

2023 SASB Index

22 March 2024

We have aligned our reporting against the Sustainability Accounting Standards Board (SASB) disclosure framework. Reporting is presented in accordance with the SASB Standard for Asset Management and Custody Activities. We publish our non-financial disclosures in several places including in stand-alone documents, such as our Climate Report, Inclusion Report and in sections of our Annual Report and Accounts. Where possible, this report signposts to publicly available information that aligns to the SASB metrics.

Schroders’ 2023 SASB Index (‘Index’) is provided for Schroders plc (together with its subsidiaries, unless the context otherwise indicates, ‘Schroders’ or the ‘Company’ or the ‘firm’). All data in this Index is as at, or for the year ended, 31 December 2023 unless otherwise stated. The contents presented in this Index should not be interpreted as an opinion on the materiality or financial impact of this information.

The table below summarises Schroders’ SASB alignment.

Transparent Information and Fair Advice for Customers

Code	Accounting metric	Details
FN-AC-270a.1	(1) Number and (2) percentage of covered employees with a record of investment-related investigations, consumer-initiated complaints, private civil litigations, or other regulatory proceedings	<p>During the 2023 reporting period, there were no covered employees with a record of investment-related investigations, consumer-initiated complaints, private civil litigations, or other regulatory proceedings that we consider might adversely impact their role at Schroders.</p> <p>Schroders has policies and procedures that require compliance with rules and regulations that include registering employees correctly, and the timely and accurate filing of regulatory returns by the firm and its employees.</p>
FN-AC-270a.2	Total amount of monetary losses as a result of legal proceedings associated with marketing and communication of financial product-related information to new and returning customers	<p>There were no monetary losses as a result of legal proceedings associated with the marketing and communications of financial product-related information to new and returning customers during the year. From time to time and in common with other managers, Schroders may periodically make payments pursuant to non-judicial consumer complaints handling processes such as the Financial Ombudsman’s Service. We have not included such payments in our response where they are immaterial to the group’s financial position.</p>

Code	Accounting metric	Details
FN-AC-270a.3	Description of approach to informing customers about products and services	<p>Overview</p> <p>We communicate with our clients using various methods and processes depending on the business, information being communicated, type of client, client domicile, type of account, investment strategy being utilised and investment vehicle, all of which can vary by prevailing regulatory framework.</p> <p>Our main communication methods are through our company website, email and regular mail messages, and in-person or virtual meetings.</p> <p>In addition, through the publication of our annual and quarterly Sustainability reports, we describe our engagement activity and progress in relation to sustainability related activities. We share our research and thought leadership and provide insights into innovations aimed at maintaining our status as a market leader in sustainability. We also publicly disclose our global voting activity. More in-depth reporting on engagement and voting is supplied to clients.</p> <p>Public information</p> <p>Schroders provides a wide range of information to clients via our company website. In addition, we have a dedicated Sustainability webpage.</p> <p>Communication principles and protocols</p> <p>Our approach to mitigating the risk of the misleading marketing of products can be found on pages 40 to 43 of our Annual Report and Accounts 2023.</p> <p>Policies and procedures in relation to non-financial and sustainability information</p> <p>Our policies and procedures in relation to non-financial and sustainability information are described on page 46 of our Annual Report and Accounts 2023. This covers information in regard to the environment, our employees, social matters, human rights, and anti-bribery and anti-corruption.</p>

Employee Diversity and Inclusion

Code	Accounting metric	Details
FN-AC-330a.1	<p>Percentage of gender and racial/ethnic group representation for</p> <p>(1) Executive management,</p> <p>(2) non-executive management,</p> <p>(3) professionals, and (4) all other employees</p>	<p>Information on our diversity representation (including gender and ethnicity) can be found on page 96 of our Annual Report and Accounts 2023.</p> <p>Further information can be found in our latest Inclusion at Schroders Report.</p>

Incorporation of environmental, social, and governance factors in Investment Management and Advisory

