

STC believes companies that effectively manage ESG risks, impacts and opportunities are likely to be more financially sustainable in the future, positioning them to generate stronger returns in the long term.

As a long-term asset owner, one of the ways we ensure companies we invest in are governed appropriately and act in the best interest of their shareholders, is through active ownership. As an active owner we undertake company engagement, proxy voting and policy advocacy as outlined in our Responsible Investment Policy.

State Super is committed to voting at all company meetings across eligible holdings. Exercising our voting rights in the listed companies we invest in is an integral aspect of active ownership. Voting is an important way the Trustee can express its view on how the company is being managed.

Proxy voting activities for commingled trusts and fund of funds, including those managed by TCorp, are delegated to the relevant fund manager and monitored by STC.

Our voting records below show how we have voted on various issues such as executive remuneration, director elections and governance matters from 1 January 2022 to 30 June 2022.

Company	Meeting Date	Proposal Number	Proposal Description	Management Recommendation	STC Vote
Adbri Limited	5/19/2022	2	Remuneration Report	For	For
Adbri Limited	5/19/2022	3	Re-elect Geoffrey (Geoff) R. Tarrant	For	For
Adbri Limited	5/19/2022	4	Elect Michael Wright	For	For
Adbri Limited	5/19/2022	5	Elect Samantha L. Hogg	For	For
Adbri Limited	5/19/2022	6.A	Equity Grant (MD/CEO LTI)	For	For
Adbri Limited	5/19/2022	6.B	Equity Grant (MD Performance Award)	For	For
Adbri Limited	5/19/2022	7	Appointment of Auditor	For	For
Alumina Ltd.	5/25/2022	2	Remuneration Report	For	For
Alumina Ltd.	5/25/2022	3	Re-elect ZENG Chen	For	For
Alumina Ltd.	5/25/2022	4	Equity Grant (MD/CEO LTI)	For	For
AMP Limited	5/20/2022	2A	Re-elect Andrea E. Slattery	For	For
AMP Limited	5/20/2022	2B	Elect Michael J. Hirst	For	For
AMP Limited	5/20/2022	3	Remuneration Report	For	For
AMP Limited	5/20/2022	4	Equity Grant (MD/CEO LTI)	For	For
Ampol Limited	5/12/2022	2	Remuneration Report	For	For
Ampol Limited	5/12/2022	3.A	Re-elect Steven Gregg	For	For
Ampol Limited	5/12/2022	3.B	Re-elect Penelope (Penny) A. Winn	For	For
Ampol Limited	5/12/2022	3.C	Elect Elizabeth (Betsy) A. Donaghey	For	For
Ampol Limited	5/12/2022	4	Equity Grant (MD/CEO Matthew Halliday)	For	For
Ampol Limited	5/12/2022	5	Renew Proportional Takeover Provisions	For	For
Appen Limited	5/27/2022	2	REMUNERATION REPORT	For	For
Appen Limited	5/27/2022	3	Elect Richard J. Freudenstein	For	For
Appen Limited	5/27/2022	4	Elect Stuart Davis	For	For
Appen Limited	5/27/2022	5	Re-elect Vanessa Liu	For	For
Appen Limited	5/27/2022	6	Equity Grant (MD/CEO Mark Brayan)	For	For
Appen Limited	5/27/2022	7	Approve Amendments to Constitution	For	For
Appen Limited	5/27/2022	8	Renew Proportional Takeover Provisions	For	For
Appen Limited	5/27/2022	9	Board Spill	Against	Against
Aristocrat Leisure	2/24/2022	1	Re-elect Arlene Tansey	For	For
Aristocrat Leisure	2/24/2022	2	Re-elect Sylvia Summers Couder	For	For
Aristocrat Leisure	2/24/2022	3	Equity Grant (MD/CEO Trevor Croker)	For	For
Aristocrat Leisure	2/24/2022	4	Approve Aristocrat Equity Scheme	For	For
Aristocrat Leisure	2/24/2022	5	Remuneration Report	For	For
Aristocrat Leisure	2/24/2022	6	Approve Increase in NEDs' Fee Cap	For	For
Atlas Arteria Limited	5/10/2022	2A	Re-elect David Bartholomew	For	For
Atlas Arteria Limited	5/10/2022	2B	Re-elect Jean-Georges Malcor	For	For
Atlas Arteria Limited	5/10/2022	3	Remuneration Report	For	For
Atlas Arteria Limited	5/10/2022	4	Equity Grant (MD/CEO Graeme Bevans - LTIP)	For	For
Atlas Arteria Limited	5/10/2022	5	Equity Grant (MD/CEO Graeme Bevans - STIP)	For	For
Atlas Arteria Limited	5/10/2022	2	Appoint Auditor and Authorise Board to Set Fees	For	For
Atlas Arteria Limited	5/10/2022	3A	Re-elect Jeffrey G. Conyers	For	For
Atlas Arteria Limited	5/10/2022	3B	Re-elect Caroline Foulger	For	For

