Innovene Pension Plan – Refining Section

Investment Implementation Document ("IID")

This Investment Implementation Document ("IID") covers the Refining Section (the "Section") of the Innovene Pension Plan (the "Plan") and details the policy of the Trustee relating to the implementation of the Plan's investment arrangements, based on the Principles set out in the Plan's Statement of Investment Principles ("SIP").

Investment strategy

The table below reflects the current investment strategy, which is invested according to the following broad asset allocation:

Asset Class	Proportion (%)	Control Ranges (%)	Expected Return (relative to fixed interest gilts)
Absolute Return Bonds	15.0	*5.0-25.0*	1.5%
Liability Driven Investment	85.0	*75.0-95.0*	0.0%
Total	100.0	-	

(1) Expected returns are 10-year assumptions (net of investment management fees) as at 30 June 2026.

The Trustee acknowledges that during periods of heightened market volatility the asset allocation may be out of line with the benchmark and/or control ranges.

The Section currently holds a small allocation to a Direct Lending mandate with Permira (currently c.0.2% of total Section assets), however, this mandate is distributing capital back to the Section and is expected to completely unwind by the end of 2027. Therefore, no allowance has been made for this mandate in the above asset allocation. We include reference to this manager, however, as required below given they are an existing investment.

The expected returns shown in the above table represent long-term expectations of asset classes as a whole. Short-term returns in some asset classes may exhibit considerable variability.

The Section's present investment objective is to achieve a return of c.0.2% per annum above the return on UK Government bonds (which are assumed to move in a similar fashion to the calculated value of the Section's liabilities).

The Trustee has agreed to approximately hedge liabilities for both interest rates and inflation up to c.100% of liabilities as valued on an 'expected insurance company transaction basis'. The implementation is expected to be pragmatic, with the target hedge ratios adjusted to align with the existing liability benchmark based on the preliminary Technical Provisions ('TPs') basis. The Trustee notes that the liability benchmark is derived at a particular point in time and hence the degree of liability hedging may drift over time due to various factors such as experience. On an annual basis the Trustee will determine whether the liability benchmark should be reviewed. If a review is undertaken the Trustee will then decide whether any action is required and/or if any discrepancies are within an acceptable degree of tolerance.

LDI governance structure

The Trustee has delegated certain discretions to Legal and General Investment Management (L&G) in order to manage the hedge ratios relative to a liability benchmark within certain agreed parameters.

In order to manage the amount of leverage within the LDI funds, L&G will inform the Trustee of the amount of any required cash collateral call. In the absence of sufficient capital within the discretionary hedging mandate in order to meet a cash collateral call (requiring the Section to top up the investment in the LDI funds), L&G will automatically disinvest from L&G cash or bond funds in accordance with their rebalancing instruction waterfall. The Trustee will monitor the overall LDI allocation and collateral levels on an ongoing basis, and rebalance total Section assets where appropriate.

Investment structure and mandates

The Trustee has invested in pooled funds managed by the following investment managers. All the investment managers are regulated under the Financial Services and Markets Act 2000.

Investment Manager	Mandate	Proportion %
Legal & General Investment Management Limited ("L&G")	Liability Driven Investment	85.0
	Absolute Return Bonds	15.0
Permira Advisors LLP	Direct Lending	-
TOTAL		100.0

Mandate target returns, objectives and fees

L&G – Liability Driven Investment – Single Stock Gilt Fund Range and Matching Plus Fund Range

Benchmark	Objective	Fees
Range of gilt indices	Bespoke	Fund management fee: Single Stock Gilt Fund Range: 0.0325% p.a. Matching Plus Fund Range: 0.11% p.a. Discretionary hedging mandate fee: 0.03% p.a. subject to a minimum fee of £35,000 p.a.

L&G are to invest in a range of physical nominal gilt funds, physical index-linked gilt funds (collectively referred to as the Single Stock Gilt Fund Range), leveraged nominal gilt funds and leveraged index-linked gilt funds (collectively referred to as the Matching Plus Fund Range) that aim to hedge a proportion of the interest rate and inflation risk inherent within the Section's liabilities.

L&G – Absolute Return Bonds – Global Unconstrained Bond Fund

Benchmark	Objective	Fees
3-month SONIA	3-month SONIA + 1.50% p.a. (gross)	0.25% p.a.

Permira – Direct Lending – Permira Credit Solutions III (Senior Fund) GBP Hedged

Benchmark	Objective	Fees
N/A (absolute return)	Achieve a net internal rate of return of 6-8% p.a.	1.00% p.a. on invested capital during the Investment Period, which is defined as three years from final closing. Invested capital refers to the proportion of the Section's commitment that has been drawn down. 0.75% p.a. on invested capital following the Investment Period.

Permira do not have a stated investment objective, however we typically compare performance to sterling 1-month SONIA plus 4% per annum for illustration purposes only.