



SUSTAINABILITY UPDATE 2023

JUPITER FUND MANAGEMENT PLC



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PROGRESS IN 2023



ACTIVE OWNERSHIP

- Created a dedicated ESG research and integration team (ESG R&I).
- Developed an internal engagement framework.
- Updated our external Proxy Voting Policy.
- Continued to be recognised by the Financial Reporting Council as a Stewardship Code signatory.
- Joined Nature Action 100 (NA100) as an investor participant.



ENGAGEMENT AND VOTING

- Undertook 291 ESG-focused engagements – 15 collective, 276 individual.
- Undertook 98 climate-related engagements.
- Proxies voted – 1,964 meetings and 22,856 resolutions.
- 508 shareholder resolutions voted on ESG issues.
- 1,631 resolutions voted against management.



CORPORATE

- Published our first Sustainability Report.
- Made sustainability education available to all Jupiter employees.
- Continued strong performance in external ESG ratings.



CLIMATE

- The Board approved an updated Group climate strategy, published in our 2022 Sustainability Report.
- Revised our 2030 and 2050 Scope 1 and 2 net zero targets for our operations.
- Assessed the latest net zero alignment of over 700 investee companies according to the Net Zero Investment Framework (NZIF) methodology.

INTRODUCTION

The focus of this update is to communicate our progress on material sustainability issues including climate change, biodiversity, our people and diversity, equity and inclusion (DE&I) in 2023.

We have included a disclosure reference table on pages 11 to 12 to signpost to additional sustainability-related information.

We also produce additional external reports and policies to support our sustainability objectives.

The landscape of sustainability disclosure is moving at pace and we are supportive of the evolution of standards and frameworks. We look forward to evolving our approach to sustainability reporting and disclosure in line with external developments.

Policies

Sustainability policy

Responsible investment policy

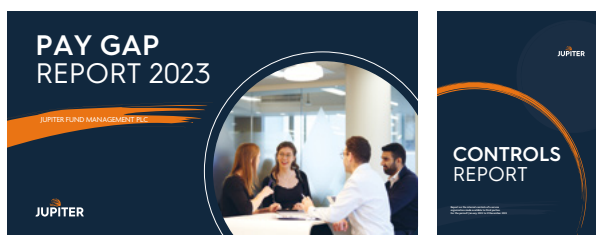
Group environmental policy

Supplier code of conduct

Modern slavery and human trafficking statement

DE&I statement

Group tax strategy



All policies and reports are available on the Company's website at www.jupiteram.com

SUSTAINABILITY GOVERNANCE

We made changes to our committees in 2023 to enhance the focus and efficiency of governance and management structures. As part of this restructuring, we considered the roles and responsibilities of each committee and how sustainability matters were considered across the Group.

Further to this review and reflecting the fact that sustainability matters are now integrated across the Group's activities, we have transferred the responsibilities of what was the Sustainability Committee to various governance and management committees, aligned with each committee's core activities. This ensures that the flow of sustainability-related information is aligned to the principle objectives of relevant governance and management committees. For example, corporate sustainability reporting is reviewed by the Group's Audit and Risk Committee, our Operating Committee takes responsibility for the decarbonisation of our operations and our Strategy and Management Committee (SMC) has responsibility for the Group's sustainability strategy.

Sustainability matters will continue to be challenged and overseen by the Board of Jupiter Fund Management plc.

A description of the sustainability and ESG governance arrangements for our investments can be found in our responsible investment policy, which is available on the Company's website at www.jupiteram.com.

The Sustainability Advisory Council

The Sustainability Advisory Council (SAC) is an advisory body of external experts with complementary expertise in the fields of academia, environmental policy, and climate and carbon finance. In 2023, the SAC continued to provide expert counsel, insight and guidance on material sustainability issues for a range of investment strategies, including our global sustainable equities and ecology strategies.

Our approach to sustainability has two objectives:

1. Supporting the transition to a sustainable, low-carbon economy through our operations and our investments.
2. Responding to the needs of our clients, shareholders, employees and wider society.

We are committed to reducing the environmental impact of our operations.

We seek to apply the same standards to our business and operations as we do to the companies in which we invest.

