The Fund invests into utility companies that provide targeted support to vulnerable customers and actively engages with them to enhance affordability initiatives. Support from utility providers for vulnerable households, through initiatives such as grants, social tariffs, and advisory services is helping families manage the cost of essential utilities and reducing the financial strain.

Many bonds within this outcome area also focus on essential system upgrades as well as affordability. In the UK, utilities face long-standing underfunding pressures that have been widely acknowledged by regulators and independent reviews, creating a substantial need for capital investment to modernise ageing assets and improve sustainability and reliability.

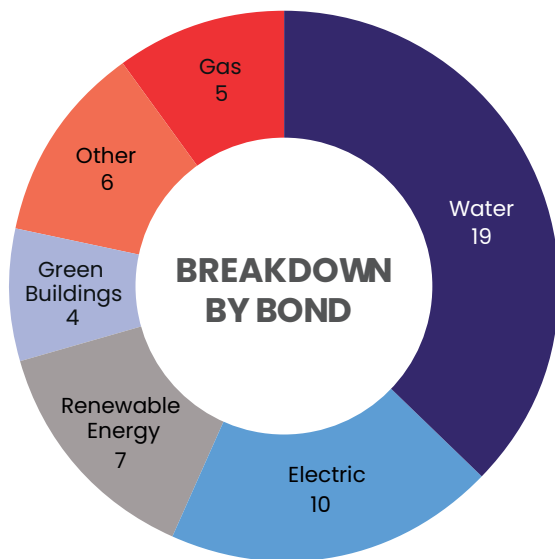
The water sector remains a key area of focus for the Fund due to its critical importance. There are a range of models, mutuals in particular are delivering strong outcomes by prioritising reinvestment, affordability, and sustainable management, see Dwr Cymru case study under Community Services outcomes section above. Continued investment in infrastructure, water efficiency, and community-focused initiatives is essential to reduce losses, improve service reliability, and strengthen long-term resilience.

Globally, the challenges are even more acute, with around 770 million people lacking access to electricity and 2 billion without safely managed drinking water⁵³. Climate change is compounding pressures, particularly in regions facing drought, flooding, and rapid urbanisation, while financing gaps limit the ability to scale resilient infrastructure. Persistent inequalities mean that those most affected often have the least access to reliable and affordable services.

⁵¹ [Annual Fuel Poverty Statistics in England, 2025](#)

⁵² [Cost of living: wave five report](#), Ofwat

⁵³ [1 in 4 people globally still lack access to safe drinking water](#). WHO, UNICEF



Investment in inclusive and sustainable utilities represents a significant opportunity through supporting companies that expand access, reduce environmental impact, and deliver long-term affordability.

Alongside utility infrastructure, this outcomes area also includes the Fund's investments in renewable energy generation and green buildings, which support efficiency improvements, emissions reductions, and enhanced environmental performance. The case study below illustrates this in practice: Iberdrola's green financing supports renewable projects such as the East Anglia TWO offshore wind farm, expanding clean energy supply and contributing to the UK's decarbonisation objectives and net-zero pathway.

EXAMPLE TARGET POPULATIONS

Underserved, owing to a lack of quality access to essential goods and services – investment is key to ensuring that people have access to key utilities, such as clean water.

Living below the poverty line – people living in fuel or water poverty, where the bills are greater than 10% and 5% of net income, respectively. Research by Ofwat shows that more customers are struggling with household bills and that two-thirds expect their situation to worsen in the coming year.

IBERDROLA – GREEN BOND

UTILITIES AND ENVIRONMENT

IMP CLASSIFICATION – BENEFIT STAKEHOLDERS

FUND SOCIAL INTENSITY RATING – MEDIUM



7 AFFORDABLE AND CLEAN ENERGY



Iberdrola S.A.⁵⁴, headquartered in Spain, is one of the largest global producers of wind power and a leading utility in renewable energy generation, with over 40% of its total generation capacity derived from renewable sources. The company has an established track record in sustainable finance, having issued its first green bond in 2014, and is now among Europe’s most active corporate green bond issuers. Iberdrola’s Green Financing Framework is aligned with the ICMA Green Bond Principles and ensures proceeds are allocated to projects with measurable environmental outcomes.

Green bonds are a key component of Iberdrola’s capital strategy, providing dedicated funding for renewable energy projects, grid modernisation, and electrification infrastructure. The £500 million green bond issuance channels European sustainable finance into the UK energy transition.

The East Anglia TWO offshore wind farm will add 960MW of new installed renewable energy capacity to the UK grid, enough to power around 950,000 homes with clean energy. The project will contribute to energy security and the decarbonisation of electricity supply and is expected to be commissioned in 2028, supporting the UK’s net-zero target by 2050.

