

Proxy Voting Report 1 January 2023 to 30 June 2023 - Australia

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 2023 to 30 June 2023.

Company	Meeting Date	Proposal Number	Proposal Description	Management Recommendation	STC Vote
Alumina Ltd.	29/05/2023	2	Remuneration Report	For	For
Alumina Ltd.	29/05/2023	3	Equity Grant (Md/Ceo Mike Ferraro)	For	For
Alumina Ltd.	29/05/2023	4	Re-Elect Debra Hazelton	For	For
Alumina Ltd.	29/05/2023	5	Re-Elect Michael Sammells	For	For
AMP Limited	31/03/2023	2A	Remuneration Report	For	For
AMP Limited	31/03/2023	2B	Approve Share Buy-Back	For	For
AMP Limited	31/03/2023	2C	Re-Elect Melinda B. Conrad	For	For
AMP Limited	31/03/2023	2D	Equity Grant (Md/Ceo Matthew Halliday)	For	For
AMP Limited	31/03/2023	3	Re-Elect Pat Ramsey	For	Against
AMP Limited	31/03/2023	4	Elect Bill Lance	For	For
AMP Limited	31/03/2023	5	Equity Grant (Md/Ceo Trevor Croker)	For	For
Ampol Limited	12/05/2023	2	Renew Proportional Takeover Provisions	For	For
Ampol Limited	12/05/2023	3.A	Equity Grant (Md/Ceo Graeme Bevans - Fy2023 Ltup)	For	For
Ampol Limited	12/05/2023	3.B	Equity Grant (Md/Ceo Graeme Bevans - Additional Fy2022 Ltup)	For	For
Ampol Limited	12/05/2023	4	Approve Increase In Neds' Fee Cap	For	For
Aristocrat Leisure	24/02/2023	1	Re-Elect John Wigglesworth	For	For
Aristocrat Leisure	24/02/2023	2	Appoint Auditor And Authorise Board To Set Fees	For	For
Aristocrat Leisure	24/02/2023	3	Approve Reduction In Neds' Fee Cap	For	For
Aristocrat Leisure	24/02/2023	4	Re-Elect Andrew Cook	For	For
Aristocrat Leisure	24/02/2023	5	Remuneration Report	Against	Against
Aristocrat Leisure	24/02/2023	6	Re-Elect Antonio J. Viana	For	For
Aristocrat Leisure	24/02/2023	7	Ratify Placement Of Securities	For	For
Aristocrat Leisure	24/02/2023	8	Equity Grant (Ned Pia Turcinov)	For	For
Atlas Arteria Limited	30/05/2023	2	Equity Grant (Ned Geoffrey Carrick)	For	Combined
Atlas Arteria Limited	30/05/2023	3	Equity Grant (Ceo Sean Hehir)	For	For
Atlas Arteria Limited	30/05/2023	4	Approve Issue Of Securities (Emmanuel Hernandez)	For	For
Atlas Arteria Limited	30/05/2023	5	Re-Elect Neil G. Chatfield	For	For
Atlas Arteria Limited	30/05/2023	6	Elect Adam Tindall	For	For
Atlas Arteria Limited	30/05/2023	7	Equity Grant (Md/Ceo Julie Coates)	N/A	For
Atlas Arteria Limited	30/05/2023	8A	Re-Elect Marcus J. Birrell	For	For
Atlas Arteria Limited	30/05/2023	8B	Re-Elect Michelle Prater	For	For
Atlas Arteria Limited	30/05/2023	8C	Re-Elect Timothy Netscher	For	For
Atlas Arteria Limited	30/05/2023	2	Equity Grant - Lti (Md/Ceo Duncan Gibbs)	For	For
Atlas Arteria Limited	30/05/2023	3	Equity Grant - Sti (Md/Ceo Duncan Gibbs)	For	Combined
Atlas Arteria Limited	30/05/2023	4	Elect Shane Gannon	For	Combined
Atlas Arteria Limited	30/05/2023	5.A	Approve Increase In Neds' Fee Cap	For	For
Atlas Arteria Limited	30/05/2023	5.B	Amendments To Trust Constitution	For	For
