

Proxy Voting Report 1 January to 30 June 2024 - 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 2024 to 30 June 2024.

Company	Meeting Date	Proposal Number	Proposal Description	Management Recommendation	STC Vote
Alumina Ltd.	5/28/2024	2	Remuneration Report	For	For
Alumina Ltd.	5/28/2024	3A	Re-elect Deborah O'Toole	For	For
Alumina Ltd.	5/28/2024	3B	Re-elect John A. Bevan	For	For
Alumina Ltd.	5/28/2024	3C	Re-elect Shirley E. In't Veld	For	For
Alumina Ltd.	5/28/2024	3D	Elect Alistair Field	For	For
Alumina Ltd.	5/28/2024	4	Renew Proportional Takeover Provisions	For	For
Alumina Ltd.	5/28/2024	5	Equity Grant (MD/CEO Mike Ferraro)	For	Against
Amotiv Ltd.	6/24/2024	1	Change in Company Name	For	For
AMP Limited	45630	2A	Elect Kathleen Bailey-Lord	For	For
AMP Limited	45630	2B	Elect Anna Leibel	For	For
AMP Limited	45630	3	Remuneration Report	For	For
AMP Limited	45630	4	Equity Grant (MD/CEO Alexis George)	For	For
AMP Limited	45630	5	Approve Share Buy-Back	For	For
AMP Limited	45630	6	Board Spill	Against	Against
Ampol Limited	45540	2	Remuneration Report	For	For
Ampol Limited	45540	3a	Re-elect Michael (Mike) F. Ihlein	For	For
Ampol Limited	45540	3b	Re-elect Gary Smith	For	For
Ampol Limited	45540	4	Equity Grant (MD/CEO Matthew Halliday)	For	For
Ampol Limited	45540	5	Approve Increase in NEDs' Fee Cap	Blank	For
Aristocrat Leisure	2/22/2024	1	Re-elect Neil Chatfield	For	For
Aristocrat Leisure	2/22/2024	2	Elect Jennifer Aument	For	For
Aristocrat Leisure	2/22/2024	3	Equity Grant (MD/CEO Trevor Croker)	For	For
Aristocrat Leisure	2/22/2024	4	Approve NED Rights Plan	For	For
Aristocrat Leisure	2/22/2024	5	Remuneration Report	For	For
Atlas Arteria Limited	5/16/2024	2A	Re-elect Kenneth F. Daley	For	For
Atlas Arteria Limited	5/16/2024	2B	Elect Laura Hendricks	For	For
Atlas Arteria Limited	5/16/2024	3	Appoint of Auditor	For	For
Atlas Arteria Limited	5/16/2024	4	Remuneration Report	For	For
Atlas Arteria Limited	5/16/2024	5	Equity Grant (MD/CEO Graeme Bevans - LTIP)	For	For
Atlas Arteria Limited	5/16/2024	6	Equity Grant (MD/CEO Graeme Bevans - STIP)	For	For
Atlas Arteria Limited	5/16/2024	7	Amend the Constitution (Change Board Size)	For	For
Atlas Arteria Limited	5/16/2024	8	Approve Increase in NEDs' Fee Cap	Blank	For
Atlas Arteria Limited	5/16/2024	9	Board Spill (Conditional Resolution)	Against	Against
Atlas Arteria Limited	5/16/2024	A2	Appoint Auditor and Authorise Board to Set Fees	For	For
Atlas Arteria Limited	5/16/2024	A3A	Re-elect Fiona Beck	For	For
Atlas Arteria Limited	5/16/2024	A3B	Elect Kiernan Bell	For	For
Atlas Arteria Limited	5/16/2024	A4	Adopt new Bye-Laws	For	For
Costa Group Holdings Limited	1/30/2024	1	Scheme of Arrangement	For	For
CSR Ltd.	6/13/2024	1	Acquisition by Compagnie de Saint-Gobain S.A.	For	For
Eagers Automotive Limited	1/30/2024	1	Approve Acquisition	For	For
Eagers Automotive Limited	5/22/2024	2	Election of Directors - Nicholas Politis	For	For
Eagers Automotive Limited	5/22/2024	3	Elect Katrina McNamara	For	For
Eagers Automotive Limited	5/22/2024	4	REMUNERATION REPORT	Blank	For
Gold Road Resources Limited	5/23/2024	1	REMUNERATION REPORT	For	For
Gold Road Resources Limited	5/23/2024	2	Re-elect Maree Arnason	For	For
Gold Road Resources Limited	5/23/2024	3	Equity Grant - LTI (MD/CEO Duncan Gibbs)	For	For