As a signatory to the UN Global Compact (UNGC), we support its 10 principles on human rights, labour environment and anti-corruption and we reflect the principles in our approach to investment stewardship.

CLIMATE

Limiting global temperature increase to 1.5 degrees above preindustrial levels, in line with the Paris Agreement, is an urgent challenge facing the global economy. Our Group climate strategy, published in the 2022 Sustainability Report, sets out our near-term 2030 and long-term 2050 net zero targets and the actions we are taking across our three climate pillars.

OUR APPROACH



1. OUR OPERATIONS

Whilst our operational carbon emissions are modest compared with our financed emissions, we are committed to reducing our energy demand in line with the Paris Agreement. In 2023, we revised our operational Scope 1 and 2 emissions targets to align with best practice guidance and the latest science. For our operations, we define net zero as achieving our long-term 2050 target to reduce our emissions by 90% or more and balancing any residual emissions.

Operational net zero targets

- Reduce absolute Scope 1 and 2 (location-based) greenhouse gas (GHG) emissions by 46% by 2030 from a 2019 baseline.
- Reduce absolute Scope 1 and 2 (location-based) GHG emissions by 90% by 2050 or sooner from a 2019 baseline.

Implementation of our operational decarbonisation strategy is led by a cross-functional working group, and is overseen by the Operating Committee, chaired by the Chief Financial & Operating Officer.

2. PORTFOLIO TRANSITION

Carbon emissions from the investments we manage on behalf of our clients make up the vast majority of our footprint. We joined the Net Zero Asset Managers (NZAM) initiative in 2021. We are committed to supporting the goal of net zero GHG emissions by 2050 or sooner, in line with global efforts to limit warming to 1.5 degrees.

Group-wide portfolio targets

As a committed member of NZAM, we have set the following Group-wide targets:

- Reduce portfolio emissions intensity (Scope 1 and 2 only) of in-scope assets by 50% by 2030 from 2020 baseline.
- Achieve net zero by 2050 for 100% of assets under management (AUM), including scope 3.

We believe that a transition towards a low-carbon economy is in the long-term interest of our clients and our investment performance.

We use our influence as an investor through stewardship and active ownership to encourage companies to identify, manage and mitigate climate change risks where considered material.

3. STAKEHOLDER ENGAGEMENT

We recognise that we cannot achieve our net zero ambitions alone and we therefore work collectively with other investors and stakeholders to promote climate transition and shape climate-related policy and regulation.

Effective stewardship through collective engagement on climate issues enables us to learn from peers, share common objectives and actively contribute to industry debates and evolving regulation and policy on climate.

2023 UPDATES

Operations

2023 Scope 1 and 2 (location-based) emissions increased by 18% from the previous year, primarily due to increased energy consumption at our London office in the first half of the year. We implemented a series of emissions reduction initiatives which resulted in a sustained reduction in electricity consumption in the second half of 2023.

We remain on track to meet our 2030 net zero target as we have decreased emissions by 19% against our 2019 baseline. Our full 2023 emissions can be found in the 2023 Annual Report and Accounts and the 2023 Group TCFD Report.

Investments

We improved data consistency and transparency in our oversight and monitoring of net zero alignment. We assessed the latest net zero alignment of over 700 investee companies according to the NZIF methodology, many of which are in scope of our Group-wide alignment targets. The coverage of our proprietary net zero alignment database stands at approximately 1,200 companies as of year-end 2023.

Carbon metrics for our investments can be found in the 2023 Group TCFD Report.

Engagement

We undertook 291 ESG engagements, of which 98 were climate-related engagements. Case studies demonstrating our engagement with companies on climate-related matters will be published in our 2023 Stewardship Report.

LOOKING AHEAD

We continue to identify and implement initiatives to reduce the energy consumption of our operations, including engaging with our landlord on alternative heating solutions, which is an important element to progress our operational decarbonisation strategy.

Our investment teams will continue to seek to understand the climate risks and opportunities facing companies where relevant, including their alignment with net zero, through in-depth company research and analysis, assessment of sector trends and use of third-party data sets.

However, we expect that the transition to a more sustainable economy will not be linear or risk-free, and that both policy actions and inactions will influence the pace of the transition, how asset prices respond and the investment objectives of funds.