Code	Accounting metric	Details
FN-AC-410a.1	Amount of assets under management, by asset class, that employ (1) integration of environmental, social, and governance (ESG) issues, (2) sustainability themed investing, and (3) screening	<p>Consideration of ESG factors</p> <p>Our sustainability accreditation, proprietary tools and collaborative platform help us to integrate the consideration of ESG factors across our portfolios of managed assets. Please see pages 18 to 24 of our 2023 Climate Report for more information on this and the insights we gain.</p> <p>Sustainability themed investing</p> <p>We have classified a number of funds in our European fund range as either Article 8 or Article 9 under the EU's SFDR and continue to develop more ESG funds. Article 8 funds promote various 'environment' or 'social' characteristics. Article 9 funds specifically have sustainable goals as their objective. For further information on the proportion of Article 8 and Article 9 funds please refer to the table on page 79 of our Annual Report and Accounts 2023.</p> <p>Screening</p> <p>We apply limited exclusionary screens across our managed assets and more specific screens to some individual funds or mandates managed on behalf of our clients. Please refer to Group exclusions for further information on this.</p>
FN-AC-410a.2	Description of approach to incorporation of environmental, social, and governance (ESG) factors in investment and/or wealth management processes and strategies	<p>We have invested in and developed a range of proprietary tools to assess sustainability-related risks and opportunities. These tools allow fund managers and analysts to assess securities and portfolios in order to inform investment decisions. They are also used to assess portfolios as part of our compliance with regulations in several markets, as well as to help our clients assess the profile of the portfolios we manage for them.</p> <p>We continue to invest in developing climate scenario models to help our investment teams better understand the threats from climate change, as well as to identify the opportunities arising from climate change. The Climate Analytics Framework aims to examine these risks and opportunities to provide investment teams with a more rounded view of investment risks and opportunities.</p> <p>Asset Management</p> <p>Information on our approach to consideration of ESG factors in Schroders' Asset Management processes and strategies can be found in our Environmental, Social and Governance Policy for Listed Assets and Private assets Sustainability and Impact Policy.</p> <p>Wealth Management</p> <p>Information on our approach to consideration of ESG factors in our Wealth Management processes and strategies can be found in our ESG and Stewardship Policy.</p>

Code	Accounting metric	Details
FN-AC-410a.3	Description of proxy voting and investee engagement policies and procedures	<p>Information on our disclosures around proxy voting and investee engagement policies and procedure can be found in our Environmental, Social and Governance Policy for Listed Assets.</p> <p>Our most recent public UK Stewardship Code report can be found here: Stewardship Code. Schroders has been confirmed as a signatory for the latest round of reporting.</p> <p>Information on our voting records, along with our rationale, can be found on our website.</p> <p>Information on our escalation process for engagements when dialogue is failing can be found in our Listed Assets Engagement Blueprint and Private markets Engagement Blueprint.</p>

Financed Emissions

Code	Accounting metric	Details
FN-AC-410b.1	Absolute gross financed emissions, disaggregated by (1) Scope 1, (2) Scope 2 and (3) Scope 3	Details of our financed emissions can be found on pages 64 to 71 of our 2023 Climate Report .
FN-AC-410b.2	Total amount of assets under management (AUM) included in the financed emissions disclosure	Details on the AUM included in the financed emissions disclosure can be found on pages 64 to 71 of our 2023 Climate Report .
FN-AC-410b.3	Percentage of total assets under management (AUM) included in the financed emissions calculation	The percentage of AUM included in the financed emissions calculation can be found on page 66 of our 2023 Climate Report .
FN-AC-410b.4	Description of the methodology used to calculate financed emissions	Details on the methodology used to calculate financed emissions can be found on pages 64 to 71 of our 2023 Climate Report .

Business Ethics

Code	Accounting metric	Details
FN-AC-510a.1	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behaviour, market manipulation, malpractice, or other related financial industry laws or regulations	There were no monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behaviour, market manipulation, malpractice, or other related financial industry laws or regulations during the year.

Code	Accounting metric	Details
FN-AC-510a.2	Description of whistle-blower policies and Procedures	<p>We promote high ethical standards and have a strong culture of doing the right thing for our clients, our employees, our shareholders and other stakeholders. We have a Whistleblowing Policy under which employees can raise concerns. A 24-hour hotline is available for employees to report concerns anonymously.</p> <p>Schroders regularly reviews our policy and it complies with whistleblowing legislation in the jurisdictions in which we operate. Our global policy requires us to apply the highest standards of whistle-blower protections which often exceed local legal or regulatory requirements.</p>

Activity metrics

Code	Accounting metric	Details
FN-AC-000.A	Total registered and unregistered assets under management (AUM)	<p>We have £189.5 billion of registered assets subject to the regulations of the Investment Company Act of 1940 (1940 Act), ERISA and the UCITS directive. We have £452.9 billion of unregistered assets.</p>
FN-AC-000.B	Total AUM	<p>Please refer to pages 20 and 26 of our Annual Report and Accounts 2023 for information on our AUM. Our total AUM including associates and joint ventures as at 31 December 2023 was £750.6 billion.</p> <p>Schroders has modified this metric to 'total assets under management' from 'total assets under custody and supervision' because assets under management is a more relevant activity metric for our business.</p>