

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 GPT Group	45509	3	Remuneration Report	For	For
GPT Group	45509 45509	4	Equity Grant (MD/CEO Russel Proutt)	For	For
GPT Group		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

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			10	Remuneration Report	For	Against

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 Plar	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 Woodside Energy Group Ltd	4/24/2024	5	Approval of Potential Termination Benefits	For	For
	4/24/2024	6	Approval of Climate Transition Action Plan and 2023 Progress Report	For	Against