The development is also anticipated to generate employment across all phases, including approximately 80 jobs during the preparatory onshore substation works in Suffolk⁵⁵.

This holding illustrates how a leading European issuer can deliver measurable environmental and social outcomes for the UK, directly supporting sustainable development priorities and job creation opportunities.

Impact Management Norms

What	<i>This green bond finances construction of East Anglia TWO offshore wind farm in the UK.</i>
Who	<i>Support for the general UK population through provision of cleaner, renewable energy.</i>
How much	<i>The project will add a total of 960 MW of new installed renewable energy capacity to the UK grid, sufficient to supply approximately 950,000 homes with clean electricity. Once operational, it is expected to avoid significant CO₂ emissions over its lifetime through the displacement of fossil fuel generation. Commissioning is currently targeted for 2028.</i>
Contribution	<i>100% of proceeds allocated to new financing, not refinancing. This strengthens the bond’s additionality, as it directly enabled the build-out of new renewable capacity.</i>
Risk	<i>Efficiency risks – unmitigated rising costs pose risks to projects e.g. turbines, raw materials etc., Execution risks – projects financed by bond may not be completed, be delayed or may not achieve their intended goals.</i>

⁵⁴ This case study was selected to demonstrate Fund investment into a non-UK issuer, delivering positive social outcomes in the UK.

⁵⁵ [East Anglia offshore wind farm TWO - Iberdrola](#)

04 FORWARD LOOK

This section outlines the Fund's forward-looking approach, structured around three interconnected spheres of impact: delivering returns with social outcomes, catalysing wider systems change, and democratising access to capital. Each build on the Fund's established investment ethos and track record, showing how current activity will evolve to seize emerging opportunities and address new challenges, driving more inclusive, scalable, and sustainable social solutions.

1. THE FUND IS PIONEERING A MODEL FOR INCLUSIVE GROWTH IN THE UK

For over a decade, the Fund has been a pioneer in using public markets to drive inclusive and sustainable development primarily in the UK. It has consistently demonstrated that financial performance and social impact can be mutually reinforcing, delivering returns while directing capital to areas of greatest need. The overall social objective of the Fund is clear: to support and fund businesses that deliver socially beneficial activities and more regionally balanced and sustainable development.

In the year ahead, with its growing scale and unique focus on listed bonds in the UK, the Fund is well positioned to harness the momentum of growth finance and increasing capital inflows into the UK.

Specifically:

1.1 Focus on the primary markets and additionality

The Fund has consistently gone beyond simple capital allocation, using its active role in the primary markets to strengthen positive outcomes and reduce risks. In the past year alone, the Fund has invested in 26 new bond issuances, providing new capital at the point of need and directly supporting projects and organisations rather than simply trading existing debt.

This active approach also requires the team to decline opportunities where the social or financial case is deemed insufficient.

One example involved an airport whose carbon targets largely mirrored existing public commitments, with limited impact and weak accountability structures. A second airport bond, while showing enhanced climate ambitions, largely duplicated existing commitments and reflected sector alignment rather than leadership. Its recreational focus limited direct social impact, and the bond missed the chance to incorporate meaningful social targets, such as local community outcomes, employment, or accessibility improvements.

The Fund continues to advocate for more issuers to incorporate robust and meaningful social targets in their sustainability-linked bonds, ensuring these instruments drive genuine positive outcomes alongside environmental progress.

1.2 Driving quality outcomes through active engagement and community voice

Alongside investment, the Fund continues to drive innovation in the sector. The team have worked closely with issuers and other partners to advance standards and encourage the issuance of social and sustainability bonds. In the past, the Fund team have also worked with the International Capital Market Association (ICMA) on various topics.

One area of particular success has been in championing "community voice"- ensuring that those most affected by bond-financed projects are directly engaged in confirming outcomes. The Fund team welcomes the inclusion of community voice in the ICMA Social Guidelines.

For instance, sustained engagement with NatWest led to its first women-led business survey, with 73% of respondents confirming their loans would help them expand or start another business, a direct demonstration

of intended outcomes in action. The Fund team continue to advocate for more issuers to adopt and integrate similar practices.

2. BEYOND INVESTMENT: THE FUND IS CATALYSING SYSTEMIC CHANGE TO DRIVE QUALITY OUTCOMES

The Fund's influence extends beyond its own portfolio. Through sustained advocacy and collaboration, it plays an active role in shaping the wider social bond and sustainability market, working with various market players to unlock investment and accelerate the availability of high-quality, outcomes-driven financing to flow into underserved regions and thematic areas, including housing, health, and regional infrastructure.