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Company	Meeting Date	Proposal Number	Proposal Description	Management Recommendation	STC Vote
AusNet Services	1/28/2022	1	Merger/Acquisition	For	For
Aventus Retail Property Fund	1/25/2022	1	Unstapling of Aventus Trust Units from Aventus Company Shares	For	For
Aventus Retail Property Fund	1/25/2022	2	Amendments to the Trust Constitution	For	For
Aventus Retail Property Fund	1/25/2022	3	The Trust Acquisition (Merger)	For	For
Aventus Retail Property Fund	1/25/2022	1	Unstapling of Aventus Trust Units from Aventus Company Shares	For	For
Aventus Retail Property Fund	1/25/2022	1	The Members' Scheme	For	For
BHP Group Limited	1/20/2022	1	AMENDMENTS TO LIMITED CONSTITUTION	For	For
BHP Group Limited	1/20/2022	2	Special Voting Share Buy-back	For	For
BHP Group Limited	1/20/2022	3	Dividend Share Buy-back	For	For
BHP Group Limited	1/20/2022	4	Special Voting Share Buy-back (Class Rights Action)	For	For
BHP Group Limited	1/20/2022	5	Change in Status of Plc (Class Rights Action)	For	For
Centuria Industrial REIT	1/20/2022	1	Ratify Placement of Securities	For	For
CIMIC Group Limited	4/06/2022	2	REMUNERATION REPORT	For	Against
CIMIC Group Limited	4/06/2022	3	Re-elect David P. Robinson	For	Against
Costa Group Holdings Limited	5/25/2022	2	Remuneration Report	For	For
Costa Group Holdings Limited	5/25/2022	3	Re-elect Janette A. Kendall	For	For
Costa Group Holdings Limited	5/25/2022	4	Re-elect Elizabeth (Jane) Wilson	For	For
Costa Group Holdings Limited	5/25/2022	5	Elect Harry G. Debney	For	For
Costa Group Holdings Limited	5/25/2022	6	Approve Increase in NEDs' Fee Cap		For
Costa Group Holdings Limited	5/25/2022	7	Equity Grant (MD/CEO Sean Hallahan - STI)	For	For
Costa Group Holdings Limited	5/25/2022	8	Equity Grant (MD/CEO Sean Hallahan - LTI)	For	For
Crown Resorts Limited	5/20/2022	1	Blackstone Transaction	For	For
Eagers Automotive Limited	5/18/2022	2	Re-elect Daniel P. Ryan	For	For
Eagers Automotive Limited	5/18/2022	3	REMUNERATION REPORT		For