BIODIVERSITY

Jupiter has a long track record of investing in environmental and ecological solutions. We launched the Ecology strategy in 1988 to focus on solutions to sustainability challenges including the protection of natural resources, such as marine and land ecosystems.

As a member of the Finance for Biodiversity Pledge since 2021, we are committed to collaborating, engaging, and assessing our biodiversity impact, in addition to setting targets. We intend to report a progress update according to the Finance for Biodiversity Pledge in 2025.

OUR APPROACH

Included in our responsible investment policy, biodiversity is one of our six material cross-sector ESG issues. Our investment teams analyse material ESG issues identified by their investment processes.

Following the creation of our ESG R&I team, we have a dedicated analyst who assists investment teams with thematic research on nature and biodiversity, while the corporate sustainability team will carry forward Jupiter's corporate biodiversity initiatives.

We undertake individual biodiversity-focused engagements with investee companies where it is deemed appropriate and material.



2023 UPDATES

Nature Action 100

NA100 is a global investor engagement initiative focused on driving greater corporate ambition and action to reverse nature and biodiversity loss. The initiative engages companies in key sectors that are deemed to be systemically important in reversing nature and biodiversity loss by 2030.

Jupiter joined NA100 as an investor participant in September 2023 and signed several baseline engagement letters sent to the initial 100 companies identified by the initiative. We have been assigned to the investor engagement groups for two companies and we look forward to engaging with them in 2024 on corporate actions required to protect and restore nature and ecosystems.

FAIRR Initiative

The FAIRR Initiative (FAIRR) is a collaborative investor network that raises awareness of the ESG risks and opportunities in the global food sector. Its mission is to build a global network of investors who are aware of the issues linked to intensive animal production and seek to minimise the risks within the broader food system. We have been members since 2020 and have actively participated in several of their engagement workstreams, specifically Sustainable Proteins, Sustainable Aquaculture, and Waste and Pollution.

We strengthened our relationship with FAIRR in 2023, leading on targeted waste and pollution engagement with an animal agriculture firm. This engagement will be continued in 2024, alongside engaging with a crop nutrition company on biodiversity-related issues that were outlined in letters sent by FAIRR, which we signed.

LOOKING AHEAD

- We will continue to engage with the Finance for Biodiversity working groups to explore data tools as the quality and scope of nature and biodiversity-related data improves.
- We will undertake company specific research and engagements via FAIRR and NA100.
- We will consider nature-related impacts in the development of our initial Group transition plan.

OUR PEOPLE

At the heart of our business are our talented people. Their insights, experience and creativity allow us to deliver for our clients and make a positive difference for our stakeholders.

We therefore seek to create an environment where employees have the freedom and support they need to perform at their best. Jupiter's culture, and the expectations on employees to uphold it, is codified in our cultural pillars.

More detail on our cultural pillars can be found on page 55 in the 2023 Annual Report and Accounts.

OUR APPROACH

We recognise the need to connect our people with our purpose and build a shared understanding of where we are, and where we want to be. We continued to engage directly with our employees in 2023, seeking direct feedback across three employee surveys covering business strategy and culture, as well as client focus. Engagement via the pulse surveys has trended upwards, closing 2023 with a 78% engagement score, an increase of seven percentage points from 2022. Where we have identified areas for development, our approach is to follow up and implement actions at a company and department level.

We also engage in direct dialogue with our employee representative group, Connections. Connections acts as the Group's formal workforce advisory panel for UK staff, and the Chair of Connections provides updates to the SMC and the Board.

The annual performance review cycle and development discussions focus on both individual needs and the evolving needs of our business. Our talent and learning programmes support employees in their development through the provision of an annual curriculum of in-person and virtual training, access to digital on-demand learning and financial support for professional qualifications.

2023 UPDATES

Rewarding our employees

Jupiter committed to a minimum pay award for all employees earning below £100,000 to acknowledge the cost-of-living crisis. A share award of £2,000 was also granted to each of our employees for the fifth consecutive year.

We continued our 'CEO Award' programme – granted in Jupiter shares – which recognises several employees who have delivered an exceptional contribution, and continued our monthly Proud@Jupiter award, providing an opportunity for peer-to-peer recognition.