2.1 Supporting capital flow in the UK

The challenge of unmet capital needs in the UK remains significant, but momentum is building. From inception, the Fund has mobilised both institutional and retail investors into projects that strengthen the UK economy and society. Its cross-market reach, spanning government, semi-government, corporates, financial institutions, and non-profits, allows it to direct investment efficiently to where it can unlock further investment, opportunities and achieve the greatest outcomes.

The Fund team welcomes the recent Mansion House Accords, committing pension schemes to back British growth⁵⁶. The Fund's ability to operate across these multiple tiers, particularly through listed bonds, makes it a critical lever for delivering aligned ambitions through the bond market, where defined use-of-proceeds can align investor intent and directed capital even more closely. This approach not only enables capital to flow more effectively into critical areas of need but also invites a wider community of investors to participate in building long-term value for the UK.

2.2 Advancing a Just Transition

An area of focus for the year ahead will be supporting to scale Just Transition capital and embedding its principles. Originally centred on reskilling workers in green industries, this concept is now evolving to include customers and communities recognising the broader impact of these transitions. The aim is to ensure that the shift to a sustainable economy leaves no one behind. The Fund team are encouraged to see financial institutions, such as Nationwide, not only supporting mortgages for greener housing but also helping households in energy-inefficient homes reduce costs and improve living conditions.

Another emerging focus is the risk of technological disruption, including AI-driven job displacement, where the Fund advocates for inclusive solutions that ensure people are supported and brought along in the transition.

2.3 Opportunities in the water sector and labelled bond issuance

The UK water sector represents a major opportunity for innovation and system change. Drawing on European examples such as Saur Group's €550 million blue bond (France) and Ørsted's €100 million ocean-based renewable energy bond (Denmark), the Fund team sees strong potential for additional labelled bonds in the UK to finance sustainable water management, support coastal communities, and address regional inequalities. Such instruments would not only advance environmental resilience but also strengthen the UK's leadership in sustainable finance.

Despite previous calls and ongoing debate in the UK, no blue bonds have yet been issued domestically.

⁵⁶ [Pension schemes back British growth](#), Government Press release

3. DEMOCRATISING CAPITAL: INCREASING PARTICIPATION AND INVESTMENT ACCESSIBILITY

One of the Fund's defining features is its role in opening investment to retail investors, enabling participation in social outcomes traditionally reserved for institutional capital. This democratisation of access strengthens the connection between everyday investors and the communities benefiting from their capital, reinforcing the idea that everyone can be part of driving inclusive growth.

3.1 Setting bold standards in transparency to enhance reporting quality and trust

Transparency remains a cornerstone of the Fund's investment ethos. Hence, the Fund reporting goes beyond outlining portfolio alignment with specific outcomes categories, but is also inclusive of specific geographies and populations being supported. This granular approach is aligned with the latest guidance from ICMA, which now recognises "impact confirmation on target populations" as a core principle⁵⁷.

This commitment extends to full portfolio disclosure, offering investors a clear line of sight into where capital is deployed and the outcomes it enables, setting a new bar for accountability and investor confidence.

Whilst this Fund has sustainability characteristics, it does not have a UK Sustainability label under the FCA's Sustainability Disclosure Requirements.

⁵⁷ [Harmonised Framework for Impact Reporting for Social Bonds](#), ICMA, 2025

ANNEX 1: SOCIAL ASSESSMENT METHODOLOGY

The CT UK Social Bond Fund is a positively screened, actively managed fund. Each bond is assessed and selected for its potential to deliver positive societal benefits. The Fund's assessment methodology ensures that social considerations are fully integrated into investment decision-making and on-going fund management. This is a continually evolving methodology that reflects a developing understanding of impact.

