

ENVIRONMENTAL AND SUSTAINABILITY POLICY STATEMENT OF COLUMBIA THREADNEEDLE INVESTMENTS

This policy statement encompasses the operational office activities of Columbia Threadneedle Investments undertaken from its operations at its London, Swindon and Edinburgh offices.

The Board of Directors for Columbia Threadneedle Investments undertake to enforce this Environmental and Sustainability Policy with the aim of upholding human rights, protecting the environment and biodiversity, preventing pollution, reducing operational carbon emissions, achieving compliance with all sustainability legislation and other requirements.

Columbia Threadneedle Investments is committed to: -

- Aligning its environmental management system (EMS) with the strategic direction of the business and to use it to continually enhance environmental performance.
- Raising environmental and social awareness amongst employees and knowledge of the impacts of their operations in the office and at home. This will include relevant training, support and equipment.
- Upholding human rights in all our operations and encourage our supply chain to do the same.
- Continually improving performance in reducing carbon emissions from business travel.
- Minimising the generation of waste by implementing improved recycling, recovery and reuse of waste arisings in office locations.
- Reducing utility usage through staff behavioural change initiatives, improving energy and water efficiencies.
- Improving resource efficiency with focus on embedding sustainable procurement within policy and processes.
- Progressing towards a 2050 Net Zero commitment through carbon reduction planning.
- Providing adequate resources to ensure that the EMS complies with the requirements of the ISO14001 standard.

This Environmental and Sustainability Policy will be regularly reviewed and made available on the intranet for the attention of all employees and on request to customers, clients and the public.

It is the intention of Columbia Threadneedle Investments to encourage all suppliers and persons working on behalf of the organisation to provide Environmental or Sustainability Policies and to support this Policy.

A handwritten signature in black ink, appearing to read 'David Logan'.

**David Logan, Head of EMEA and Global Head of Business Operations
For and behalf of Columbia Threadneedle Investments
Date: February 2026**