Career and development

To support the continuous professional development of our people, we launched a pilot mentoring scheme and rolled out access to unlimited virtual coaching for colleagues identified as having high potential to grow at Jupiter. We also ran career development training for all employees to support robust career conversations between managers and employees, and LinkedIn Learning was introduced for all employees globally, providing access to on-demand learning.

Jupiter continued to provide generous support for professional qualifications, with 8% of colleagues undertaking a new external accreditation and 190 colleagues attending a personal development course in 2023.

Health, wellbeing and benefits

Complementing our extended maternity and paternity offering in the UK, we have started to progressively enhance our maternity and paternity offering in our international offices. Our broader benefits package has also been enhanced, increasing the level of paid health assessments for our UK employees and boosting private medical cover to include menopause and support for women experiencing challenges with periods. We also transitioned to a new employee pension scheme in 2023, to give our employees greater flexibility and control over their financial futures.

LOOKING AHEAD

- We will continue to focus on career and talent development in 2024 to clarify pathways to progression and provide opportunities to retain our talent.
- We will continue to upskill our line managers with frequent webinars on management best practice and guides to enhance performance management and professional development.

CULTURAL PILLARS



WE PUT
CLIENTS FIRST



WE VALUE
OUR PEOPLE



WE SUCCEED
TOGETHER



WE CHALLENGE
OURSELVES

DIVERSITY, EQUITY AND INCLUSION

Diversity of thought, background and experience has long underpinned our high-conviction investment approach and is fundamental to how we think. We respect and celebrate different perspectives and seek to extend this as widely as possible.

OUR APPROACH

In 2022, we rebuilt our DE&I framework, enhanced the role of our employee networks and focused on data gathering. We are now able to report our full employee data in our 2023 Annual Report and Accounts, including reporting our ethnicity pay gap and an assessment of our progress against targets.

We have extended our deadline for having 40% women in senior leadership to 2033 and introduced an interim target of 30% by 2026. We have introduced a target for increasing ethnic minority background representation in senior management, with a long-term target of 30% by 2033, and an interim target of 22% by 2026. Members of the SMC are measured against these targets.

2023 UPDATES

Our employee networks continue to drive significant activity, conducting multiple educational events and learning opportunities available to all staff.

In 2023, we maintained a strong focus on gender equality, assessing support for women's life stages, implementing a menopause plan and progressively extending paid maternity leave to at least match our UK offer globally. We have also extended gender balanced shortlists to all roles across the organisation, resulting in 40% female hires in 2023.

In partnership with Arrival Education, an organisation specialised in enabling industry access for individuals from diverse ethnic and socio-economic backgrounds, we launched an 'insights' week. This provided an opportunity for 20 young people from low-income backgrounds to hear from, and interact with, over 50 Jupiter employees.

At the industry level, we have continued our longstanding support for Investment 20/20 for the tenth consecutive year, recruiting trainees into our business through the scheme. To encourage diverse candidates, we commissioned a webinar with Arrival Education to provide additional support for talent from marginalised groups throughout the interview process.

We remain supporters of both the Diversity Project goals and Women in Finance Charter, and we took on new partnerships, including LGBT Great, through which we were proud to achieve a bronze rating in their LGBT inclusion standard.

LOOKING AHEAD

- We will continue our deep-dive into career progression and support mechanisms for underrepresented groups at Jupiter.
- We will explore ways to further reduce bias throughout the interview process and reinforce mechanisms to ensure gender-balanced shortlisting.
- We will increase the scope of our employee networks, launching a neurodiversity network.

JUPITER'S DE&I TARGETS

40%

of all employees to be women (2026)

30%

of all employees from an ethnic minority (2026)

40%

women in senior management (2033)

30%

of senior management from an ethnic minority (2033)

Maintain at least 1

Board members from an ethnic minority

40%

women on the Board and 1 woman in a senior Board position (2025)

SUSTAINABILITY IN OUR OPERATIONS

WORKING WITH OUR SUPPLIERS

We assess and monitor risks in our supply chain through our policies and due diligence activities. As part of these efforts, we also seek to evaluate supplier approaches to sustainability. To complement these activities, our supplier code of conduct sets out the minimum standards we expect from our suppliers across areas such as respect for human rights and DE&I.

