Essentra Pension Plan ('the Plan')

Annual Implementation Statement for the Year Ended 5 April 2022

1. Introduction

This statement sets out how, and the extent to which, the Statement of Investment Principles ("SIP") produced by the Trustee has been followed during the year running from 6 April 2021 to 5 April 2022 (the "**Plan Year**"). This statement has been produced in accordance with the Occupational Pension Schemes (Investment and Disclosure) (Amendment and Modification) Regulations 2018 (as amended) and the guidance published by the Pensions Regulator.

The statement is based on, and should be read in conjunction with, the version of the SIP that was in place for the Plan Year, which was the SIP dated September 2020.

Sections 2.1 and 2.2 of this statement set out the investment objectives of the Plan and the changes that have been made to the SIP during the Plan Year.

Section 2.3 of this statement sets out how, and the extent to which, the policies in the Defined Benefit ("DB") Sections (the "Essentra Section" and the "Essentra Senior Section") and Defined Contribution ("DC") Section of the SIP have been followed. **The Trustee can confirm that all policies in the SIP have been followed in the Plan Year.**

A copy of the SIP is available at https://essentraplc.com/en/responsibility/environment/pensions.

Sections 3 and 4 include information on the engagement and key voting activities of the underlying investment managers within each Section of the Plan.

2. Statement of Investment Principles

2.1. Investment Objectives of the Plan

The Trustee believes it is important to consider the policies in place in the context of the objectives they have set.

DB

The Trustee believes its prime duty regarding the DB Sections is to ensure that Plan members receive their promised benefits. To that end, the Trustee's approach to investment involves firstly considering the least risk approach to investment strategy setting and secondly the Sponsoring Company's attitude towards investment risk.

In this context, a least risk approach means investing in a portfolio of UK government bonds (gilts) that match the characteristics of the liabilities. However, the desire to manage investment risk is balanced against the other objectives discussed in the SIP.

The Trustee has discussed investment strategy with the Company and in doing so has taken into account the current investment return assumptions implicit in the actuarial valuations. The Trustee has sought to achieve a balance between minimising risk and helping keep the reported costs of providing the pension benefits to a level acceptable to the Company. To that end, the Trustee has a medium term objective of achieving a return that is at least in-line with the assumptions underlying the actuarial valuations and Recovery Plans.

For the DC section of the Plan, the Trustee recognises that members have differing investment needs, that these may change during the course of their working lives and that they may have differing attitudes to risk. The Trustee believes that members should generally make their own investment decisions based on their individual circumstances. The Trustee considers its primary objective in respect of the DC Section to be to make available a range of investment funds which enable members to construct a portfolio that meets their own needs. The Trustee also recognises that members may not believe themselves qualified to take investment decisions. As such, the Trustee has made available a default lifestyle option.

These objectives translate to the following principles:

- Offering members a 'Lifestyle' approach for the default investment strategy and ensuring that the other investment strategy options allow members to plan for their specific retirement objectives.
- Making available a range of pooled investment funds which serve to meet the varying investment needs and risk tolerances of Plan members. This includes offering mainly passively managed funds and some actively managed investment funds where the Trustee feels this is appropriate.
- Providing general guidance as to the purpose of each investment option.
- Encouraging members to seek independent financial advice from an appropriate party in determining the most suitable strategy for their individual circumstances.
- In determining an appropriate balance between providing flexibility and choice, as well as simplicity and cost control, the Trustee aims to make available a range of options which satisfy the needs of the majority of members.

The Trustee periodically reviews the suitability of the options provided and from time to time will change or introduce additional investment funds as appropriate.

Members can combine the investment funds in any proportion in order to determine the balance between different kinds of investments. This will also determine the expected return on a member's assets and should be related to the member's own risk appetite and tolerances. Each of the available funds is considered to be diversified across a reasonable number of underlying holdings/issuers.