AUB Group Limited	28/03/2023	1	Re-Elect Kathy Grigg	For	For
Brainchip Holdings Ltd	23/05/2023	1	Re-Elect Susan Corlett	For	Against
Brainchip Holdings Ltd	23/05/2023	2	Remuneration Report	For	For
Brainchip Holdings Ltd	23/05/2023	3	Equity Grant (Md/Ceo Tom O'Leary - Ltup)	For	Against
Brainchip Holdings Ltd	23/05/2023	4	Re-Elect Gregory J. Robinson	For	For
Brainchip Holdings Ltd	23/05/2023	5	Equity Grant (Md/Ceo Jeanne Johns)	For	For
Brainchip Holdings Ltd	23/05/2023	6A	Approval Of 2022 Climate Change Report	N/A	Combined
Brainchip Holdings Ltd	23/05/2023	6B	Re-Elect Bart Vogel	N/A	Combined
Brainchip Holdings Ltd	23/05/2023	6C	Equity Grant (Md/Ceo Olivier Chretien)	N/A	Combined
Brainchip Holdings Ltd	23/05/2023	6D	Re-Elect Trudy J. Vonhoff	N/A	Combined
Brainchip Holdings Ltd	23/05/2023	6E	Amendments To Constitution	N/A	Combined
Brainchip Holdings Ltd	5/23/2023	7A	Remuneration Report	N/A	Combined
Brainchip Holdings Ltd	5/23/2023	7B	Re-Elect Mark H. Lochtenberg	N/A	Combined
Brainchip Holdings Ltd	23/05/2023	8	Ratify Placement Of Securities	For	Against
Costa Group Holdings Limited	25/05/2023	2	Elect Alexandra Gartmann	For	For
Costa Group Holdings Limited	25/05/2023	3	Re-Elect Marie E. McDonald	For	For
CSR Ltd.	27/06/2023	2.A	Re-Elect Peter M. Margin	For	For
CSR Ltd.	27/06/2023	2.B	Approve Nushare Plan	For	For
CSR Ltd.	27/06/2023	3	Acquisition By Bhp Lonsdale Investments Pty Ltd	For	For
CSR Ltd.	27/06/2023	4	Equity Grant (Group Ceo Andrew Horton)	For	For

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Company	Meeting Date	Proposal Number	Proposal Description	Management Recommendation	STC Vote
CSR Ltd.	27/06/2023	5	Re-Elect Kathy Lisson	For	For
Eagers Automotive Limited	5/24/2023	2B	Remuneration Report (Aus)	For	Combined
Eagers Automotive Limited	5/24/2023	2C	Elect Kaisa Hietala	For	Combined
Eagers Automotive Limited	5/24/2023	2F	Re-Elect Simon Mckeon	For	Combined
Gold Road Resources Limited	18/05/2023	1	Authorisation Of Political Donations	For	For
Gold Road Resources Limited	18/05/2023	2	Equity Grant (Md/Ceo Brendan Harris - Lti 2023 Zepo)	For	For
Gold Road Resources Limited	18/05/2023	3	Equity Grant (Md/Ceo Brendan Harris - Sti 2023 Shares)	For	For
Gold Road Resources Limited	18/05/2023	4	Equity Grant (Md/Ceo Brendan Harris - Sign-On Rights)	For	For
Gold Road Resources Limited	18/05/2023	5	Re-Elect Yasmin A. Allen	For	For
GPT Group	10/05/2023	1	Re-Elect Janine J. Mcardle	For	For
GPT Group	10/05/2023	2	Equity Grant (Md/Ceo Kevin Gallagher)	For	For
GPT Group	10/05/2023	3	Shareholder Proposal Regarding Facilitating Nonbinding Proposals	For	For
GPT Group	10/05/2023	4	Remuneration Report	For	For
GPT Group	10/05/2023	5	Elect Stephen Mccann	N/A	For
GPT Group	10/05/2023	6	Remuneration Report	For	For
GPT Group	10/05/2023	7	Re-Elect John Prendiville	For	For
Graincorp Limited	16/02/2023	2	Equity Grant (Md/Ceo Scott Wharton - Fy2023 Short Term Incentive Plan)	For	For
