

YOUNG & CO.'S BREWERY, P.L.C. PENSION SCHEME (THE "SCHEME")

IMPLEMENTATION STATEMENT

This statement is intended to promote greater transparency and to show how the Scheme's investment actions have followed agreed principles, in particular with regards to voting and engagement behaviours, as set out in the Scheme's Statement of Investment Principles ("SIP").

There were two SIPs in force over the Scheme year as, in October 2021, the Trustee agreed a revised version to reflect the implementation of its Liability Driven Investment ("LDI") Strategy and the associated changes in investment managers. The Trustee formally reviews the content of the Statement following any significant change in investment policy, on not less than a triennial basis.

The aim of the LDI strategy is to reduce the volatility of the deficit, by using a series of partially funded gilt and inflation-linked gilt pooled funds to hedge interest and inflation risks. Insight Investment was appointed in May 2021, to manage the Scheme's LDI assets. This strategy uses a moderate amount of leverage, to allow for some investment in Growth assets. The Trustee has chosen Growth investment managers who hold a diversified portfolio of assets as this provides the Scheme with appropriate diversification, both by asset type and by individual security, which it is not believed could be obtained by holding assets directly. The Trustee has delegated to its Growth investment managers discretion over the day-to-day management of the Scheme's funds, including short-term asset allocation and stock selection. In terms of the direct holding of Young's shares, each Trustee Director considers the resolutions, discusses these as appropriate and votes in the best interest of the Scheme.

In line with the approach described in the SIP, i.e. to delegate Environmental Social and Governance ("ESG") and voting to the investment managers and review compliance and reporting annually, the Trustee last reviewed the position in detail in respect of the current investment managers' ESG and voting policies together with reporting details in March 2021, with the next review expected later in 2022.

The Trustee is satisfied that the Scheme's investment managers' policies with regards to financially material risks and social, environmental and ethical factors with respect to their selection of investments, as well as their voting actions, are consistent with the Trustee's beliefs and the long-term financial interests of the Scheme and its members.

*Prepared in December 2022,
based on the Scheme accounts for the year-ending 5 April 2022*