Our approach

We take a risk-based approach when evaluating potential suppliers as part of our initial due diligence process. Where appropriate, we share targeted questions with suppliers to better understand the processes, controls and initiatives they have in place around sustainability. As part of our ongoing due diligence efforts, we monitor performance of existing key suppliers using a set of ESG questions. These questions cover reporting of emissions targets and sustainability performance of the suppliers.

In 2023, we reviewed 15 suppliers as part of our due diligence process. If we have concerns with supplier responses to our questions, we hold follow-up conversations to gain confidence around the processes and controls that are in place. We may also ask suppliers to demonstrate their compliance with our supplier code of conduct.

When tendering work, we include sustainability criteria as part of a balanced scorecard to assess potential suppliers. In 2023, we assessed 20 suppliers against our sustainability criteria.

HUMAN RIGHTS

Managing human rights risks in our supply chain

We publish an annual modern slavery and human trafficking statement stating our approach to understanding and mitigating the risk of modern slavery in our supply chains and our operations in line with the UK Modern Slavery Act 2015. We seek to uphold and protect human rights and we expect our suppliers to:

- Prohibit human trafficking and child labour, including modern slavery;
- Comply with all applicable wage and working hours legislation;
- Prohibit all forms of discrimination;
- Support freedom of association and the right to collective bargaining in line with local regulations; and
- Treat their own employees fairly and ethically.

As part of our initial and ongoing due diligence processes, we assess the risk of modern slavery occurring in our supply chains through targeted questions to suppliers operating in high-risk sectors and locations. We evaluate their responses and undertake follow-up actions as appropriate to mitigate modern slavery risk in our supply chains.

We carry out modern slavery training annually for employees with high levels of interactions with our supply chains. The training provides employees with the tools needed to identify potential risks of modern slavery and human trafficking and guidance on what to do should they arise.

For more information see our modern slavery and human trafficking statement, which is available on the Company's website at www.jupiteram.com.

Managing human rights risk in our investments

We have established the Responsible Investment Forum (RIF) which reports into the Investment Oversight Committee (IOC) and sits alongside the Investment Review Forum (IRF). The RIF, when requested, reviews and opines upon the eligibility of specific investments for mandates which operate restrictions based on frameworks such as the UNGC or controversial business activities.

The IRF, which also reports into IOC, has a broader remit focusing on investment performance and risk management. Within the context of ESG and human rights, the IRF reviews ESG risk and UNGC violations as well as monitoring voting and company engagement activities across our investment strategies.



TAX

We do not tolerate tax evasion, nor the facilitation of tax evasion by any person acting on the Group's behalf. We seek to manage our tax affairs in a straightforward way, which means that we comply with our tax filing, reporting and payment obligations in all jurisdictions in a timely manner.

Our corporate structure and operating model ensure that our tax affairs are easy to explain and transparent to the tax authorities.

Tax strategy

Our approach is governed by a Board-approved tax strategy, which is available on the Company's website at www.jupiteram.com.

There are three key elements to the strategy:

1. Paying what we owe – Tax legislation is complex and often dynamic when there are multiple jurisdictions involved. Where there is a potential lack of certainty of interpretation, we follow the generally understood interpretation.
2. Generally understood interpretation – This is the commonly accepted view of a piece of tax law across the tax community, being tax advisors, taxpayers and tax authorities.
3. Paying at the right time – We adhere to the statutory payment deadlines to the fullest extent possible. Where uncertain or tight time frames exist, we endeavour to make prepayments if appropriate, to minimise timing failures.

Our tax strategy includes a detailed country-by-country breakdown of financial performance and taxes paid in each jurisdiction in order to enable tax transparency for our stakeholders.

We ensure the strategy, and the procedures and controls which underpin our approach, are appropriate, monitored and fully implemented. All our employees are required to undergo annual anti-tax evasion training.

Governance

Responsibility for the tax strategy, governance framework and management of tax risk ultimately resides with the Chief Financial & Operating Officer. Day-to-day responsibility for each of these areas sits with the Head of Tax, who manages the Group tax function.

The tax strategy aligns to the Group risk and control framework in such a way as to ensure that key risk areas are monitored and material risks minimised. Monitoring of key tax risks and issues is performed on an ongoing basis. If there is a material issue, matters are escalated to the Chief Financial & Operating Officer and if necessary, further to the Board's Audit and Risk Committee.