Graincorp Limited	16/02/2023	3	Re-Elect José M. Caldeira	For	For
Graincorp Limited	16/02/2023	4	Equity Grant (Md/Ceo Shaun Verner - Lti)	For	For
Iluka Resources	10/05/2023	1	Approve Non-Executive Director Share Plan	For	For
Iluka Resources	10/05/2023	2	Approve Increase In Neds' Fee Cap	For	For
Iluka Resources	10/05/2023	3	Re-Elect Jane E. Andrews	For	For
Iluka Resources	10/05/2023	4	Approve Increase In Ned'S Fee Cap	For	For
Iluka Resources	10/05/2023	5	Re-Elect Harry (Kevin) Mccann	For	For
Incitec Pivot	16/02/2023	2	Equity Grant (Md/Ceo Christian Behrenbruch)	For	For
Incitec Pivot	16/02/2023	3	Remuneration Report	For	For
Incitec Pivot	16/02/2023	4	Re-Elect Arlene M. Tansey	For	For
Incitec Pivot	16/02/2023	5	Equity Grant (Md/Ceo 2022 Deferred Sti)	For	For
Incitec Pivot	16/02/2023	6	Remuneration Report	For	For
Invocare Ltd	26/05/2023	1	Elect Pat Bowe	For	For
Invocare Ltd	26/05/2023	2	Elect Christine Feldmanis	For	For
Invocare Ltd	26/05/2023	3	Remuneration Report	For	For
Invocare Ltd	26/05/2023	4	Re-Elect Sibylle Krieger	For	For
IRESS Limited	4/05/2023	1	Equity Grant (Md/Ceo Dean Banks)	For	For
IRESS Limited	4/05/2023	2	Re-Elect Arnoud De Meyer	For	For
IRESS Limited	4/05/2023	3	Equity Grant (Md/Ceo Scott Wyatt)	For	For
IRESS Limited	4/05/2023	4	Re-Elect Gavin J. Rezos	For	For
IRESS Limited	4/05/2023	5	Equity Grant (Ned Ranya Alkadamani)	For	For
Nickel Mines Ltd	31/05/2023	1	Remuneration Report	For	For
Nickel Mines Ltd	5/31/2023	2	Re-Elect Georgina A. Lynch	For	Combined
Nickel Mines Ltd	31/05/2023	3	Elect Robin Romero	For	For
Nickel Mines Ltd	31/05/2023	4	Re-Elect Rod Leonard	For	Against
Nickel Mines Ltd	31/05/2023	5	Equity Grant (Executive Chair/Ceo Richard Hyde)	N/A	For
Nickel Mines Ltd	31/05/2023	6	Equity Grant (Executive Director Libby Mounsey)	For	For
Nufarm Limited	1/02/2023	2	Approve 2023 Employee Awards Plan	For	For
Nufarm Limited	1/02/2023	3A	Approve Potential Termination Benefits (2018 Plan)	For	For
Nufarm Limited	1/02/2023	3B	Approve Potential Termination Benefits (2021 Plan)	For	For
Nufarm Limited	1/02/2023	3C	Approve Potential Termination Benefits (2023 Plan)	For	For
Nufarm Limited	1/02/2023	3D	Re-Elect Ian E. Macfarlane	For	For
Nufarm Limited	1/02/2023	3E	Re-Elect Larry Archibald	For	For
Nufarm Limited	1/02/2023	4	Re-Elect Goh Swee Chen	For	For
Nufarm Limited	1/02/2023	5	Elect Arnaud Breuillac	For	For
Nufarm Limited	1/02/2023	6	Elect Angela A. Minas	For	For
OZ Minerals Limited	13/04/2023	1	Remuneration Report	For	For
QBE Insurance Group	12/05/2023	2	Approve Increase In Neds' Fee Cap	For	For
QBE Insurance Group	12/05/2023	3	Shareholder Proposal Regarding Disclosure Of Capital Allocation Alignment With A Net Zero By 2050 Scenario	For	For
QBE Insurance Group	12/05/2023	4A	Re-elect Mike Wilkins	For	For
QBE Insurance Group	12/05/2023	4B	Re-elect Kathy Lisson	For	For