Gold Road Resources Limited	5/19/2022	1	REMUNERATION REPORT	For	For
Gold Road Resources Limited	5/19/2022	2	Re-elect Brian K. Levett	For	For
Gold Road Resources Limited	5/19/2022	3	Elect Denise McComish	For	For
Gold Road Resources Limited	5/19/2022	4	Equity Grant (MD/CEO Duncan Gibbs - 2024 LTI)	For	For
Gold Road Resources Limited	5/19/2022	5	Equity Grant (MD/CEO Duncan Gibbs - 2022 STI)	For	For
Gold Road Resources Limited	5/19/2022	6	Approve Increase in NEDs' Fee Cap	For	For
Gold Road Resources Limited	5/19/2022	7	Amendments to Constitution	For	For
Gold Road Resources Limited	5/19/2022	8	Renew Proportional Takeover Provisions	For	For
GPT Group	5/11/2022	1	Re-elect Tracey A. Horton	For	For
GPT Group	5/11/2022	2	Re-elect Michelle Somerville	For	For
GPT Group	5/11/2022	3	Elect Anne B. Brennan	For	For
GPT Group	5/11/2022	4	Remuneration Report	For	For
GPT Group	5/11/2022	5	Equity Grant (MD/CEO Robert Johnston)	For	For
Graincorp Limited	2/17/2022	2	Remuneration Report	For	For
Graincorp Limited	2/17/2022	3.A	Re-elect Peter I. Richards	For	For
Graincorp Limited	2/17/2022	3.B	Elect Nicole (Nicki) E. Anderson	For	For
Graincorp Limited	2/17/2022	3.C	Elect Clive Stiff	For	For
Graincorp Limited	2/17/2022	4	Equity Grant (MD/CEO Robert Spurway)	For	For
Iluka Resources	4/13/2022	1	Elect Marcelo H. Bastos	For	For
Iluka Resources	4/13/2022	2	Remuneration Report	For	For
Iluka Resources	4/13/2022	3	Equity Grant (MD/CEO Tom O'Leary)	For	For
Invocare Ltd	5/20/2022	1	Remuneration Report	For	For
Invocare Ltd	5/20/2022	2	Re-elect Richard Davis	For	For
Invocare Ltd	5/20/2022	3	Re-elect Megan Quinn	For	For
Invocare Ltd	5/20/2022	4	Elect WONG Kee	For	For
Invocare Ltd	5/20/2022	5	Equity Grant (MD/CEO Olivier Chretien)	For	For
Invocare Ltd	5/20/2022	6	Appoint Auditor	For	For
IRESS Limited	5/05/2022	1	Elect Michael J. Dwyer	For	For
IRESS Limited	5/05/2022	2	REMUNERATION REPORT	For	For
IRESS Limited	5/05/2022	3.A	Equity Grant (Andrew Walsh - Equity Rights)	For	For
IRESS Limited	5/05/2022	3.B	Equity Grant (Andrew Walsh - Performance Rights)	For	For