The tax strategy is approved annually by the Board of Jupiter Fund Management plc. Adherence to the tax strategy is assessed and affirmed each year to the Audit and Risk Committee.

Fair Tax Mark

Jupiter has been awarded the Fair Tax Mark accreditation by the Fair Tax Foundation for the second year. The Fair Tax Mark accreditation seeks to encourage and recognise organisations that are transparent with their tax affairs and pay the right amount of tax at the right time and in the right place.

CHARITABLE GIVING

Our charitable giving activity is driven by our long-standing Charity Committee which consists of representatives from across the Group. The Committee manages the process of selecting Jupiter's corporate charity and organises events throughout the year. In 2023, we put in place a formal budget targeting four key areas:

- **Corporate Charity** – Jupiter welcomed a new corporate charity partner, Little Village, which was chosen by our employees. Little Village supports families with babies and children under five living in poverty across London. Jupiter makes a one-off corporate donation and organises several events throughout the year including Get Fit in January, a rounders tournament, themed bake sales and a raffle, plus individual fundraising. This year, 16 employees took part in the Royal Parks Half Marathon and raised over £10,000 for Little Village.
- **Rapid Response** – Jupiter supported the Disasters Emergency Committee's Turkey-Syria Earthquake Appeal.
- **Doorstep Donations** – We offer tangible and targeted support for charities that are right on our doorstep. In 2023, we supported St Andrews Youth Club, Cardinal Hume Centre, and Westminster School, all within a short walk of our headquarters in Victoria, London.
- **Global Giving** – The Charity Committee continues to work with colleagues in our global offices to support local charities.

Over the course of 2023, Jupiter contributed over £270,000 to charitable causes.

Volunteering

We launched the Alaya platform in 2022 to match our employees with the volunteering opportunities that matter to them. We recorded a significant rise in volunteering activity in 2023. The number of volunteering days increased by 402% from 48 to 241, and the number of employees volunteering increased from 44 to 153.

We will continue to build upon this achievement and encourage even more engagement in 2024. Our policy is to provide employees with five paid volunteering days per annum to promote volunteering activities across the Group.



CYBER SECURITY

Cyber security risk remains one of the Group's principal operational risks. Our approach is to monitor perceived or actual threats, detect unusual activity and respond appropriately to events when they occur. Our management of cyber security follows a best practice, risk-based approach to support overall operational, legal and regulatory requirements. Potential cyber security risks are evaluated and mitigation measures are implemented.

The primary cyber security risks identified for our organisation are related to commodity threats, such as known malware and phishing attempts. To address these risks, we have implemented multiple cyber defence systems that scan for known malware and emerging threats, block access to suspicious and malicious websites and maintain a robust vulnerability detection and remediation process. We have also implemented controls to identify, authorise, authenticate and manage individuals' access to the Group's systems and information assets. We conduct quarterly tests, provide annual security training, and invest in specialist technologies to respond to the risk of phishing attacks.

The Board of Jupiter Fund Management plc has overall accountability for IT security. On a day-to-day basis, the Board delegates responsibility to the Head of Technology. The success of our security framework relies heavily on the buy-in and support of IT stakeholders within the Group. We created the IT Security Forum to ensure stakeholders are consulted and remain informed.

To ensure consistent adherence to cyber security practices, all employees are governed by our overarching acceptable usage policy, which covers various aspects of computer usage, including cyber security. This policy is provided to all new employees during their induction and is updated annually. Additionally, there is an annual mandatory IT security training programme that is delivered to all employees, who are required to confirm their understanding of the policy.

DATA PRIVACY

Our data policies, including our data policy, data classification and handling policy, and data retention policy, define how data is managed and protected. These policies are reviewed annually.

We identify and minimise data privacy risks through a risk assessment and a workflow process. Data privacy related matters are overseen by the data protection office.

Data governance is a strategic area of focus and one we are actively investing in. We created a new data governance function in 2023, which is proactively implementing an enhanced framework and tooling to provide oversight of enterprise data integrity and accountability.

Employees undergo mandatory annual data protection training including assessments and affirmation of understanding.