2.2. Review of the SIP

During the year, the Trustee reviewed the Plan's SIP, taking formal advice from its Investment Consultant (Mercer Limited ("Mercer")) and no changes were made. The Investment Policy Implementation Document ("IPID") which sets out the further details of the Plan's investment arrangement was reviewed in June 2021 to reflect the de-risking of the Essentra Senior Section and the introduction of a specialist drawdown fund, the LGIM Retirement Income Multi-Asset ("RIMA") Fund under the DC Section.

2.3. Assessment of how the policies in the SIP have been followed during the Plan Year

The information provided in this section highlights the work undertaken by the Trustee during the year, as well as over the longer term where relevant, and sets out how this work followed the Trustee's policies in the SIP (dated September 2020).

In summary, it is the Trustee's view that the policies in the SIP have been followed during the Plan Year.

Investment Mandates

Securing compliance with the legal requirements about choosing investments

Policy

As required by legislation, the Trustee consults a suitably qualified person when making investment selections by obtaining written advice from its Investment Consultant. The policy is detailed in Section 1 of the SIP, which applies to the DB and DC Sections of the Plan.

How has this policy been met over the Plan Year?

DB

Essentra Section

The Trustee made no changes to its appointed investment managers over the year.

Essentra Senior Section

Prior to the start of the year under review, the Trustee received investment advice to reduce investment risk and restructure the investment strategy of the Essentra Senior Section in order to provide greater protection against movements in the estimated cost of securing benefits with an insurance company. At the beginning of the year under review, the Trustee disinvested residual equity assets and used the proceeds to help restructure the bond portfolio, including introducing allocations to two new funds managed by the incumbent investment manager. The Trustee received advice from its Investment Consultant confirming the suitability of the new investments.

DC

Prior to the start of the year under review, the Trustee agreed to introduce a specialist drawdown fund, the LGIM RIMA Fund, both as a self-select option and as the fund that members' pension pots move into as they approach retirement within the Drawdown Lifestyle strategy. The Trustee received advice from its Investment Consultant in February 2021 confirming the suitability of the LGIM RIMA Fund and the changes were subsequently implemented in June 2021.

The Trustee made no changes to the AVC arrangements of the Plan during the Plan year.

Investment Mandates

Realisation of Investments

Policy

The Trustee's policy is that there should be sufficient liquidity within the Plan's assets to meet short term cashflow requirements in the majority of foreseeable circumstances, so that realisation of assets will not disrupt the Plan's overall investment policy. The policy is set out in Sections 2.5 (DB) and 3.5 (DC) of the SIP.

How has this policy been met over the Plan Year?

DB

Over the year, both DB Sections held a diversified portfolio consisting mostly of readily-realisable assets (see below for further details). The Trustee continues to consider there to be sufficient liquidity to meet both the short-term and longer-term cashflow requirements of the Plan.

The Trustee, taking advice from the Investment Consultant, has continued to review the cashflow policies for the DB Sections at quarterly Trustee meetings to ensure sufficient liquidity is available to meet expected cashflows.

Essentra Section

The Trustee regards the majority of the investments as readily marketable, as detailed below:

- The passive equity funds managed by LGIM are weekly priced and traded.
- The diversified growth fund ("DGF") managed by abrdn is daily priced and traded.
- The DGF managed by Ruffer is daily priced and traded.
- The BlackRock fund of hedge funds is monthly priced and traded.
- The assets managed by Mercer are all daily priced and traded.

Essentra Senior Section

All assets were managed by LGIM at the end of the year under review and are weekly priced and traded.

DC

Members' investments within the DC Section are traded and priced on a daily basis.

Environmental, Social and Governance ("ESG")

Financial and non-financial considerations and how those considerations are taken into account in the selection, retention and realisation of investments

Policy

The Plan's SIP outlines the Trustee's beliefs on ESG factors (including climate change). Further details are included in Section 9 of the SIP, which applies to the DB and DC Sections of the Plan. The Trustee keeps its policies under regular review.

How has this policy been met over the Plan Year?