RIO Tinto Ltd.	4/05/2023	1	Accounts and Reports	For	For
RIO Tinto Ltd.	4/05/2023	2	Remuneration Report (UK)	For	For
RIO Tinto Ltd.	4/05/2023	3	Remuneration Report (AUS)	For	For
RIO Tinto Ltd.	4/05/2023	4	Approve Potential Termination Benefits	For	For
RIO Tinto Ltd.	4/05/2023	5	Elect Kaisa Hietala	For	For
RIO Tinto Ltd.	4/05/2023	6	Re-elect Dominic Barton	For	For
RIO Tinto Ltd.	4/05/2023	7	Re-elect Megan E. Clark	For	For
RIO Tinto Ltd.	4/05/2023	8	Re-elect Peter Cunningham	For	For
RIO Tinto Ltd.	4/05/2023	9	Re-elect Simon P. Henry	For	For
RIO Tinto Ltd.	4/05/2023	10	Re-elect Sam H. Laidlaw	For	For
RIO Tinto Ltd.	4/05/2023	11	Re-elect Simon McKeon	For	For
RIO Tinto Ltd.	4/05/2023	12	Re-elect Jennifer Nason	For	For
RIO Tinto Ltd.	4/05/2023	13	Re-elect Jakob Stausholm	For	For
RIO Tinto Ltd.	4/05/2023	14	Re-elect Ngairé Woods	For	For
RIO Tinto Ltd.	4/05/2023	15	Re-elect Ben Wyatt	For	For
RIO Tinto Ltd.	4/05/2023	16	Appointment of Auditor	For	For
RIO Tinto Ltd.	4/05/2023	17	Authority to Set Auditor's Fees	For	For
RIO Tinto Ltd.	4/05/2023	18	Authorisation of Political Donations	For	For
RIO Tinto Ltd.	4/05/2023	19	Authority to Repurchase Shares	For	For

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Company	Meeting Date	Proposal Number	Proposal Description	Management Recommendation	STC Vote
Sandfire Resources Limited	21/03/2023	1	Equity Grant (MD/CEO Brendan Harris - LTI 2023 ZEPO)	For	Against
Sandfire Resources Limited	21/03/2023	2	Approve Potential Termination Benefits (MD/CEO Brendan Harris - LTI 2023 ZEPO)	For	Against
Sandfire Resources Limited	21/03/2023	3	Equity Grant (MD/CEO Brendan Harris - STI 2023 Shares)	For	For
Sandfire Resources Limited	21/03/2023	4	Approve Potential Termination Benefits (MD/CEO Brendan Harris - STI 2023 Shares)	For	For
Sandfire Resources Limited	21/03/2023	5	Equity Grant (MD/CEO Brendan Harris - Sign-on Rights)	For	For
Sandfire Resources Limited	21/03/2023	6	Approve Potential Termination Benefits (MD/CEO Brendan Harris - Sign-on Rights)	For	For
Santos Ltd	6/04/2023	2A	Re-elect Yasmin A. Allen	For	For
Santos Ltd	6/04/2023	2B	Re-elect Guy M. Cowan	For	For
Santos Ltd	6/04/2023	2C	Re-elect Janine J. McArdle	For	For
Santos Ltd	6/04/2023	3	REMUNERATION REPORT	For	For
Santos Ltd	6/04/2023	4	Equity Grant (MD/CEO Kevin Gallagher)	For	For
Santos Ltd	6/04/2023	5	Board Spill (Conditional)	Against	Against
Santos Ltd	6/04/2023	6A	Shareholder Proposal Regarding Facilitating Nonbinding Proposals	Against	Against
Santos Ltd	6/04/2023	6B	Shareholder Proposal Regarding Disclosure of Capital Allocation Alignment With a Net Zero by 2050 Scenario	Against	Against
Scentre Group	5/04/2023	2	Remuneration Report	For	For
Scentre Group	5/04/2023	3	Re-elect Michael Wilkins	For	For
Scentre Group	5/04/2023	4	Elect Stephen McCann	For	For
Scentre Group	4/05/2023	5	Equity Grant (MD/CEO Elliott Rusanow)	For	Combined
