

Streamlined Energy and Carbon Reporting (SECR)

Year ended 31 December 2022

The Company meets the requirements of the Energy and Carbon reporting obligations under the Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 (the 2018 Regulations) on Streamlined Energy and Carbon Reporting (SECR).

Environmental strategy and targets

Unum Group's mission is to help the working world thrive throughout life's moments, and we recognise that caring for the world around us has a positive environmental and social impact. Even though the direct impact from our own operations is small relative to other sectors, minimising our environmental impacts is central to our Responsible Business strategy, and we are committed to supporting global efforts to reduce the impacts of climate change.

Globally, Unum Group has a 3% per year carbon equivalent emissions reduction target for Scope 1 and 2 emissions. The Group's approach to carbon equivalent emissions reductions is outlined within its annual ESG reports and CDP disclosures, which are available at www.investors.unum.com.

Unum is a values-driven and purpose-led organisation with an operating model that is centred on doing good for society. Our mission is to do the right thing for all our stakeholders, including our customers, employees, communities, and the environment.

Climate change remains one of the biggest challenges of our time. We are dedicated to reducing our carbon emissions and environmental impact and to minimising potential impacts from environmental issues on our business, so that we can continue to provide financial protection to our clients during times of need.

At Unum, we:

- Take steps to first understand, and then to reduce our carbon footprint;
- Reduce the environmental impact of the resources that we consume;
- Challenge our key suppliers to reduce their carbon footprint and environmental impact; and
- Help our employees to make informed choices about their own carbon and environmental impact.

Energy and carbon report

Reporting period

The reporting period is 1 January 2022 to 31 December 2022.

Reporting boundary

The reporting boundary for the Energy and Carbon Report is Unum European Holding Company Ltd (UEHC) and its subsidiaries which includes Unum Limited.

Measurement methodology

The reporting includes Scope 1 and 2 emission sources and Scope 3 emissions from business travel¹ (Category 6) and employee commuting (Category 7). The footprint is calculated in accordance with The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).

Outputs are in kWh and CO₂ equivalent (CO₂e) using the most up to date conversions factors from the Department for Business, Energy & Industrial Strategy (BEIS), before this government department was disbanded in February 2023.

1. Business travel emissions include commercial air travel and rental cars.

* Scope 1 emissions are direct emissions produced by the burning of fuels by UEHC.

Scope 2 emissions are indirect emissions generated by the electricity consumed and purchased by UEHC.

Scope 3 emissions are indirect emissions produced by UEHC's activity but owned and controlled by a different emitter.

Greenhouse Gas Emissions

		2022	2021
Greenhouse gas emissions			
Scope 1 emissions from purchased fuels and refrigerant use		222	648
Scope 2 emissions from electricity use	Market-based	50	278
	Location-based	246	726
Scope 3 emissions from business travel and commuting		445	124
Total greenhouse gas emissions	Market-based	717	1,050
	Location-based	913	1,498
Intensity ratio(s)			
Emissions per employee (Location based tCO ₂ e per person)		1.1	1.9
Emissions: Scope 1 & 2 (Location based tCO ₂ e/£m GWP)		0.8	2.6
Total Emissions (Location based tCO ₂ e/£m GWP)		1.6	2.9

The Company's total energy consumption for 2022 was 2,260,555 kWh (857,362 green/1,403,193 non green). Energy consumption for 2021 was 2,504,261 kWh (331,680 green/2,172,581 non green). The Company operates in the UK and, as such, the emissions stated are for UK and offshore emissions, with no additional global emissions.

The location-based method of calculating emissions reflects the average emissions intensity of grids on which energy consumption occurs. A market-based method reflects emissions from electricity that companies have purposefully chosen. Market-based emissions may be significantly lower, or nil, if the entity has entered into contractual arrangements for renewable energy, such as the purchase of Renewable Energy Guarantees of Origin ('REGOs'). c.f. FRC SECR Thematic Review 2021.

Scope 1 and Scope 2 emissions:

Overall, total scope 1 and scope 2 location-based emissions reduced to 468 tCO₂e in 2022 (2021:1,374 tCO₂e) and total scope 1 and scope 2 market-based emissions reduced to 272 tCO₂e in 2022 (2021: 926 tCO₂e).

The key changes are:

1. Scope 1 emissions reduced to 222 tCO₂e in 2022 (2021: 648 tCO₂e). This movement is due to a one-off increase in our emissions from refrigerant use of 389 tCO₂e in 2021, following significant repair works performed on a faulty HVAC system at one of our offices.
2. Scope 2 market-based emissions reduced to 50 tCO₂e in 2022 (2021: 278 tCO₂e) following the switch to a 100% renewable tariff.
3. Scope 2 location-based emissions reduced to 246 tCO₂e (2021: 726 tCO₂e) as during 2021, as part of a company-wide organisational restructure, we exited a number of leases on our regional office properties.

Scope 3 emissions:

Scope 3 emissions have risen to 445 tCO₂e in 2022 (2021: 124 tCO₂e), which is mainly attributable to the rise in business travel (both locally and abroad) in 2022, following the easing of Covid-19 travel restrictions.

Environmental impact commentary and achievements

In 2022 we commenced a new partnership with leading UK sustainability experts, Planet Mark, to help us identify further actions and targets for us to take from a climate action and emission reductions perspective. As part of this partnership, we will be joining over 800 other UK organisations and participating in Planet Mark's annual carbon and social value certification.

In addition, we have continued our membership with Business in the Community, the UK's largest and longest-established membership organisation dedicated to responsible business and embarked on a new charity partnership with Rewilding Britain to support local conservation and rewilding projects. We also partnered with Surrey Bees and installed two new beehives in our head office grounds, with honey that the bees make in the future to be sold to raise money for the charities we support, and also to use in the staff restaurant.

We have selected Ecologi as our business emissions carbon offsetting provider meaning that as we continue to take actions to sustainably manage and reduce the carbon from our operational footprint, we will also be offsetting our reported carbon emissions in the SECR. As of 1st January 2023, we have offset all our 2021 reported location-based carbon emissions (1,498 tCO₂e) and will be doing the same for our reported 2022 location-based emissions (913 tCO₂e).

During 2022, we were able to fully embed our new hybrid working model where our employees are encouraged to "locate for their working day". On average employees spend 2-3 days in the office versus previously full-time office working across the majority of our workforce, which will help towards reducing employee commuting emissions.

We also launched a new Electric Vehicle salary sacrifice scheme for our 800+ permanent employees in Q2 2022, to support our employees to make more sustainable travel choices, and to help reduce some of our employee commuting emissions.

Looking ahead to 2023, we will focus on inspiring and encouraging our colleagues to become involved in Unum Group's efforts to minimise our environmental footprint. This will include relaunching the Unum Sustainability Champions Network to create an even more environmentally-aware culture and provide our employees with a voice regarding Unum's sustainability initiatives.

[unum.co.uk](https://www.unum.co.uk)

Unum Limited is authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority. Registered Office and mailing address: Milton Court, Dorking, Surrey RH4 3LZ. Registered in England 983768. Unum Limited is a member of the Unum Group of Companies.