DB DC

The Trustee has given the appointed investment managers full discretion in evaluating ESG factors, including climate change considerations, in particular in relation to the selection, retention, and realisation of underlying investments. In order to monitor the extent to which ESG factors are integrated into the managers' investment decision making, the Trustee has continued to review the Mercer ESG ratings assigned to the strategies in which the Plan invests as part of regular quarterly performance reporting. Mercer's ESG ratings also continued to be monitored as part of the annual Value for Member Assessment in respect of the DC Section.

In addition, the Trustee has asked managers to comment on these areas when they have presented at meetings.

The Trustee does not require the Plan's investment managers to take non-financial matters into account in their selection, retention and realisation of investments.

Voting and Engagement Disclosures

The exercise of the rights (including voting rights) attaching to the investments and undertaking engagement activities in respect of the investments (including the methods by which, and the circumstances under which, the Trustee would monitor and engage with relevant persons about relevant matters).

Policy

The Trustee's policy is to delegate responsibility for the exercising of rights (including voting rights) attaching to the Plan's investments to the investment managers. Further details are set out in Section 9 of the SIP, which applies to the DB and DC Sections of the Plan. In addition, it is the Trustee's policy to obtain reporting on voting and engagement and to periodically review the reports to ensure the policies are being met.

How has this policy been met over the Plan Year?

DB DC

During the Plan Year, voting and engagement summary reports from the Plan's investment managers were provided to the Trustee for review to ensure that they were aligned with the Trustee's policy. The Trustee does not use the direct services of a proxy voter.

Section 3 includes examples of engagement activity undertaken by the Plan's investment managers within equities, while section 4 sets out a summary of voting activity and a sample of the most significant votes cast on behalf of the Trustee by these investment managers.

The Trustee supports the aims of the UK Stewardship Code and has encouraged its investment managers to report their adherence to the Code. Most of the Plan's investment managers within the DB Sections are currently (or are in the process of becoming) signatories to the current UK Stewardship Code. The Plan's investment manager within the DC Section (LGIM) is also a signatory to the current UK Stewardship Code.

Monitoring the Investment Managers

Incentivising asset managers to align their investment strategies and decisions with the Trustees’ policies

Policy

The Trustee’s policy is set out in Section 8 of the SIP, which applies to the DB and DC Sections of the Plan.

How has this policy been met over the Plan Year?

DB DC As the Trustee invests predominately in pooled investment funds, it accepts that it cannot specify the risk profile and return targets for these funds. However, the Trustee has continued to review the appropriateness of the funds to ensure that they are aligned with the investment strategy being targeted.

Evaluation of asset managers' performance and remuneration for asset management services

Policy

The Trustee’s policy is set out in Section 8 of the SIP, which applies to the DB and DC Sections of the Plan.

How has this policy been met over the Plan Year?

DB DC Over the year, the Trustee has received quarterly investment performance reports which show performance (versus relevant benchmarks and targets) over shorter and longer-term periods. Performance was also considered as part of the annual Value for Members assessment carried out in respect of the DC Section.

Monitoring the Investment Managers

Monitoring portfolio turnover costs

Policy

The Trustee's policy is set out in Section 8 of the SIP, which applies to the DB and DC Sections of the Plan.

How has this policy been met over the Plan Year?

DB

The Trustee does not actively monitor portfolio turnover costs with respect to the DB Sections of the Plan. Investment manager performance was reported and evaluated net of all fees and transaction costs (costs incurred as a result of buying and/or selling assets). In addition, where possible, performance objectives for investment managers have been set on a net basis. In this way, managers were incentivised to keep portfolio turnover costs to the minimum required to meet or exceed their objectives.

DC

Transaction costs are disclosed in the annual Chair's Statement and Value for Member Assessment. The transaction costs for each fund cover the buying, selling, lending and borrowing of the underlying securities in the fund by the investment manager. There were no concerns raised in relation to transaction costs as part of the Value for Member assessment.

The duration of the arrangements with asset managers

Policy

The Trustee is a long-term investor and does not seek to change the investment manager arrangements on a frequent basis. Further details of the Trustee's policy are set out in Section 8 of the SIP, which applies to the DB and DC Sections of the Plan.