Gold Road Resources Limited	5/23/2024	4	Equity Grant - STI (MD/CEO Duncan Gibbs)	For	For
GPT Group	45509	1	Re-elect Vickki McFadden	For	For
GPT Group	45509	2	Elect Louise Mason	For	For
GPT Group	45509	3	Remuneration Report	For	For
GPT Group	45509	4	Equity Grant (MD/CEO Russel Proutt)	For	For
GPT Group	45509	5	Renew Proportional Takeover Provisions	For	For
Graincorp Limited	2/14/2024	2	Remuneration Report	For	Against
Graincorp Limited	2/14/2024	3A	Elect John Maher	For	For
Graincorp Limited	2/14/2024	3B	Elect Peter Knoblanche	For	For
Graincorp Limited	2/14/2024	4	Equity Grant (MD/CEO Robert Spurway)	For	For
Helia Group Ltd	45540	1	Remuneration Report	For	For
Helia Group Ltd	45540	2	Equity Grants (MD/CEO Pauline Blight-Johnston)	For	For
Helia Group Ltd	45540	3	Approve Share Buy-back	For	For
Helia Group Ltd	45540	4	Re-elect Duncan G. West	For	For
Iluka Resources	45478	1	Re-elect Rob Cole	For	For

NOTE: In some specific circumstances, STC mandates its managers to vote its stock. Where these managers vote differently from each other, this is indicated as 'Combined'.

Company	Meeting Date	Proposal Number	Proposal Description	Management Recommendation	STC Vote
Iluka Resources	45478	2	Re-elect Andrea Sutton	For	For
Iluka Resources	45478	3	Remuneration Report	For	For
Iluka Resources	45478	4	Equity Grant (MD/CEO Tom O'Leary - STIP)	For	For
Iluka Resources	45478	5	Equity Grant (MD/CEO Tom O'Leary - LTIP)	For	For
Iluka Resources	45478	6	Appointment of Auditor	For	For
IPD Group Ltd	45507	1	Ratify Placement of Securities	For	For
IPD Group Ltd	45507	2	Approve Financial Assistance	For	For
IRESS Limited	5/02/2024	1	Re-elect Nicola (Niki) J. Beattie	For	For
IRESS Limited	5/02/2024	2	Re-elect Julie A. Fahey	For	For
IRESS Limited	5/02/2024	3	Re-elect Roger K. Sharp	For	For
IRESS Limited	5/02/2024	4	REMUNERATION REPORT	For	For
IRESS Limited	5/02/2024	5	Equity Grant (MD/CEO Marcus Price)	For	For
Karoon Energy Ltd	5/23/2024	1	Elect Melissa K. Holzberger	For	For
Karoon Energy Ltd	5/23/2024	2	Elect Joanne C. Palmer	For	For
Karoon Energy Ltd	5/23/2024	3	Re-elect Peter J. Turnbull	For	For
Karoon Energy Ltd	5/23/2024	4	Re-elect Carlos Tadeu da Costa Fraga	For	For
Karoon Energy Ltd	5/23/2024	6	Remuneration Report	For	For
Karoon Energy Ltd	5/23/2024	7	Approve Increase in NEDs' Fee Cap	For	For
Karoon Energy Ltd	5/23/2024	8	Equity Grant (MD/CEO Julian Fowles)	For	For
Karoon Energy Ltd	5/23/2024	9	Ratify Placement of Securities	For	For
Nufarm Limited	45293	2	REMUNERATION REPORT	For	For
Nufarm Limited	45293	3A	Elect Federico Tripodi	For	For
Nufarm Limited	45293	3B	Elect Adrian Percy	For	For
Nufarm Limited	45293	3C	Re-elect Lynne D. Saint	For	For
Nufarm Limited	45293	4A	Equity Grant (Greg Hunt FY2022 EIP Performance Rights)	For	For
Nufarm Limited	45293	4B	Equity Grant (Greg Hunt FY2023 EIP Performance Rights)	For	For
Nufarm Limited	45293	5	Board Spill Resolution (Conditional)	Against	Against
oOh media Limited	5/16/2024	1	Remuneration Report	Blank	For
oOh media Limited	5/16/2024	2	Re-elect Tony Faure	For	For
oOh media Limited	5/16/2024	3	Re-elect Andrew C. Stevens	For	For
oOh media Limited	5/16/2024	4	Approval of the Equity Incentive Plan	For	For