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Megaport Limited	1/28/2022	1	Equity Grant (NED Michael Klayko)	For	Against
Megaport Limited	1/28/2022	2	Equity Grant (NED Melinda Snowden)	For	Against
Megaport Limited	1/28/2022	3	Equity Grant (NED Glo Gordon)	For	Against
Nickel Mines Ltd	1/25/2022	1	Acquisition of 70% Interest in Oracle Development Pte Ltd	For	For
Nickel Mines Ltd	5/03/2022	1	Approve Issue of Securities (Shanghai Decent)	For	For
Nickel Mines Ltd	5/03/2022	2	Ratify Placement of Securities (Institutional Placement)	For	For
Nickel Mines Ltd	5/31/2022	1	Remuneration Report	For	For
Nickel Mines Ltd	5/31/2022	2	Re-elect James Crombie	For	For
Nickel Mines Ltd	5/31/2022	3	Re-elect Norman A. Seckold	For	Against
Nickel Mines Ltd	5/31/2022	4	Change in Company Name	For	For
Nickel Mines Ltd	5/31/2022	5	Amendments to Constitution	For	Against
oOh media Limited	5/12/2022	1	Remuneration Report		For
oOh media Limited	5/12/2022	2	Re-elect Tony Faure	For	For
oOh media Limited	5/12/2022	3	Elect Joanne (Joe) E. Pollard	For	For
oOh media Limited	5/12/2022	4	Equity Grant (MD/CEO Catherine O'Connor)	For	For
oOh media Limited	5/12/2022	5	Renew Proportional Takeover Provisions	For	For
OZ Minerals Limited	4/08/2022	2.A	Re-elect Charles Sartain	For	For
OZ Minerals Limited	4/08/2022	2.B	Elect Sarah Ryan	For	For
OZ Minerals Limited	4/08/2022	3	Remuneration Report	For	For
OZ Minerals Limited	4/08/2022	4	Equity Grant (MD/CEO Andrew Cole - FY2022 LTIP)	For	For
OZ Minerals Limited	4/08/2022	5	Equity Grant (MD/CEO Andrew Cole - FY2021 STIP)	For	For
QBE Insurance Group	5/05/2022	2	Remuneration Report	For	For
QBE Insurance Group	5/05/2022	3	Equity Grant (Group CEO Andrew Horton)	For	For
QBE Insurance Group	5/05/2022	4	Approve Increase in NEDs' Fee Cap		For
QBE Insurance Group	5/05/2022	5.A	Re-elect Rolf Tolle	For	For
QBE Insurance Group	5/05/2022	5.B	Elect Yasmin Allen	For	For
QBE Insurance Group	5/05/2022	6.A	Shareholder Proposal Regarding Facilitating Nonbinding Proposals	Against	Against
QBE Insurance Group	5/05/2022	6.B	Shareholder Proposal Regarding Disclosure Concerning Reducing Investments and Underwriting Exposure to Fossil Fuel Assets	Against	Against
RIO Tinto Ltd.	5/05/2022	1	Accounts and Reports	For	For
RIO Tinto Ltd.	5/05/2022	2	Remuneration Report (UK)	For	For
RIO Tinto Ltd.	5/05/2022	3	Remuneration Report (AUS)	For	For
RIO Tinto Ltd.	5/05/2022	4	Elect Dominic Barton	For	For
RIO Tinto Ltd.	5/05/2022	5	Elect Peter Cunningham	For	For
RIO Tinto Ltd.	5/05/2022	6	Elect Ben Wyatt	For	For
RIO Tinto Ltd.	5/05/2022	7	Elect Megan E. Clark	For	For
RIO Tinto Ltd.	5/05/2022	8	Elect Simon P. Henry	For	For
RIO Tinto Ltd.	5/05/2022	9	Elect Sam H. Laidlaw	For	For
RIO Tinto Ltd.	5/05/2022	10	Elect Simon McKeon	For	For
RIO Tinto Ltd.	5/05/2022	11	Elect Jennifer Nason	For	For
RIO Tinto Ltd.	5/05/2022	12	Elect Jakob Stausholm	For	For
RIO Tinto Ltd.	5/05/2022	13	Elect Ngairé Woods	For	For
RIO Tinto Ltd.	5/05/2022	14	Appointment of Auditor	For	For
RIO Tinto Ltd.	5/05/2022	15	Authority to Set Auditor's Fees	For	For
RIO Tinto Ltd.	5/05/2022	16	Authorisation of Political Donations	For	For
RIO Tinto Ltd.	5/05/2022	17	Approval of Climate Action Plan	For	For
RIO Tinto Ltd.	5/05/2022	18	Authority to Repurchase Shares	For	For
RIO Tinto Ltd.	5/05/2022	19	Board Spill (Conditional)	Against	Against
Santos Ltd	5/03/2022	2.A	Re-elect Peter R. Hearl	For	For
Santos Ltd	5/03/2022	2.B	Elect Eileen J. Doyle	For	For
Santos Ltd	5/03/2022	2.C	Elect Musje Werror	For	For
Santos Ltd	5/03/2022	2.D	Elect Michael Utsler	For	For
Santos Ltd	5/03/2022	3	REMUNERATION REPORT	For	For
Santos Ltd	5/03/2022	4	Approval of 2022 Climate Change Report	For	Combined
Santos Ltd	5/03/2022	5	Equity Grant (MD/CEO LTI)	For	For