How has this policy been met over the Plan Year?

DB DC No changes were made to the appointed investment managers during the year.

Strategic Asset Allocation

Kinds of investments to be held, the balance between different kinds of investments and expected return on investments

Policy

DB

The Trustee's policy on the kinds of investments to be held and the balance between different kinds of investments can be found under Sections 2.1, 2.2 and 2.3 of the SIP.

The Trustee recognises the risk that may arise from a lack of diversification of investments. Subject to managing the risk from a mismatch of assets and liabilities, the Trustee aims to ensure the asset allocation policy in place results in an adequately diversified portfolio.

DC

The Trustee's policy on the kinds of investments to be held and the balance between different kinds of investments can be found under Sections 3.1, 3.2, 3.3 and 3.4 of the SIP.

The Trustee recognises that members of the Plan have differing investment needs and believes that members should generally make their own investment decisions based on their individual circumstances. The Trustee makes available a range of investment funds which enable members to construct a portfolio that meets their own needs. Meanwhile, the default lifestyle option is made available for members who may not believe themselves qualified to take investment decisions.

How has this policy been met over the Plan Year?

DB

Essentra Section

The Trustee has maintained an investment strategy that seeks to deliver the return required to meet the funding objective in a risk controlled manner. This has been accomplished by constructing a portfolio consisting of a well-diversified range of return seeking assets, coupled with assets that are designed to match the characteristic of the liabilities.

The Trustee has continued to engage with the Sponsoring Company regarding the long term objective for the Essentra Section and the plan for achieving this. The Technical Provisions discount rate was amended as part of the 5 April 2021 actuarial valuation in order to target full funding on a gilts +0.5% p.a. basis by 5 April 2039.

Essentra Senior Section

At the start of the Plan Year, the Trustee reduced investment risk and restructured the investment strategy in order to provide greater protection against movements in the estimated cost of securing benefits with an insurance company.

DC

The Trustee has reviewed investment performance on a quarterly basis as part of Mercer's quarterly reporting, which considers fund and benchmark performance over both short and longer-term periods.

The Trustee was satisfied that the funds had performed in line with their underlying aims and objectives over the year. As such, the Trustee remains comfortable that the default strategy and self-select funds remain appropriate for the DC Section's membership.

The strategic asset allocation of the default investment arrangements are reviewed on a triennial basis. The date of the last review was July 2020.

Strategic Asset Allocation

Risks, including the ways in which risks are to be measured and managed

Policy

DB

The Trustee recognises a number of risks involved in the investment of the assets of the DB Section and that the choice and allocation of investments can help to mitigate these risks. Details of these risks and how they are measured and managed can be found under Section 2.2 of the SIP.

The Trustee considers both quantitative and qualitative risk measures on an ongoing basis when deciding investment policies, strategic asset allocation and the choice of asset classes, funds, and asset managers.

DC

As for the DB Sections, the Trustee recognises a number of risks involved in the investment of the assets of the DC Section and that the choice and allocation of investments can help to mitigate these risks. Details of these risks and how they are measured and managed can be found under Section 3.2 of the SIP.

In determining which investment options to make available the Trustee considers the investment risks associated with investment. The level of overall risk can be defined as the uncertainty over the ultimate amount of savings available at retirement.

How has this policy been met over the Plan Year?

DB

In addition to the comments made in the previous section, relating to the balance of investments to be held, the Trustee has received updates from its Investment Consultant on developments concerning the Scheme's DB investment managers. None of these updates resulted in any recommended changes to the DB arrangements.

DC

As for the DB Sections, in addition to the comments made in the previous section, the Trustee has also received updates from the Investment Consultant on developments concerning LGIM. None of these updates resulted in any recommended changes to the DC arrangements.

3. Examples of Engagement Activity by the Plan’s Equity Investment Managers

The following are examples of engagement activity undertaken by the Plan's investment managers.