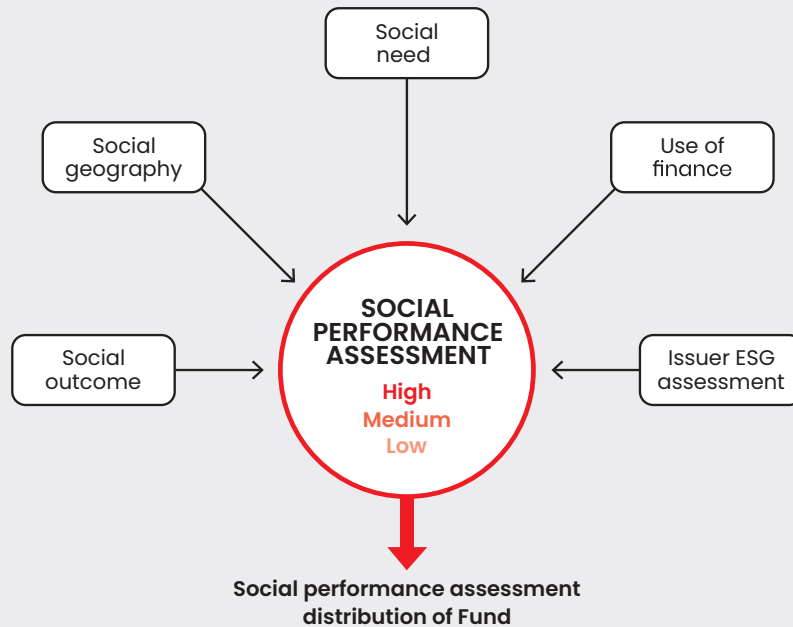
1. DEFINING THE UNIVERSE: TARGETING EIGHT SOCIAL OUTCOME CATEGORIES

Investment is directed towards eight core social outcomes groupings with the following aims:

Social Outcome Category	Primary Outcomes	Typical Bond Issuers
Affordable Housing and Property	Increased supply of affordable, good quality homes, particularly for people on low incomes, key workers and students.	- Registered social landlords and property developers
Community Services	Increased access to community facilities and services that improve individual and local wellbeing.	- Charities - Local authorities - Development organisations
Education, Learning and Skills	Supporting wider participation in higher education and promoting social mobility; increasing quality of education for all.	- Universities - Providers of educational services and learning materials
Employment and Training	Supporting provision of good jobs, particularly in areas of high unemployment; improved employment opportunities and skills development for young people.	- Large UK businesses
Financial Security and Inclusion	Universal access to affordable financial services that support decent standards of living.	- Banks and financial institutions, including mutuals
Health and Social Care	Improving quality and accessibility of health and social care facilities and services; facilitating financing of healthcare services through insurance products.	- Large providers of health and care services and related services, including research, property development and financial products
Transport and Communications Infrastructure	Improvements in the quality and access to transport and communications infrastructure and services, particularly outside London and the Greater South East.	- Transport and telecommunications companies
Utilities and the Environment	Supporting the provision of affordable and sustainable utilities provision, including water, waste and energy services. As well as climate adaptation and mitigation solutions.	- Utility companies - Banks - Development finance institutions

2. ANALYSING SOCIAL PERFORMANCE

The Fund's team carries out a social due diligence of all eligible bonds prior to investment and provides an overall social performance rating (High, Medium or Low). The assessment has five dimensions:



SOCIAL PERFORMANCE ASSESSMENT DISTRIBUTION OF FUND

i. Social outcome: analysis is made of both the primary outcome classification e.g. provision of transport infrastructure, and the secondary outcome (e.g. job creation). A higher rating is given to bonds that have clear intentionality to create positive social outcomes and have specified defined and measurable output and outcome metrics.

ii. Social geography: the extent to which the project or activities financed by the bond has a geographical footprint that benefits disadvantaged communities and the UK's poorer regions.

iii. Social need: the extent to which the bond directly targets people and communities most in social need. A higher rating is given to bonds which benefit specific disadvantaged groups, for example, low-income households or people with disabilities. It was previously referred to as Social Intensity.

iv. Use of proceeds: the Fund favours "ringfenced use-of-proceeds", which means the financing is exclusively channelled to pre-identified projects with social or environmental outcomes, rather than bonds issued for general corporate purposes. The Fund also favours new bond issues where it can contribute to growing a new or under-supplied capital market, such as for charities.

v. ESG rating of the Issuer: the bond should have an Issuer with a good Environmental, Social and Governance (ESG) credentials. This enables the analyst to outline any ESG or reputational risks which might impact the social credentials of the investment and to fully consider whether it merits inclusion in the Fund.

Each bond's overall Social Performance Rating is based on combining its scores for the five different assessment criteria. The Fund's portfolio includes a mix of bonds with High, Medium and Low social performance ratings. The Fund's overall social performance target is to have at least two-thirds of bonds rated as High and Medium social performance.