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Company	Meeting Date	Proposal Number	Proposal Description	Management Recommendation	STC Vote
Santos Ltd	5/03/2022	6	Equity Grant (MD/CEO Growth Projects Incentive)	For	Combined
Santos Ltd	5/03/2022	7	Approve Increase to NED Fee Cap		For
Santos Ltd	5/03/2022	8.A	Shareholder Proposal Regarding Facilitating Nonbinding Proposals	Against	Against
Santos Ltd	5/03/2022	8.B	Shareholder Proposal Regarding Disclosure of Capital Allocation Alignment With a Net Zero by 2050 Scenario	Against	Against
Santos Ltd	5/03/2022	8.C	Shareholder Proposal Regarding Lobbying Activity Alignment with 1.5 Degree Scenarios	Against	Against
Santos Ltd	5/03/2022	8.D	Shareholder Proposal Regarding Decommissioning Oil and Gas Infrastructure	Against	Against
Scentre Group	4/07/2022	2	Remuneration Report	For	For
Scentre Group	4/07/2022	3	Re-elect Brian Schwartz	For	For
Scentre Group	4/07/2022	4	Re-elect Mike Ihlein	For	For
Scentre Group	4/07/2022	5	Elect Ilana Atlas	For	For
Scentre Group	4/07/2022	6	Elect Catherine Brenner	For	For
Scentre Group	4/07/2022	7	Equity Grant (MD/CEO Peter Allen)	For	For
Scentre Group	4/07/2022	8	Board Spill Resolution (Conditional)	Against	Against
Smartgroup Corporation Ltd	5/11/2022	1	Remuneration Report	For	For
Smartgroup Corporation Ltd	5/11/2022	2	Elect Anne McDonald	For	For
Smartgroup Corporation Ltd	5/11/2022	3	Re-elect Gavin Bell	For	For
Smartgroup Corporation Ltd	5/11/2022	4	Re-elect Carolyn Colley	For	For
Smartgroup Corporation Ltd	5/11/2022	5	Re-elect Ian Watt	For	For
Smartgroup Corporation Ltd	5/11/2022	6	Equity Grant (MD/CEO Timothy Looi - FY2022 LFSP)	For	For
Smartgroup Corporation Ltd	5/11/2022	7	Approve Short-Term Incentive Plan		For
Smartgroup Corporation Ltd	5/11/2022	8	(Equity Grant (MD/CEO Timothy Looi - FY2022 STIP)		For
Smartgroup Corporation Ltd	5/11/2022	9	Amendments to Constitution	For	For
Smartgroup Corporation Ltd	5/11/2022	10	Approve Increase in NEDs' Fee Cap		For
SpeedCast International Limited	6/24/2022	1	Voluntary Winding Up		Abstain
SpeedCast International Limited	6/24/2022	2	Remuneration of the Liquidators		Abstain
SpeedCast International Limited	6/24/2022	3	Books and Records		Abstain
Sydney Airport	2/03/2022	1	Acquisition by Sydney Aviation of All Sydney Airport Securities	For	For
Sydney Airport	2/03/2022	1	Amendment to SAT1 Trust Constitution	For	For
Sydney Airport	2/03/2022	2	Acquisition by Sydney Aviation of All SAT1 Units	For	For
Sydney Airport	2/03/2022	1	Acquisition by Sydney Aviation of All Sydney Airport Securities	For	For
Sydney Airport	2/03/2022	1	Amendment to SAT1 Trust Constitution	For	For
Sydney Airport	2/03/2022	2	Acquisition by Sydney Aviation of All SAT1 Units	For	For
Tabcorp Holdings Ltd.	5/12/2022	1	Approve Demerger	For	For
Tabcorp Holdings Ltd.	5/12/2022	1	Approve Capital Reduction	For	For
Technology One	2/23/2022	1	Elect Patrick (Pat) R.J. O'Sullivan	For	For
Technology One	2/23/2022	2	Re-elect Richard C. Anstey	For	For
Technology One	2/23/2022	3	Re-elect Sharon Doyle	For	For
Technology One	2/23/2022	4	Remuneration Report	For	For
Technology One	2/23/2022	5	Board Spill	Against	Against
Telix Pharmaceuticals Limited	5/18/2022	1	Remuneration Report		For
Telix Pharmaceuticals Limited	5/18/2022	2	Re-elect Jann Skinner	For	For
Telix Pharmaceuticals Limited	5/18/2022	3	Elect Tiffany Olson	For	For
Telix Pharmaceuticals Limited	5/18/2022	4	Approve Equity Incentive Plan		For
Telix Pharmaceuticals Limited	5/18/2022	5	Equity Grant (MD/CEO Christian Behrenbruch)	For	For
Telix Pharmaceuticals Limited	5/18/2022	6	Equity Grant (NED Tiffany Olson)	For	For
Telix Pharmaceuticals Limited	5/18/2022	7	Ratify Placement of Securities (Capital Raising)	For	For
Telix Pharmaceuticals Limited	5/18/2022	8	Ratify Placement of Securities (Employee SARs)	For	For
Telix Pharmaceuticals Limited	5/18/2022	9	Amendments to Constitution	For	For
TPG Telecom Ltd	5/03/2022	2	Remuneration Report	For	For