oOh media Limited	5/16/2024	5	Equity Grant - Performance Rights (MD/CEO Catherine O'Connor)	For	For
oOh media Limited	5/16/2024	6	Equity Grant - Deferred Restricted Shares (MD/CEO Catherine O'Connor)	For	For
Paladin Energy Ltd	45539	1	Approve Share Consolidation	For	For
QBE Insurance Group Ltd.	45570	2	Remuneration Report	For	For
QBE Insurance Group Ltd.	45570	3	Equity Grant (Group CEO Andrew Horton)	For	For
QBE Insurance Group Ltd.	45570	4A	Re-elect Tan Le	For	For
QBE Insurance Group Ltd.	45570	4B	Elect Steve Ferguson	For	For
QBE Insurance Group Ltd.	45570	4C	Elect Penny James	For	For
QBE Insurance Group Ltd.	45570	4D	Elect Peter Wilson	For	For
RIO Tinto Ltd.	45327	1	Accounts and Reports	For	For
RIO Tinto Ltd.	5/02/2024	2	Remuneration Policy	For	Combined
RIO Tinto Ltd.	45327	3	Remuneration Report (UK)	For	For
RIO Tinto Ltd.	45327	4	Remuneration Report (AUS)	For	For
RIO Tinto Ltd.	45327	5	Increase in NED Fee Cap	For	For
RIO Tinto Ltd.	45327	6	Elect Dean Dalla Valle	For	For
RIO Tinto Ltd.	45327	7	Elect Susan Lloyd-Hurwitz	For	For
RIO Tinto Ltd.	45327	8	Elect Martina Merz	For	For
RIO Tinto Ltd.	45327	9	Elect James C. O'Rourke	For	For
RIO Tinto Ltd.	45327	10	Re-elect Dominic Barton	For	For
RIO Tinto Ltd.	45327	11	Re-elect Peter Cunningham	For	For
RIO Tinto Ltd.	45327	12	Re-elect Simon P. Henry	For	For
RIO Tinto Ltd.	45327	13	Re-elect Kaisa Hietala	For	For
RIO Tinto Ltd.	45327	14	Re-elect Sam H. Laidlaw	For	For
RIO Tinto Ltd.	45327	15	Re-elect Jennifer Nason	For	For
RIO Tinto Ltd.	45327	16	Re-elect Jakob Stausholm	For	For
RIO Tinto Ltd.	45327	17	Re-elect Ngairé Woods	For	For
RIO Tinto Ltd.	45327	18	Re-elect Ben Wyatt	For	For
RIO Tinto Ltd.	45327	19	Appointment of Auditor	For	For
RIO Tinto Ltd.	45327	20	Authority to Set Auditor's Fees	For	For
RIO Tinto Ltd.	45327	21	Authorisation of Political Donations	For	For
RIO Tinto Ltd.	45327	22	Amendments to Articles (Class Rights Actions)	For	For
RIO Tinto Ltd.	45327	23	Amendments to Articles (General Updates)	For	For
RIO Tinto Ltd.	45327	24	Authority to Repurchase Shares	For	For
Santos Ltd	45600	2A	Re-elect Keith W. Spence	For	For
Santos Ltd	45600	2B	Re-elect Vanessa A. Guthrie	For	For
Santos Ltd	45600	2C	Elect John Lydon	For	For
Santos Ltd	45600	2D	Elect Vicki McFadden	For	For
Santos Ltd	45600	3	REMUNERATION REPORT	For	For
Santos Ltd	45600	4	Equity Grant (MD/CEO Kevin Gallagher)	For	For
Santos Ltd	45600	5	Renew Proportional Takeover Provisions	For	For
Scentre Group	45386	2	Re-elect Carolyn Kay	For	For
Scentre Group	45386	3	Re-elect Guy Russo	For	For
Scentre Group	45386	4	Re-elect Margie Seale	For	For
Scentre Group	45386	5	Remuneration Report	For	Against
Scentre Group	45386	6	Equity Grant (MD/CEO Elliott Rusanow)	For	Against
Scentre Group	45386	7	Amendments to Company Constitution	For	For
Scentre Group	45386	8	Amendments to Trust Constitution (Trust 1)	For	For
Scentre Group	45386	9	Amendments to Trust Constitution (Trust 2)	For	For
Scentre Group	45386	10	Amendments to Trust Constitution (Trust 3)	For	For
Sigma Company Ltd.	5/30/2024	1	Remuneration Report	For	Against

NOTE: In some specific circumstances, STC mandates its managers to vote its stock. Where these managers vote differently from each other, this is indicated as 'Combined'.