EXAMPLE ASSESSMENT: ASTER TREASURY SUSTAINABILITY BOND

SOCIAL PERFORMANCE RATING: HIGH

<p>Social outcome: construction of new affordable housing developments where units meet minimum EPC C rating. Average rental cost of the properties is approximately half of the average regional market value and units are expected to be rented out to people on low incomes, including those on universal credit.</p>	<p>Social Need: High Targeting low-income population in need of shelter/a place to call home, also providing assistance to tenants with financial literacy, emergency support, mental health awareness, elderly support and work and skills boosting workshops.</p>
<p>Social geography: based in the UK, across South of England. This area may not have high levels of deprivation, however given the high market costs of housing, there is a critical need for affordable housing.</p>	<p>Use of proceeds: ringfenced to finance affordable housing including construction and refurbishment of social housing buildings for those on low incomes.</p>
<p>ESG: strong ESG credentials, seeking to improve energy efficiency of homes, focus on customer satisfaction (strong governance focus) with no known controversies.</p>	

Aster is a housing association owning and operating nearly 38,000 units across 50 local authority areas. The group comprises 68% units for social/affordable rent, 14% supported housing and 11% shared ownership.

Aster Treasury's corporate vision is that "Everyone has a home". Additional customer support systems make up a key part of their 2030 goals, aimed at improving and bettering lives:

- **Investing £1.6 billion over seven years** (2023–2030) to construct **7,000 new homes** across the south of England and London.
- **Providing assistance and emergency support with financial literacy**, including benefits applications, budgeting, bank account setup, and savings guidance.
- **Supporting those out of work** with skills development, confidence-building programs, and initiatives to foster entrepreneurial capabilities.
- **Reducing loneliness among older people** through volunteering opportunities and community engagement.
- **Raising awareness of mental health** through training programs and workshops.
- **Housing First initiative:** providing people experiencing homelessness with stable homes as a platform to rebuild their lives.
- **Sustainability and energy efficiency focus:** ensuring homes meet minimum EPC C rating, improving living conditions while reducing energy costs.

3. MONITORING AND REPORTING

A **Social Advisory Committee (SAC)** meets quarterly to review, advise and challenge individual bond social assessments, assess risks and provide advice on sector developments and development of the social assessment methodology. The Committee comprises an independent Chair (Simon Bond, who previously managed the Fund), Big Issue Group appointed members (Nigel Kershaw OBE, Chair of The Big Issue Group, Karen Wilson, Senior Impact Advisor, and Sasha Afanasieva, Managing Director of Impact Services, Big Issue Group) and two Columbia Threadneedle Investments members (Sally Springer, Senior Thematic Research Analyst, Global Research and Tammie Tang, Executive Director, Lead Portfolio Manager"). See Annex 5 for biographies.

Performance monitoring

Columbia Threadneedle monitors the financial and social performance of the bonds on an ongoing basis. All bonds are subject to a reassessment of their social rating on the fourth anniversary of their inclusion in the Fund. Policies and procedures are in place to address situations where ESG risks have arisen. Should serious issues arise Columbia Threadneedle will seek evidence. This may include engagement with the company to reassess the social characteristics. A special SAC meeting may be convened to discuss the holding. If the Committee decides that a holding no longer meets the social and reputational requirements of the Fund, the Fund manager will outline an appropriate action plan to the Committee. This is likely to include reducing or eliminating the holding, mindful of both the social and financial goals of the Fund, in the best interests of investors.

Annual reporting

Big Issue Group monitor and analyse social performance data, where available, and report on social performance annually through this report.

The Fund does not claim direct attribution for positive social outcome creation. However, it contributes this through its investment decision-making. The greatest contribution to positive social outcomes is made when the Fund invests in new issues that are rated High from a social performance perspective.

The quality of impact measurement and management varies across the Fund's portfolio. Organisations issuing bonds for a specific social purpose, or pure-play social investments such as registered social housing providers and charities, typically track and report on results achieved with well-defined metrics. Where the Fund holds bonds issued for general corporate purposes, these are typically from mutuals or other pure-play issuers, giving the Fund team confidence in their contribution to the Fund's priority social outcome areas. As an actively managed fund, engagements are also regularly used to deepen understanding of the use of proceeds and to influence and encourage stronger social performance.

Both Big Issue Group and Columbia Threadneedle recognise that the impact measurement is an emerging field. We are committed to being actively engaged in this field and will continue to review and refine our approach in line with industry developments and global standards, as well as the emergence of improved impact reporting by bond issuers.

ANNEX 2: FULL LIST OF BOND ISSUERS

Please note that some bond issuers appear more than once if they have issued more than one bond that is aligned with more than one Outcome Classification.