Smartgroup Corporation Ltd	5/10/2023	1	Remuneration Report	For	For
Smartgroup Corporation Ltd	5/10/2023	2	Re-elect Deborah Homewood	For	For
Smartgroup Corporation Ltd	5/10/2023	3	Re-elect John Prendiville	For	For
Smartgroup Corporation Ltd	5/10/2023	4	Equity Grant (MD/CEO Scott Wharton - FY2023 Loan Funded Share Plan)	For	For
Smartgroup Corporation Ltd	5/10/2023	5	Equity Grant (MD/CEO Scott Wharton - FY2023 Short Term Incentive Plan)	N/A	For
Syrah Resources Limited	19/05/2023	1	Remuneration Report	For	For
Syrah Resources Limited	19/05/2023	2	Re-elect José M. Caldeira	For	Against
Syrah Resources Limited	19/05/2023	3	Re-elect Sara Watts	For	For
Syrah Resources Limited	19/05/2023	4	Equity Grant (MD/CEO Shaun Verner - LTI)	For	For
Syrah Resources Limited	19/05/2023	5	Equity Grant (MD/CEO Shaun Verner - STI)	For	For
Syrah Resources Limited	19/05/2023	6	Approve Non-executive Director Share Plan	For	For
Syrah Resources Limited	19/05/2023	7	Equity Grant (NEDs)	For	For
Syrah Resources Limited	19/05/2023	8	Approve Increase in NEDs' Fee Cap	For	For
Technology One	22/02/2023	1	Remuneration Report	For	For
Technology One	22/02/2023	2	Re-elect Jane E. Andrews	For	For
Technology One	22/02/2023	3	Re-elect Clifford J. Rosenberg	For	For
Technology One	22/02/2023	4	Approve Increase in NED's Fee Cap	N/A	For
Technology One	22/02/2023	5	Approve Adoption of Amended Omnibus Incentive Plan	For	For
Telix Pharmaceuticals Limited	5/24/2023	2A	Re-elect Harry (Kevin) McCann	For	Combined
Telix Pharmaceuticals Limited	5/24/2023	2B	Re-elect Mark A. Nelson	For	Combined
Telix Pharmaceuticals Limited	5/24/2023	3	Equity Grant (MD/CEO Christian Behrenbruch)	For	Combined
Telix Pharmaceuticals Limited	5/24/2023	4	Remuneration Report	N/A	Combined
TPG Telecom Ltd	4/05/2023	2	Remuneration Report	For	Against
TPG Telecom Ltd	4/05/2023	3	Re-elect Robert Millner	For	For
TPG Telecom Ltd	4/05/2023	4	Re-elect Arlene M. Tansey	For	For
TPG Telecom Ltd	4/05/2023	5	Elect Serpil Timuray	For	For
TPG Telecom Ltd	4/05/2023	6A	Equity Grant (MD/CEO 2022 Deferred STI)	For	For
TPG Telecom Ltd	4/05/2023	6B	Equity Grant (MD/CEO 2023 LTI)	For	Against
United Malt Group Limited	10/02/2023	2	Remuneration Report	For	For
United Malt Group Limited	10/02/2023	3A	Elect Pat Bowe	For	For
United Malt Group Limited	10/02/2023	3B	Elect Christine Feldmanis	For	For
Ventia Services Group Ltd	23/05/2023	2	Remuneration Report	For	For
Ventia Services Group Ltd	23/05/2023	3A	Re-elect Sibylle Krieger	For	For
Ventia Services Group Ltd	23/05/2023	3B	Re-elect Jeffrey (Jeff) I. Forbes	For	For
Ventia Services Group Ltd	23/05/2023	4	Equity Grant (MD/CEO Dean Banks)	For	For
Viva Energy Group Limited	23/05/2023	2	Remuneration Report	For	For
Viva Energy Group Limited	23/05/2023	3.A	Re-elect Arnoud de Meyer	For	For
Viva Energy Group Limited	23/05/2023	3.B	Re-elect Mike Muller	For	For