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TPG Telecom Ltd	5/03/2022	3	Re-elect Canning K.N. Fok	For	For
TPG Telecom Ltd	5/03/2022	4	Re-elect Helen M. Nugent	For	For
TPG Telecom Ltd	5/03/2022	5	Re-elect Pierre Klotz	For	For
TPG Telecom Ltd	5/03/2022	6.A	Equity Grant (MD/CEO Deferred STI)	For	For
TPG Telecom Ltd	5/03/2022	6.B	Equity Grant (MD/CEO LTI)	For	For
United Malt Group Limited	2/11/2022	2	REMUNERATION REPORT	For	For
United Malt Group Limited	2/11/2022	3	Re-elect Graham Bradley	For	For
United Malt Group Limited	2/11/2022	4	Elect Terry Williamson	For	For
United Malt Group Limited	2/11/2022	5	Equity Grant (MD/CEO Mark Palmquist)	For	For
Viva Energy Group Limited	5/24/2022	2	Remuneration Report	For	For
Viva Energy Group Limited	5/24/2022	3.A	Elect Nicola Wakefield Evans	For	For
Viva Energy Group Limited	5/24/2022	3.B	Re-elect Robert Hill	For	For
Viva Energy Group Limited	5/24/2022	3.C	Re-elect Dat Duong	For	For
Viva Energy Group Limited	5/24/2022	4	Equity Grant (MD/CEO Scott Wyatt)	For	For
Waypoint REIT Limited	5/12/2022	2	REMUNERATION REPORT	For	For
Waypoint REIT Limited	5/12/2022	3	Elect Laurence R. Brindle	For	For
Waypoint REIT Limited	5/12/2022	4	Elect Susan MacDonald	For	For
Waypoint REIT Limited	5/12/2022	5	Equity Grant (CEO Hadyn Stephens)	For	For
Waypoint REIT Limited	5/12/2022	6	AMENDMENTS TO THE COMPANY CONSTITUTION	For	For
Waypoint REIT Limited	5/12/2022	7	AMENDMENTS TO THE TRUST CONSTITUTION	For	For
Woodside Energy Group Ltd	5/19/2022	2	Merger with BHP Petroleum	For	For
Woodside Energy Group Ltd	5/19/2022	3.A	Re-elect Sarah E. Ryan	For	For
Woodside Energy Group Ltd	5/19/2022	3.B	Re-elect Ann D. Pickard	For	For
Woodside Energy Group Ltd	5/19/2022	3.C	Re-elect Frank C. Cooper	For	For
Woodside Energy Group Ltd	5/19/2022	3.D	Elect Ben Wyatt	For	For
Woodside Energy Group Ltd	5/19/2022	4	REMUNERATION REPORT	For	For
Woodside Energy Group Ltd	5/19/2022	5	Equity Grant (MD/CEO Meg O'Neill)	For	For
Woodside Energy Group Ltd	5/19/2022	6	Renew Proportional Takeover Provisions	For	For
Woodside Energy Group Ltd	5/19/2022	7	Change in Company Name	For	For
Woodside Energy Group Ltd	5/19/2022	8	Appoint Auditor	For	For
Woodside Energy Group Ltd	5/19/2022	9	Approval of Climate Report	For	Against
Woodside Energy Group Ltd	5/19/2022	10.A	Shareholder Proposal Regarding Facilitating Nonbinding Proposals	Against	Against
Woodside Energy Group Ltd	5/19/2022	10.B	Shareholder Proposal Regarding Disclosure of Capital Allocation Alignment With a Net Zero by 2050 Scenario	Against	Against
Woodside Energy Group Ltd	5/19/2022	10.C	Shareholder Proposal Regarding Lobbying Activity Alignment with 1.5 Degree Scenarios	Against	Against
Woodside Energy Group Ltd	5/19/2022	10.D	Shareholder Proposal Regarding Decommissioning Oil and Gas Infrastructure	Against	Against

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