Name of Issuer	Social Assessment
Affordable Housing and Property	
Affordable Housing Guarantee Scheme	High
Aster Housing Association	High
Blend	High
Bromford Housing Association	High
Clarion Housing	High
ClwydAlyn	High
Council of Europe Development Bank	High
Home Group	High
Incommunities Group	High
Jigsaw	High
Longhurst Group	High
Metropolitan Thames Valley	High
NatWest Group	High
Onward Housing	High
Orbit	High
Paradigm Housing Group	High
Paragon	High
Peabody Trust	High
Places for People Homes	High
Platform Housing Group	High
RCB Bonds	High
RHP	High
Southern Housing	High
Stonewater	High
The Guinness Partnership	High
The Housing Finance Corporation	High
Walsall Housing Association	High
Wheatley Housing Association	High
NewRiver	Medium
Liberty Living	Low
PRS Housing Agency	Low
UNITE Group	Low
Community Services	
Inter-American Development Bank	High
Education, Learning and Skills	
Banque Federative Du Credit Mutuel	High
Cardiff University	High
KBC Group	High
Pearson Education	High
University College London	High
University of Leeds	High

European Investment Bank	Medium
University of Southampton	Medium
Employment & Training	
Asian Development Bank	High
Caixa Bank	High
Compass Group	High
Intesa Sanpaolo	High
NatWest Group	High
Meadowhall	Medium
Financial Security and Inclusion	
Motability	High
Yorkshire Building Society	High
Co-Operative Bank	Medium
Coventry Building Society	Medium
Nationwide Building Society	Medium
Permanent TSB Group	Medium
Legal and General	Low
Pension Insurance Corporation	Low
Royal London	Low
Health and Social Care	
Allied Irish Banks	High
International Bank for Reconstruction and Development	High
International Development Association	High
International Finance Facility for Immunisation	High
Wellcome Trust	High
AstraZeneca	Medium
BUPA	Medium
Council of Europe Development Bank	Medium
Octagon Healthcare Funding (Norwich and Norfolk)	Medium
Welltower	Medium
Transport and Communications Infrastructure	
BBC Pacific Quay	High
Japan International Cooperation Agency	High
Motability	High
Community Finance (GLA)	Medium
Eversholt	Medium
LCR Finance	Medium
NBN	Medium
UK Green Gilt	Medium
Arqiva	Low
BT	Low
Automobile Association	Low
Network Rail	Low
SNCF	Low
Utilities and the Environment	
Anglian Water	High

Dwr Cymru (Welsh Water)	High
Electricity North West	High
European Investment Bank	High
Places for People Homes	High
Severn Trent	High
Southern Water	High
Triodos	High
United Utilities	High
Wessex Water	High
Yorkshire Water	High
ABN AMRO	Medium
Anglian Water	Medium
Barclays	Medium
Cadent	Medium
Co-Operative Bank	Medium
Electricity North West	Medium
Erste Group Bank	Medium
European Investment Bank	Medium
Iberdrola	Medium
Lloyds Banking Group	Medium
National Grid	Medium
Northern Gas Networks	Medium
Northumbrian Water Services	Medium
Scottish and Southern Energy (SSE)	Medium
Severn Trent	Medium
South Eastern Power	Medium
Southern Water	Medium
Suez Group	Medium
Telefonica Europe	Medium
United Utilities	Medium
Yorkshire Water	Medium
DS Smith	Low
Landsec	Low
Rabobank Group	Low
Tesco	Low

ANNEX 3: SUMMARY OF THREE-YEAR TRENDS

		2023	2024	2025
Portfolio	Value (£m)	396.0	367.0	394.0
	Number of bonds	185	153	153
	Number of Issuers	127	107	102
	Top 25 Issuers (% of Fund by Value)	55.1	58.1	57.4

		2023 (% of bond)	2023 (% of value)	2024 (% of bond)	2024 (% of value)	2025 (% of bond)	2025 (% of value)
Social Performance	High	45.9	44.5	49.7	47.6	49.7	46.9
	Medium	34.1	42.7	35.9	41.8	37.9	43.3
	Low	20.0	12.7	14.4	10.7	12.4	9.8
Social Outcomes	Affordable Housing and Property	25.9	18.4	27.5	23.9	25.5	19.6
	Community Services	1.1	1.6	1.3	1.2	0.7	0.7
	Education, Learning and Skills	4.3	2.2	4.6	3.1	5.9	3.1
	Employment and Training	4.3	1.9	4.6	2.8	3.9	3.5
	Financial Security and Inclusion	9.7	12.7	11.1	11.1	11.8	10.2
	Health and Social Care	13.0	16.0	11.1	12.7	9.2	11.5
	Transport and Communication Infrastructure	10.3	15.6	9.8	15.3	9.8	14.5
	Utilities and the Environment	31.4	31.6	30.1	29.8	33.3	36.9
Social Geography	Regional	41.1	35.6	37.3	32.7	39.9	33.5
	National	40.0	44.8	41.8	48.4	40.5	47.7
	Supranational	18.9	19.6	20.9	18.9	19.6	18.8
Regional Geography	Outside of GSE	59.2	61.9	63.2	62.5	68.3	58.7
	Midlands and South West	11.8	8.7	8.8	4.1	18.3	16.9
	North	17.1	19.4	21.1	15.8	23.3	14.2
	Scotland and Northern Ireland	11.8	12.9	10.5	18.0	8.3	10.7
	Wales	6.6	5.6	8.8	7.0	6.7	7.6
	Multi-Regional	11.8	15.2	14.0	17.6	11.7	9.2
	Greater South East	40.8	38.1	36.8	37.5	31.7	41.3