Viva Energy Group Limited	23/05/2023	4	Equity Grant (MD/CEO Scott Wyatt)	For	For
Vulcan Energy Resources Limited	5/29/2023	1	Remuneration Report	For	For
Vulcan Energy Resources Limited	5/29/2023	2	Re-elect Gavin J. Rezos	For	For
Vulcan Energy Resources Limited	5/29/2023	3	Re-elect Heidi Grøn	For	For
Vulcan Energy Resources Limited	5/29/2023	4	Equity Grant (NED Ranya Alkadamani)	For	For
Vulcan Energy Resources Limited	5/29/2023	5	Ratify Placement of Securities	For	For
Waypoint REIT Limited	5/18/2023	2	REMUNERATION REPORT	For	Combined
Waypoint REIT Limited	18/05/2023	3	Re-elect Georgina A. Lynch	For	For
Waypoint REIT Limited	18/05/2023	4	Equity Grant (CEO Hadyn Stephens)	For	For
West African Resources Limited	12/05/2023	1	Remuneration Report	N/A	For
West African Resources Limited	12/05/2023	2	Elect Robin Romero	For	For
West African Resources Limited	12/05/2023	3	Re-elect Richard Hyde	For	For
West African Resources Limited	12/05/2023	4	Re-elect Rod Leonard	For	For
West African Resources Limited	12/05/2023	5	Equity Grant (NED Robin Romero)	N/A	For
West African Resources Limited	12/05/2023	6	Equity Grant (Executive Chair/CEO Richard Hyde)	N/A	For
West African Resources Limited	12/05/2023	7	Equity Grant (Executive Director/COO Lyndon Hopkins)	N/A	For
West African Resources Limited	12/05/2023	8	Equity Grant (Executive Director Libby Mounsey)	N/A	For

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Company	Meeting Date	Proposal Number	Proposal Description	Management Recommendation	STC Vote
West African Resources Limited	12/05/2023	9	Approve 2023 Employee Awards Plan	N/A	For
West African Resources Limited	5/12/2023	10	Approve Potential Termination Benefits (2018 Plan)	N/A	Combined
West African Resources Limited	5/12/2023	11	Approve Potential Termination Benefits (2021 Plan)	N/A	Combined
West African Resources Limited	5/12/2023	12	Approve Potential Termination Benefits (2023 Plan)	N/A	Combined
Woodside Energy Group Ltd	4/28/2023	2A	Re-elect Ian E. Macfarlane	For	Combined
Woodside Energy Group Ltd	4/28/2023	2B	Re-elect Larry Archibald	For	Combined
Woodside Energy Group Ltd	28/04/2023	2C	Re-elect GOH Swee Chen	For	For
Woodside Energy Group Ltd	28/04/2023	2D	Elect Arnaud Breuillac	For	For
Woodside Energy Group Ltd	28/04/2023	2E	Elect Angela A. Minas	For	For
Woodside Energy Group Ltd	4/28/2023	3	Remuneration Report	For	Combined
Woodside Energy Group Ltd	28/04/2023	4	Equity Grant (MD/CEO Meg O'Neill)	For	For
Woodside Energy Group Ltd	28/04/2023	5	Approve Increase in NEDs' Fee Cap	For	For
Woodside Energy Group Ltd	28/04/2023	6A	Shareholder Proposal Regarding Facilitating Nonbinding Proposals	Against	Against
Woodside Energy Group Ltd	28/04/2023	6B	Shareholder Proposal Regarding Disclosure of Capital Allocation Alignment With a Net Zero by 2050 Scenario	Against	Against

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