

ROYAL LONDON ASSET MANAGEMENT LIMITED
SECTION 172
FOR THE YEAR ENDED 31 DECEMBER 2022

Section 172 requires a Director of a company to act in the way he or she considers, in good faith, would most likely promote the success of the Company for the benefit of its members as a whole. When discharging their duties and making decisions, Section 172 of the Companies Act 2006 requires the Directors to have regard, amongst other matters, to the:

- Likely consequences of any decisions in the long term;
- The interests of the Company's employees;
- Need to foster the Company's business relationships with suppliers, customers, and others;
- Impact of the Company's operations on the community and environment;
- Desirability of the Company maintaining a reputation for high standards and business conduct; and
- Need to act fairly between members of the Company.

The Directors made several key decisions during the year and Section 172 responsibilities were considered throughout the decision-making process. The Directors acknowledge that each decision made will not necessarily lead to a positive outcome for all stakeholders. However, through wide-ranging engagement in the context of the strategy and purpose the Board aims to ensure a consistent approach to its decision-making and consideration of stakeholders. This is illustrated by, but not limited to, the following examples:

- As part of its duty to customers, the Board approved a plan to comply with the FCA's new Consumer Duty to ensure good outcomes for customers and support their financial objectives.
- The Board reviewed the Business Plan which sets out the short and medium term objectives of the business, whilst also ensuring sufficient investment to meet our climate and responsible investment targets, mindful of the impact of the Company's operations on the environment.
- As part of its commitment to the environment, the Board approved an update to our Task Force on Climate-related Disclosures ("TCFD") Report and Stewardship and Responsible Investment Report, continuing our aim to achieve net zero by 2050, with a 50% reduction in the carbon intensity of our investments by 2030.
- The Risk and Capital Committee of the Board received regular risk reviews throughout the year and approved an Operational Resilience Self-Assessment, ensuring the interests of clients are properly protected, mindful of the desirability of the Company maintaining a reputation for high standards and business conduct.