DISCLOSURE REFERENCE TABLE

Our sustainability disclosures are informed by external reporting standards. Our intention is to provide consistent material disclosures across reporting periods. We will continue to monitor the sustainability disclosure landscape and adapt our reporting approach accordingly.

Topic	Disclosure/reference for 2023	Notes
CLIMATE		
GHG operational emissions (Scope 1, 2 and 3)	Page 41 of the 2023 Annual Report and Accounts Available on the Company's website at www.jupiteram.com	We provide our response to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Our disclosures set out how the Group is in the process of embedding climate considerations across the four TCFD pillars of governance, strategy, risk management and metrics and targets.
Financed emissions metrics	Page 12 of the 2023 Group TCFD Report Available on the Company's website at www.jupiteram.com	
Climate-related risks and opportunities	Page 6 of the 2023 Group TCFD Report Available on the Company's website at www.jupiteram.com	
Climate-related considerations in executive remuneration	Page 136 of the 2023 Annual Report and Accounts Available on the Company's website at www.jupiteram.com	
OUR PEOPLE		
The percentage of employees earning at least minimum wage	100% in our London office	
The total amount of monetary losses as a result of legal proceedings associated with labour law violations	£0	
Employee average age	41 years	
The number of employees	Page 149 of the 2023 Annual Report and Accounts and included in the Gender Pay Gap Report Available on the Company's website at www.jupiteram.com	Our focus remains on maintaining a robust process on assessing headcount needs, aligned to the scale and needs of the business and our clients.

HEALTH AND SAFETY

The total recordable incident rate	0
The near miss frequency rate	0
Number of health and safety-related fines	0

DIVERSITY, EQUITY AND INCLUSION

The percentage of gender and racial/ethnic group representation for executive management	Page 58 and 60 of the 2023 Annual Report and Accounts Available on the Company's website at www.jupiteram.com	At Jupiter, we consider diversity, by region, function and team, as well as at varying levels of seniority. Information is collated on a voluntary basis on disability, ethnicity, gender and sexual orientation for all employees.
The percentage of gender and racial/ethnic group representation for non-executive management	Page 58 and 60 of the 2023 Annual Report and Accounts Available on the Company's website at www.jupiteram.com	
The percentage of gender and racial/ethnic group representation for all other employees	Pages 58 and 60 of the 2023 Annual Report and Accounts Available on the Company's website at www.jupiteram.com	
Employee engagement	Pages 52-53 of the 2023 Annual Report and Accounts Available on the Company's website at www.jupiteram.com	The annual employee engagement survey was remodelled in 2022 to pulse surveying in 2023.

TAX

The breakdown of tax jurisdictions	Pages 10-11 of the 2023 Group Tax Strategy Available on the Company's website at www.jupiteram.com	We seek to conduct our tax affairs in a straightforward manner, paying what we owe, at the right time, in order to comply with our tax obligations worldwide.
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CHARITABLE GIVING

Total annual donation amount to charitable causes	Over £270,000	A breakdown of Jupiter's charitable donations can be found on page 9 of the 2023 Sustainability Update.
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VOLUNTEERING

Total number of hours/days	1,052 hours/241 volunteer days
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ESG RATINGS

As a listed company, Jupiter is assessed and scored by an increasing number of ESG ratings agencies. The table below shows the full set of ESG ratings that we are aware of at the time of publishing this report. We recognise that there may be additional scores which we have not identified at this stage.

Organisation	Unit	Metric	Last updated	Previous Metric
MSCI: ESG Rating	Rating	AAA	July 2023	AAA
Sustainalytics	Rating	16.7 (Low risk)	November 2023	15.4 (Low risk)
FTSE4Good	Score (up to 5)	4.6/5	June 2023	4.5/5
Bloomberg	Score (up to 100)	51.11	January 2024	49.44
Moody's ESG Solutions	Score (up to 100)	–	January 2023	45
CDP	Rating	A-	February 2024	A-
UN PRI ¹	Rating (up to 5 stars)	5 star rating for one module 4 star rating for seven modules	December 2023	A

Scores are based on disclosure from the previous reporting year i.e. the 2023 score refers to 2022 reporting.

1. UN PRI has moved away from providing an overall score using a lettered system. Instead, a summary scorecard with a breakdown of each module score and the PRI median scores are provided. Scores were not provided in 2021 or 2022



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