



Sustainability Disclosure

Aon Solutions Ireland
Limited's Approach To
Responsible Investment



Aon's Commitments to ESG

- As a global signatory to the United Nations Principles of Responsible Investing (UNPRI) — we were the first professional services firm, and the first of the investment advisory firms, to sign globally, as opposed to in a single region.
- As participants in the original 2005 Paris Workshop, which started the process leading to the establishment of the PRI.
- As Chair of the Cambridge Investment Leaders Group (CILG), an investor initiative facilitated by the Cambridge Institute for Sustainability Leadership (CISL) and the University of Cambridge
- As a signatory to the United Nations Principles of Sustainable Insurance (“PSI”)
- As founding members of ClimateWise, an insurance industry-led member organisation
- As innovators applying behavioural science to responsible investment decision-making — developing the unique Responsible Investment ViewPoints methodology to establish and understand scheme-specific beliefs around ESG opportunities and risks, now used by which has now been used by over 70 of our clients.
- As thought leaders publishing the only Global Responsible Investment Surveys in the industry, developing a wealth of educational materials and establishing opportunities to exchange ideas through Aon's Responsible Investment Network.

Responsible Investment | Statement

Aon's Responsible Investment Approach

- Aon Solutions Ireland Limited (“ASIL”), as part of the Aon Group, is dedicated to working with our clients to accommodate the many aspects of responsible investing (RI). Whether investors are committed to environmental, social and governance (“ESG”) integration, impact investing, socially responsible investing (“SRI”) or mission related investing (MRI), we believe we must help investors evaluate non-financial investment risks and make investments that are consistent with their values, fiduciary duty, regulatory requirements and achieve their goals.
- Aon is a global signatory to the United Nations Principles of Responsible Investing (“UN PRI”). We were the first consultant to sign globally, as opposed to in a single region. Since that time, we have used the UN PRI as an internal 'yard stick' against which we evaluate our manager screening, consulting and investment activities.



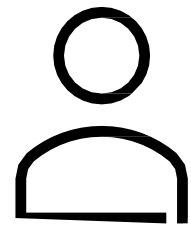
UN PRI Framework Of Principles

Embedding the UNPRI Framework into Aon's RI Approach

- We will incorporate ESG issues into investment analysis and decision making processes
- We will be active owners and incorporate ESG issues into our ownership policies and practices
- We will seek appropriate disclosure on ESG issues by the entities we invest
- We will promote acceptance and implementation of the principles within the investment industry
- We will work together to enhance our effectiveness in implementing the principles
- We will each report on our activities and progress towards implementing the principles

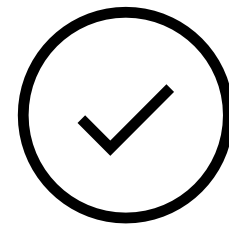


Responsible Investment - Aon's Pillar Approaches



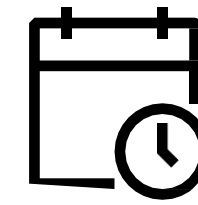
Socially Responsible Investing

Evaluating clients investments to ensure they do not compromise clients values, risk and reward goals within their overall portfolio



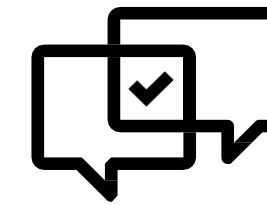
Environmental, Social & Governance Integration (ESG)

Monitoring non-financial ESG factors to determine potential risks and investment opportunities for outperformance



Impact Investing

Evaluating impact investing to determine its “real” impact and fiduciary merit



Mission related investing

Values-based investing must be evaluated to determine its fiduciary merit in addition to any philanthropic aims

Sustainability Risk

Sustainability risk refers to an environmental, social and governance (ESG) event or condition that, if it occurs, could cause an actual or a potential material negative impact on the value of the investment.

Aon Solutions Ireland Limited consider sustainability risks as part of the broader ESG risks when providing advice to clients.

This is done initially by assisting clients in formulating their own Responsible Investment beliefs and a Responsible Investment policy.

Within the Aon Investment Manager Research (IMR) process for reviewing Funds and managers, ESG is one of the eight areas considered and assigned a rating.

The ESG factor is assigned a rating and can be interpreted as follows:

Overall ESG Rating	What does this mean?
Advanced	The fund management team demonstrates an advanced awareness of potential ESG risks in the investment strategy. The fund management team can demonstrate advanced processes to identify, evaluate and potentially mitigate these risks across the entire portfolio.
Integrated	The fund management team has taken appropriate steps to identify, evaluate and mitigate potential financially material ESG risks within the portfolio.
Limited	The fund management team has taken limited steps to address ESG considerations in the portfolio.
N/A (Not Applicable)	ESG risks and considerations are not applicable to this strategy, for example, on the grounds of materiality or asset class relevance.
NR (Not Rated)	An evaluation of ESG risks is not yet available for this strategy.

Using this combined information as a framework, we can then assist clients make investments that are consistent with their values, fiduciary duty, regulatory requirements and help them achieve their goals.

Principal Adverse Impacts

No consideration of sustainability adverse impacts

- As permitted under Article 4 of Regulation (EU) 2019/2088 of the European Parliament and of the Council of 27 November 2019 on sustainability-related disclosures in the financial services sector (the “SFDR”), Aon Solutions Ireland Limited (“ASIL”) does not consider adverse impacts of investment decisions on sustainability factors on the basis that it is not a financial market participant that is required to do so given that the firm does not have on its balance sheet an average number of employees exceeding 500 during the financial year. ASIL is a Financial Advisor.
- Overall, ASIL believes that it would be difficult for it to consider principal adverse impacts on the basis of proportionality relative to the size, nature and scale of the firm and would have reservations about the level of data and information currently available from organisations, which would be needed to adequately assess the principal adverse impacts and comply with the technical reporting requirements of the PAI regime.
- ASIL will keep our decision under review and regularly assess this situation. ASIL may choose at a later date to publish and maintain on this website the consideration of principal adverse impacts of investment decisions on sustainability factors.
- ASIL would like to affirm its commitment to contributing to a more sustainable future and places a significant focus on this area. Further information on Aon’s global efforts in this regard can be found within Aon’s ESG Impact Report for 2023, at the following link;

<https://www.aon.com/about-us/impact>

Remuneration

- ASIL aims to operate sound and prudent remuneration policies, practices, and organisation structures. As such, ASIL has given due consideration to the design of its remuneration system ("Remuneration Framework") and its important design characteristics, for example criteria for performance measurement, etc.
- This remuneration framework shall be:
 - consistent with the business strategies, objectives, values, and interests of the Firm's clients and include measures to avoid conflicts of interest, and
 - shall not encourage risk-taking which is inconsistent with the risk profile of the Firm, its internal policies, or regulatory obligations.
- To this end, ASIL has implemented a remuneration policy (the "policy") having regard to its relevant regulatory obligations as well as the Firm's strategy and objectives. The Remuneration Policy and framework are consistent with and promote sound and effective risk management by:
 - having a business model which by its nature does not promote excessive risk taking;
 - always protecting the interests of clients;
 - defining performance goals and objectives which are aligned with the business of the Firm and its strategy; and
 - ensuring that ASIL maintains an appropriate balance between fixed and variable pay, with the fixed salary element of those involved in relevant functions reflecting the market rate



Thank you

Aon Solutions Ireland Limited trading as Aon is regulated by the Central Bank of Ireland.
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[Aon.com](https://www.aon.com)