Company	Meeting Date	Proposal Number	Proposal Description	Management Recommendation	STC Vote
Sigma Company Ltd.	5/30/2024	2	Re-elect Michael Sammells	For	For
Sigma Company Ltd.	5/30/2024	3	Elect Christopher G. Roberts	For	For
Sigma Company Ltd.	5/30/2024	4	Equity Grant (MD/CEO Vikesh Ramsunder) - LTIP	For	For
Sigma Company Ltd.	5/30/2024	5	Equity Grant (MD/CEO Vikesh Ramsunder) - STIP	For	For
Sigma Company Ltd.	5/30/2024	6	Approve Termination Benefits	For	For
Silver Lake Resources Ltd	5/31/2024	1	Scheme of Arrangement (Merger of Equals with Red 5 Limited)	For	For
Smartgroup Corporation Ltd	45509	1	Remuneration Report	For	For
Smartgroup Corporation Ltd	45509	2	Elect Mark Rigotti	For	For
Smartgroup Corporation Ltd	45509	3	Re-elect Ian Watt	For	For
Smartgroup Corporation Ltd	45509	4	Approve Loan Funded Share Plan	For	For
Smartgroup Corporation Ltd	45509	5	Equity Grant (MD/CEO Scott Wharton - FY2024 Long-Term Incentive Plan)	For	For
Smartgroup Corporation Ltd	45509	6	Equity Grant (MD/CEO Scott Wharton - FY2024 Short-Term Incentive Plan)	For	For
Smartgroup Corporation Ltd	45509	7	Appoint Auditor	For	For
Stanmore Resources Limited	5/23/2024	1	REMUNERATION REPORT	For	For
Stanmore Resources Limited	5/23/2024	2	Re-elect Jimmy Lim	For	For
Stanmore Resources Limited	5/23/2024	3	Elect Keira Brennan	For	For
Technology One	2/21/2024	1	Remuneration Report	For	For
Technology One	2/21/2024	2	Re-elect Peter Ball	For	For
Technology One	2/21/2024	3	Re-elect Sharon Doyle	For	For
Technology One	2/21/2024	4	Equity Grant (MD/CEO Ed Chung)	For	For
Telix Pharmaceuticals Ltd.	45416	1	Ratify Placement of Securities (Dedicaid Consideration Shares)	For	For
Telix Pharmaceuticals Ltd.	45416	2	Ratify Placement of Securities (Lightpoint Consideration Shares)	For	For
Telix Pharmaceuticals Ltd.	45416	3	Ratify Placement of Securities (Lightpoint Rights)	For	For
Telix Pharmaceuticals Ltd.	45416	4	Approve Issue of Securities (QSAM Consideration Shares)	For	For
Telix Pharmaceuticals Ltd.	45416	5	Approve Issue of Securities (QSAM Rights)	For	For
Telix Pharmaceuticals Ltd.	45416	6	Approve Issue of Securities (IsoTherapeutics Consideration Shares)	For	For
Telix Pharmaceuticals Ltd.	45416	7	Approve Issue of Securities (ARTMS Consideration Shares)	For	For
Telix Pharmaceuticals Ltd.	5/22/2024	1	Remuneration Report	Blank	For
Telix Pharmaceuticals Ltd.	5/22/2024	2	Re-elect Andreas Kluge	For	For
Telix Pharmaceuticals Ltd.	5/22/2024	3	Approve Equity Incentive Plan	Blank	For
Telix Pharmaceuticals Ltd.	5/22/2024	4	Equity Grant (MD/CEO Christian Behrenbruch)	For	For
Telix Pharmaceuticals Ltd.	5/22/2024	5	Approve Increase in NEDs' Fee Cap	Blank	For
TPG Telecom Ltd	45356	2	Remuneration Report	For	For
TPG Telecom Ltd	45356	3	Re-elect Antony Moffatt	For	For
TPG Telecom Ltd	45356	4	Re-elect Frank J. Sixt	For	For
TPG Telecom Ltd	45356	5	Re-elect Jack Teoh	For	For