ANNEX 4: REGISTERED HOUSING PROVIDERS – DATA ANALYSIS

Bond Issuer	Total Number of regulated units owned and managed	Social rent %	Intermediate and affordable rent %	Supported housing %	For older people %	Low cost home ownership %	Care homes %
Aster Housing Association	49,487	55.1%	15.3%	4.2%	13.2%	11.1%	1.1%
Bromford Housing Association	43,991	71.3%	10.2%	1.9%	5.8%	10.5%	0.3%
Clarion Housing	109,017	67.7%	14.8%	1.3%	5.7%	10.4%	0.1%
The Guinness Partnership	65,285	62.6%	12.3%	1.3%	12.1%	11.5%	0.1%
Home Group	48,453	62.6%	18.2%	8.4%	3.2%	7.4%	0.2%
Incommunities Group	21,665	80.9%	14.6%	0.3%	3.3%	0.9%	0.0%
Jigsaw	35,840	61.7%	23.3%	2.0%	8.9%	4.1%	0.0%
Longhurst Group	23,116	66.7%	13.7%	2.1%	5.6%	11.7%	0.2%
Metropolitan Thames Valley	46,310	58.7%	10.4%	4.6%	6.9%	19.1%	0.3%
Onward Housing	29,917	67.8%	8.0%	6.2%	13.0%	4.7%	0.3%
Orbit	45,733	52.7%	15.4%	1.3%	6.0%	24.7%	0.0%
Paradigm Housing Group	15,451	59.5%	20.8%	0.9%	0.2%	18.7%	0.0%
Paragon	22,333	61.8%	16.3%	3.0%	10.1%	8.4%	0.3%
Peabody Trust	95,020	67.3%	12.7%	4.0%	2.8%	13.1%	0.1%
Places for People Homes	68,713	73.6%	8.9%	4.7%	6.9%	5.6%	0.2%
Platform Housing Group	47,516	60.5%	18.4%	1.3%	5.7%	14.1%	0.0%
Richmond Housing Partnership Limited	8,592	81.6%	11.4%	0.0%	4.5%	2.4%	0.1%
Southern Housing	72,576	63.2%	12.9%	2.0%	8.0%	13.7%	0.2%
Stonewater	36,295	63.6%	16.4%	2.0%	7.0%	10.9%	0.1%
Walsall Housing Association	21,734	83.2%	12.7%	0.4%	0.0%	3.6%	0.0%
TOTAL/AVERAGE	907,044	66.1%	14.3%	2.6%	6.4%	10.3%	0.2%

Source: Regulator of Social Housing (RSH), Private Registered Provider Social Housing Stock in England: Statistical Data Return (SDR) 2024. Note: Wheatley Housing Association and ClwydAlyn Housing Association have not been included in this dataset though both have bonds held by the Fund. This is because Wheatley HA is a Scottish organisation and ClwydAlyn is a Welsh organisation. Both Scotland and Wales have their own regulatory bodies for social housing and so data for these organisations was not disclosed to the RSH for the SDR.

ANNEX 5: BIOGRAPHIES

CURRENT MEMBERS OF SOCIAL ADVISORY COMMITTEE⁵⁸

Simon Bond

Independent Chair of the Social Advisory Committee

Simon Bond joined Columbia Threadneedle in 2003 as a Senior Fund manager to manage institutional Investment Grade Credit Funds. Simon conceived of, launched and managed the CT UK Social Bond Fund since its inception in 2013, as well as the Threadneedle (Lux) European Social Bond Fund launched in 2017. From June 2022, he concentrated his focus on supporting Columbia Threadneedle's social bond franchise and developing other responsible investment strategies across the firm. Simon retired from the firm in March 2023.

Prior to joining the Columbia Threadneedle, Simon managed £6bn in his role as the Senior UK Credit Fund Manager for AXA. He also worked for GE Insurance as a Portfolio Manager, Provident Mutual as a Fixed Income Analyst and Hambros Bank as an Investment Accountant and Pension Fund Investment Administrator.

