

Mobius Life Limited

Section 172 (1) statement for the year ended 31 March 2025

Section 172 of the Companies Act 2006 requires a company's director to act in the way that they consider, in good faith, would be most likely to promote the company's success for the benefit of its members as a whole. In doing this, section 172 requires a director to have regard, among other matters, to:

- the likely long-term consequences of any decision;
- the interests of the company's employees;
- the need to foster the company's business relationships with suppliers, customers and others;
- the impact of the company's operations on the community and the environment;
- the desirability of the company maintaining a reputation for high standards of business conduct; and
- the need to act fairly between different company members.

The directors' obligations in respect of their duties, including the six factors above, are brought to the attention of all directors on appointment. The Company Secretary also includes a written reminder of the section 172 duty on each Board agenda.

The directors carefully consider the factors set out above in discharging their duties under section 172.

The Board recognises that the long-term success of the business is dependent on the way it works with a large number of important stakeholders.

The directors have had regard to the interests of stakeholders (including clients and customers, employees, society and its shareholders) while complying with their obligations to promote the Company's success in line with section 172. The Board's discussions throughout the year have reflected directors' consideration of these obligations.

The directors have considered the requirements of section 172 as summarised in the following table:

The likely consequence of any decision in the long term	The Company's directors operate the Company in accordance with the Board Terms of Reference and the Mobius Life Group Strategy and Value Creation Plan, which considers the long-term success of the Company and the Mobius Life Group as a whole and the likely long-term consequences of any decisions by the Company are taken into account.
The interests of the Company's employees	<p>The Company does not have any direct employees; MLAS employs all staff within the Mobius Life Group of companies.</p> <p>The Mobius Life Group Sustainability Strategy considers the support provided to staff across a range of elements including HR policies and practices, benefits, learning & development opportunities and Diversity & Inclusion.</p> <p>Engagement with employees is considered at Mobius Life Group level by the Board of MLT and also by the MLT Remuneration Committee which ensures adherence to the Group Remuneration Policy. The Remuneration Policy and practices for the Mobius Life Group comply with the remuneration requirements of the PRA Rulebook and, wherever possible, meet the standards set out in the UK Corporate Governance Code published by the Financial Reporting Council.</p> <p>Employee wellbeing and engagement is a key priority for the Mobius Life Group. Employees are kept apprised of business performance through company newsletters and regular presentations, at which they are provided with the opportunity to question and challenge senior management. Employee surveys are carried out at regular intervals to gather employee feedback.</p>

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	<p>Employees are also provided with access to an Employee Assistance service and funded private medical insurance.</p> <p>The Mobius Life Group is committed to diversity and equality and is dedicated to empowering people to develop professionally, as well as personally. All employees receive diversity and unconscious bias training. During the year, the Mobius Life Group introduced a Board Observers programme to provide staff with the opportunity to observe the quarterly Board meetings of the Company and of MLAS and the MLG Audit, Risk & Compliance Committee meetings. The aim of this exercise is to increase integration between these forums and employees, particularly those employees who do not deal with the directors and committee members on a day-to-day basis, along with greater transparency of business decisions. The programme has been well received with positive feedback received from employees, committee members and directors.</p>
The need to foster the Company's business relationships with suppliers, customers and others	<p>Supplier relationships within the Mobius Life Group are managed in accordance with the Mobius Life Third Party Management Policy. This includes standards for initial and ongoing due diligence and monitoring. The Mobius Life Group Sustainability Strategy considers sustainability in relation to suppliers.</p> <p>The Mobius Life Group works responsibly with its suppliers. The Group has a number of suppliers including some key suppliers which support a suite of services to the Group.</p> <p>The Company regularly consults its clients and their advisers through a team of relationship managers. The Board receives reports monthly and as part of the quarterly Board cycle from each relevant business function which oversees the services the Company provides. Representatives from these business areas attend Board meetings to present their reports and address challenge from both executive and non-executive directors.</p> <p>The Mobius Life Group also prepares and publishes an annual Modern Slavery Statement, which includes consideration of supply chain risk.</p>
The impact of the Company's operations on the community and the environment	<p>The Mobius Life Group Sustainability Strategy considers climate and environmental impacts relating to the Group's operations and its suppliers. In addition, the Group publishes an annual Climate Report with information on the Group's operational greenhouse gas emissions and MLL's investment portfolio emissions. The report covers MLL's TCFD (Task Force on Climate-Related Financial Disclosures) obligations.</p> <p>The Mobius Life Group is targeting net zero Scope 1 & 2 greenhouse gas emissions across its operations by 2030 and net zero Scope 3 emissions by 2050. The Climate Report provides further details.</p> <p>The Mobius Life Group continues to engage a third party to review the Group's management of environmental, social and governance matters on an annual basis. Measures to support the environment and community have been implemented as a result, including the establishment of a staff Charity Committee to formalise and steer the Group's charitable giving, and other recommendations. RedSTART, a financial education charity working with primary-school children, benefited from the Group's assistance during the financial year to 31 March 2025. The Group also made ad hoc contributions to staff fundraising initiatives.</p> <p>The Mobius Life Group is committed to supporting investment approaches that incorporate environmental, social and corporate governance considerations in order to support the interests and needs of clients. This is governed by the Sustainability Strategy and Stewardship Policy.</p>

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<p>The desirability of the Company maintaining a reputation for high standards of business conduct.</p>	<p>Maintaining a reputation for, and upholding, high standards of business conduct is vital to the ongoing success of the Mobius Life Group. There is a rolling programme of training and development which includes mandatory cyber and compliance training for all staff monitored by the MLG Information Security Oversight Committee and the MLG Audit, Risk & Compliance Committee.</p> <p>The Mobius Life Group values were launched in March 2024 and they support how we deliver our key objectives and determine the standards we expect from a high performance culture. There are five Group values: Look Forward, Think Differently, Aim High, Stay Agile, Keep Collaborating. Quarterly Mobius Value Awards reinforce the recognition achieved by teams and individuals for going the extra mile which is linked with one or more of the values.</p> <p>The Company was awarded the Professional Pensions Institutional Investment Platform of the Year Award six times between 2019-2024.</p>
<p>The need to act fairly between members of the company.</p>	<p>The Company has a single member and is a wholly owned subsidiary of MLG.</p>

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