TPG Telecom Ltd	45356	6A	Equity Grant (MD/CEO 2023 Deferred STI)	For	For
TPG Telecom Ltd	45356	6B	Equity Grant (MD/CEO 2024 LTI)	For	For
TPG Telecom Ltd	45356	6C	Equity Grant (MD/CEO 2024 Performance Retention Rights)	For	For
Ventia Services Group Ltd.	5/23/2024	2	Remuneration Report	For	For
Ventia Services Group Ltd.	5/23/2024	3A	Re-elect Lynne D. Saint	For	For
Ventia Services Group Ltd.	5/23/2024	3B	Re-elect Anne J. Urlwin	For	For
Ventia Services Group Ltd.	5/23/2024	3C	Re-elect Damon Rees	For	For
Ventia Services Group Ltd.	5/23/2024	4	Equity Grant (MD/CEO Dean Banks)	For	For
Ventia Services Group Ltd.	5/23/2024	5	Renew Proportional Takeover Provisions	For	For
Viva Energy Group Limited	5/21/2024	2	Remuneration Report	For	For
Viva Energy Group Limited	5/21/2024	3A	Re-elect Sarah Ryan	For	For
Viva Energy Group Limited	5/21/2024	3B	Re-elect Robert Hill	For	For
Viva Energy Group Limited	5/21/2024	4	Equity Grant (MD/CEO Scott Wyatt)	For	For
Viva Energy Group Limited	5/21/2024	5	Approve Financial Assistance	For	For
Waypoint REIT Limited	5/15/2024	2	REMUNERATION REPORT	For	For
Waypoint REIT Limited	5/15/2024	3	Elect Christopher Lawton	For	For
Waypoint REIT Limited	5/15/2024	4	Equity Grant (MD/CEO Hadyn Stephens)	For	For
Waypoint REIT Limited	5/15/2024	5	Approve Increase in NEDs' Fee Cap	Blank	For
West African Resources Limited	45570	1	Remuneration Report	Blank	For
West African Resources Limited	45570	2	Re-elect Libby Mounsey	For	For
West African Resources Limited	45570	3	Re-elect Stewart Findlay	For	For
West African Resources Limited	45570	4	Equity Grant (NED Rod Leonard - Director Fees)	Blank	For
West African Resources Limited	45570	5	Equity Grant (NED Nigel Spicer - Director Fees)	Blank	For
West African Resources Limited	45570	6	Equity Grant (NED Stewart Findlay - Director Fees)	Blank	For
West African Resources Limited	45570	7	Equity Grant (NED Robin Romero - Director Fees)	Blank	For
West African Resources Limited	45570	8	Equity Grant (Executive Chair Richard Hyde - FY2024 Incentives)	Blank	For
West African Resources Limited	45570	9	Equity Grant (Executive Director Lyndon Hopkins - FY2024 Incentives)	Blank	For
West African Resources Limited	45570	10	Equity Grant (Executive Director Libby Mounsey - FY2024 Incentives)	Blank	For
Woodside Energy Group Ltd	4/24/2024	2A	Re-elect Richard J. Goyder	For	Against
Woodside Energy Group Ltd	4/24/2024	2B	Elect Ashok Belani	For	For
Woodside Energy Group Ltd	4/24/2024	3	REMUNERATION REPORT	For	For
Woodside Energy Group Ltd	4/24/2024	4	Equity Grant (MD/CEO Meg O'Neill)	For	For
Woodside Energy Group Ltd	4/24/2024	5	Approval of Potential Termination Benefits	For	For
Woodside Energy Group Ltd	4/24/2024	6	Approval of Climate Transition Action Plan and 2023 Progress Report	For	Against

NOTE: In some specific circumstances, STC mandates its managers to vote its stock. Where these managers vote differently from each other, this is indicated as 'Combined'.