Simon has over 37 years' experience in the investment industry, with the last 32 years specialising in corporate credit. Throughout his career, Simon has taken a keen interest in the social investment space. The first entity Simon reported on as an analyst was Peabody Trust and the first sector, he covered was Housing Associations. Simon is particularly passionate about the role of infrastructure in both regeneration and economic growth but stresses that impact reporting should focus on people and place.

Simon is a board member and Lead Expert at the Impact Investing Institute. He is also a Visiting Senior Fellow at the Grantham Research Institute on Climate Change and the Environment, established by the London School of Economics and Political Science.

Nigel Kershaw OBE

Chair of the Big Issue Group

Nigel Kershaw OBE is a leading social entrepreneur and impact investor. He is Chair of The Big Issue Group (BIG) and is co-founder of Big Issue Invest and The Big Exchange.

He joined BIG in 1994, subsequently becoming its CEO and Group Chair. In 2005 Nigel and Lord John Bird, co-founder of The Big Issue launched Big Issue Invest, a "social merchant bank", which supported 139 social enterprises across the UK in 2024.

Nigel co-founded The Big Exchange, a transformative, fair, accessible, and transparent investment platform.

Since 1974 Nigel founded three printing and publishing co-operatives. He trained and has worked as a 4-colour lithographic printer, systems analyst, and trade union official. In 2010, he was awarded an OBE for services to Social Enterprise.

⁵⁸ Members of the Social Advisory Committee as at September 2025.

Tammie Tang

Executive Director, Lead Portfolio Manager for Social Bond Funds

Tammie Tang is Executive Director in the Fixed Income team with a focus on investment grade credit, having joined the company in 2012. She is lead portfolio manager for Columbia Threadneedle's UK, European and global social bond strategies, as well as various institutional UK credit strategies and the Threadneedle Pensions Corporate Bond Fund.

Tammie previously worked at JPMorgan in New York, where she held roles in structuring, trading and portfolio management within more complex interest rate and credit derivative products for the bank's asset management and insurance clients. Tammie started her career at PricewaterhouseCoopers, Sydney, in an actuarial consulting role where she provided detailed pricing, valuation and statistical modelling work for insurance clients.

Tammie holds a Master of Statistics from the University of New South Wales and is a Fellow of the Institute of Actuaries Australia.

Sasha Afanasieva

Managing Director of Impact Services, Big Issue Group

Sasha Afanasieva joined Big Issue Invest in April 2022. Sasha is an impact management specialist and social entrepreneur with a background in investment banking.

Prior to joining Big Issue Invest, Sasha founded Blubel, an award-winning social enterprise, where she led the development of an innovative tech product from an idea to full market launch. Blubel received funding from the European Space Agency, Department for Transport as well as private investors. As an impact consultant, she advised over 50 organisations including investors, corporates and social enterprises, developing impact and ESG data analysis, constructing methodologies and reporting.

Sasha started her career in investment banking, working at Merrill Lynch and GP Bullhound. She holds an Economics and Management degree from the University of Oxford and is a fellow of the On Purpose social enterprise leadership programme.

Sally Springer

Senior Thematic Research Analyst, Global Research, Columbia Threadneedle Investments

Sally joined Columbia Threadneedle Investments in 2022. As part of global research, Sally focuses on thematic research, analysing the risks and opportunities arising from the transition in human capital and demographic change across sectors and industries. She collaborates closely with investment teams and engages with companies most exposed to these themes.

She previously worked as an equity research analyst and an industry policy lead for responsible investment regulation and legislation. Sally studied at the University of Warwick (BSc Economics) and gained the CFA charter in 2003.

Karen Wilson

Big Issue Group Senior Impact Advisor

Karen is the Founder of GV Partners working with investors, companies and international organisations on sustainability and impact strategies. She bridges the private, public and academic sectors, with particular expertise on finance, strategy, governance, and impact measurement. Karen led the work on impact investing at the OECD and co-led the launch of the Impact Management Platform, which aims to provide coherence on sustainability standards for companies and investors. For her leadership in the field, she was selected in 2022 by the Sorenson Impact Institute as an inaugural Global Impact Leader.

Karen serves on a number of boards as well as a senior advisor to a number of organisations. She also teaches at leading business schools and universities, including London Business School where she is an Affiliate Faculty member and Stockholm School of Economics in Riga, where she has been a Visiting Lecturer for the past 15 years. She received, with honours, a Bachelor of Science in Mathematics and Management from Carnegie Mellon University and an MBA from Harvard Business School.



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