

Stewardship Statement

November 2024

Actions we take today should not compromise the outcomes received by our members tomorrow.

Aware Super is a signatory to the Australian Asset Owner Stewardship Code (the Code). The Code consists of seven Principles and as a signatory to the Code we have developed this Stewardship Statement to provide an overview of how we apply these principles.

As stewards of our members' retirement savings, we have a duty to act in their best financial interests.

A critical part of this is integrating environmental, social and governance (ESG) considerations into our investment processes. Known as Responsible Ownership, this approach helps us better manage risk and generate strong long-term returns for our members.

Stewardship is a key part of our Responsible Ownership approach. This means we monitor ESG risks and engage with companies in which we invest. We do this in a variety of ways including: directly, through our internal Responsible Investments function; indirectly through our investment managers and in collaboration with our appointed voting service providers, such as the Australian Council of Superannuation Investors (ACSI). We also participate in collaborative engagement initiatives.

We use our voting rights to support resolutions that seek to enhance value for our members across a range of areas such as board composition, executive remuneration, and climate-related disclosure and action.

Principles

1. Asset Owners should publicly disclose how they approach their stewardship responsibilities.

We believe that poor management of long term ESG related risks by a company may not only impact our investments but can potentially impact the broader community and environment. We require management to be focused on long-term and sustainable value creation.

We publicly disclose how we approach our stewardship responsibilities and activities in our Responsible Investment: Environmental, Social and Corporate Governance Policy (Responsible Investment Policy) as well as in our Annual Report and our Annual Responsible Investment Report.

You can view our Responsible Investment **Policy** and our Annual **Reporting** suite on our website.

2. Publicly disclose their policy for voting at company meetings and voting activity.

As an asset owner, we believe that we have an obligation to seek to ensure that the companies we invest in are governed and managed in a manner which enhances performance over the longer term, and thereby produces the best financial outcome for members. For this reason, Aware Super takes an active interest in the ESG practices of the companies in which we invest, with the objective to positively influence their governance, policies, practices and management through share voting.

We have a significant exposure to listed shares

Australian shares

When voting on resolutions for Australian-listed companies, we typically consider recommendations from our voting service provider, ACSI, as well as the recommendations of our active investment managers. In the case of shareholder proposals, we also endeavour to engage with the proponents before voting. Before making our final decision, we will consider a company's response to any engagements we have had with them.

International shares

When voting on resolutions for international-listed companies, we consider recommendations from CGI Glass Lewis which are based on their guidelines and an overlay based on the guidelines of ACSI for consistency. Several of our international investment managers vote directly, however we still reserve the right to the final voting decision.

We publicly disclose our policy for voting at company meetings in our Responsible Investment Policy and we publish our voting activity on our website.

You can view our [policy for voting and voting activity](#) on our website.

3. Engage with companies either directly, indirectly (for example, via collective action or third-party providers) or both.

Aware Super has an active engagement program, we monitor ESG considerations and when we identify a material risk or issue, we will often use our ownership rights to engage with the company. The objective of engagement is to encourage the company to improve its ESG policies and practices, and thereby protect or increase its economic value. We believe that engagement can be an effective way to influence a company's corporate governance

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