

What's the aim of the Ethical Tentative Plan and who is it for?

The aim of our Ethical Tentative Plan is to generate reasonable growth over the longer term while aiming to avoid investments in harmful activities such as tobacco, gambling, weapons and adult entertainment. Our Ethical Tentative Plan features funds that actively invest in companies demonstrating the highest environmental, social and governance practices.

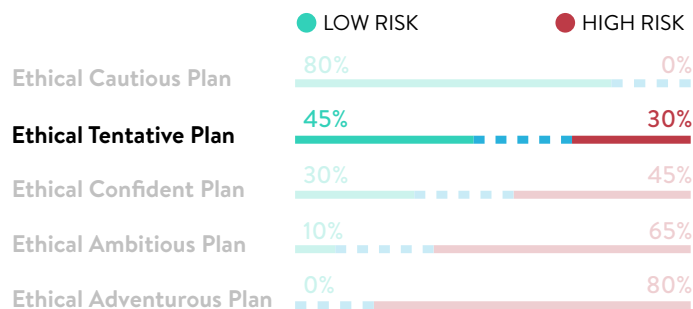
The Plan can contain up to 25 mutual funds from different regions around the world and is mostly made up of shares and bonds. Some thematic funds will focus on themes such as gender equality (companies that strongly champion these issues) or green energy.

The Ethical Tentative Plan is suitable for investors who prioritise limiting losses over high returns and are willing to see moderate movements up and down in the value to try to get reasonable growth from their investments. But there is still a risk that you could get back less than invested.

Investing should be part of a long-term savings strategy and whilst money can be withdrawn at any time, investing for less than 5 years is unlikely to be appropriate for an Ethical Tentative Plan. Investors should be aware that few ethical funds employ currency hedging, which may see divergence in performance between original and ethical plans.

What makes the Ethical Tentative Plan different?

The example below shows a typical mix of high and low risk investments used in our Ethical Plans. The Ethical Tentative Plan can hold between 30% and 55% of high risk investments (Shares & Property) with the remainder in low risk investments (Bonds, Cash, Cash Equivalents), but this can vary.



The chart above shows the range for the Ethical Tentative Plan, which can include a minimum of 45% low risk assets and a minimum of 30% high risk assets.

Benchmarking

Our Ethical Confident Plan performance is measured against the ARC Sterling Balanced Asset PCI. The PCI is a peer group benchmark which shows how other companies' plans with a similar risk profile have performed. The indices are based on real performance numbers from hundreds of other plans.

Typical Investments in an Ethical Tentative Plan

This is an example of the typical investments you might see in an Ethical Confident Plan. We use a blend of passive and active funds. Some funds may exclude companies that profit from harmful activities, whilst others may invest in companies provided they earn no more than 10% of their profits from the activity. So we cannot guarantee that our Plans won't contain some degree of the activities we aim to exclude.

| Investment | ISIN | % of Plan |
|---|--------------|-----------|
| Cash | Cash | 2% |
| Royal London Short Term Money Market | GB00B8XYQ86 | 3% |
| Vanguard U.S. Government Bond Index | IE00BFRTDB69 | 15% |
| Royal London Short Duration Gilts | GB00BD050D80 | 20% |
| Fidelity UK Government Bonds | GB00BMH2B327 | 6% |
| iShares UK Government Bonds | GB00B83HGR24 | 13% |
| Vanguard Euro Government Bond Index | IE00BFRTD722 | 2% |
| Rathbone Ethical Bond Fund | GB00B77DQT14 | 3% |
| EdenTree Responsible and Sustainable Short Dated Bond Fund | GB00BZ012J01 | 2% |
| Royal London Ethical Bond Fund | GB00BJ4KSX76 | 2% |
| Royal London Sustainable Leaders Trust | GB00B7SGTR82 | 2% |
| Liontrust Sustainable Future UK Growth Fund | GB0030028764 | 3% |
| Brown Advisory US Sustainable Growth Fund | IE00BF1T6V32 | 10% |
| FTGF ClearBridge US Equity Sustainability Leaders Fund | IE00BZ1G7556 | 6% |
| M&G European Sustain Paris Aligned Fund | GB00B5ZSNC68 | 4% |
| Fidelity Sustainable Japan | LU2327455841 | 2% |
| Stewart Investors Global Emerging Markets Sustainability Fund | GB00B64TS998 | 1% |
| Stewart Investors Asia Pacific Sustainability Fund | GB00B0TY6V50 | 2% |
| Pictet - Global Environmental Opportunities | LU0503632878 | 2% |

Any Funds prefixed with an IE or LU ISIN reference are based overseas and are not subject to UK sustainable investment labelling and disclosure requirements. For more information please see: <https://www.fca.org.uk/consumers/identifying-sustainable-investments>.

TENTATIVE ETHICAL PLAN FACTSHEET



Foreign currency

An Ethical Tentative Plan could contain up to 25% in overseas investments which are held in a foreign currency.

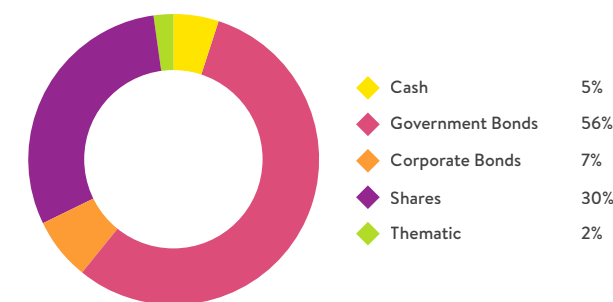


0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

Typically, the more foreign currency held in a Plan, the greater the risk and potential volatility.

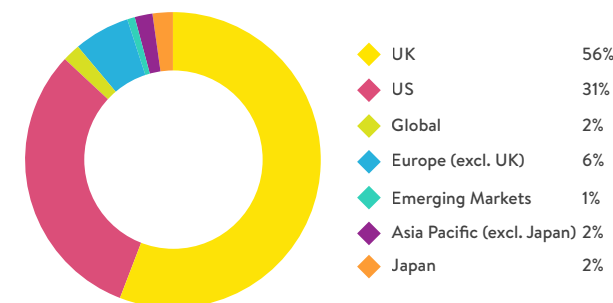
Investment Mix

This is a typical example of the mix of investments in an Ethical Tentative Plan.



Regional Mix

This is a typical example of investments by region in an Ethical Tentative Plan.



The Investment Team at Wealthify review and adjust the investment and regional mix on an ongoing basis to try to optimise the performance of our Plans.