DB

abrdn engages with Fevertree on human rights

Fevertree is a premium tonic producer that has disrupted the soft drinks market over the past decade. abrdn have engaged with Fevertree over several years, largely due to it being routinely flagged as a low-scoring company in terms of its ESG rating. abrdn’s internal research capabilities and corporate access allow abrdn to gain a better understanding of the key ESG risks and opportunities abrdn’s investee companies face, and abrdn believe that by working closely with Fevertree, this can help improve its sustainability disclosure to the market, and open up the company to a wider capital pool.

abrdn questioned the company on its supply chain management, particularly on sourcing key ingredients from countries deemed a higher risk, such as the Democratic Republic of Congo and the Ivory Coast. At abrdn’s most recent engagement, abrdn learned about Fevertree’s investment into a new internal system for managing supply chain risk. This centralised platform provides robust oversight of all its suppliers. This includes regular reporting and due diligence, audits, and liaising with dedicated local teams who can also undertake unannounced visits and checks. abrdn have encouraged the company to disclose more detail about the scope of audits, as well as any findings and actions being undertaken.

abrdn feel that these initial steps show some positive momentum from the company, especially where it may lack the same level of resource available to some of the larger companies with which abrdn would routinely engage. abrdn look forward to continuing to work closely with Fevertree as it rolls out more areas of its sustainability framework.

DB DC

LGIM explores new sectors to engage under their Climate Impact Pledge

Over the year, LGIM has strengthened their dedicated engagement programme (Climate Impact Pledge) on climate issues – to focus on around 1,000 global companies in 15 climate-critical sectors. Aided by improvements in data availability, LGIM expanded the coverage tenfold to cover substantially more sectors such as steel and cement, chemicals and airlines, with clear voting sanctions for the companies not meeting all of LGIM’s minimum standards.

LGIM believe that for steelmakers using electrical furnaces, decarbonising their energy supply is critical. LGIM were pleased to note that Nucor recently announced a deal to build a large solar park in Texas, but remain concerned that the company has not yet set an operational emissions reduction target.

LGIM’s engagement with the cement sector purposely targets only Chinese companies as China is the world’s largest cement maker. LGIM have been alarmed by the companies’ lack of response to investor engagement, given how critical this sector and market is to global decarbonisation efforts.

LGIM also believe that the aviation sector is further behind on decarbonisation than others, due to some extent to a lack of alternative fuels and the challenges brought by the pandemic. LGIM were pleased to note that following their engagement, Southwest Airlines announced a net-zero by 2050 target.

DB

Ruffer engages with Pfizer on ESG integration

Ruffer requested this meeting with Pfizer to build their understanding of the company’s ESG integration, including its climate strategy and the issues surrounding access to medicine in light of the covid-19 pandemic.

Ruffer asked about Pfizer’s climate strategy and whether it is planning to meet the targets set under AstraZeneca’s ‘Ambition Zero Carbon’, which commits to Net Zero Scope 1, 2 and 3 greenhouse gas emissions by 2025. Pfizer is targeting Net Zero across scope 1 and 2 emissions by 2030. In terms of scope 3 emissions, Pfizer has a team that is focused on supplier engagement, which encourages its suppliers to meet carbon neutrality pledges and adopt science-based targets. However, the company acknowledged it is unlikely to match AstraZeneca’s pledge.

On the topic of lobbying transparency, Ruffer asked how the company has responded to Institutional Shareholder Services’ recommendation that shareholders vote against management on lobbying resolutions. Pfizer produces a political lobbying report and it feels that it is not out of line with its peers in its disclosure of these activities. Ruffer acknowledged that lobbying plays a significant role in the pharmaceuticals industry but urged the company to provide more detailed disclosure going forward.

Ruffer also discussed the reasons for Pfizer’s unchanged MSCI ESG Research rating (B rated), which categorises the company as a sector laggard. The low rating is mainly attributable to the emphasis of controversies in MSCI’s methodology. The company acknowledged there is more it can do to engage with ratings agencies and improve its disclosure.

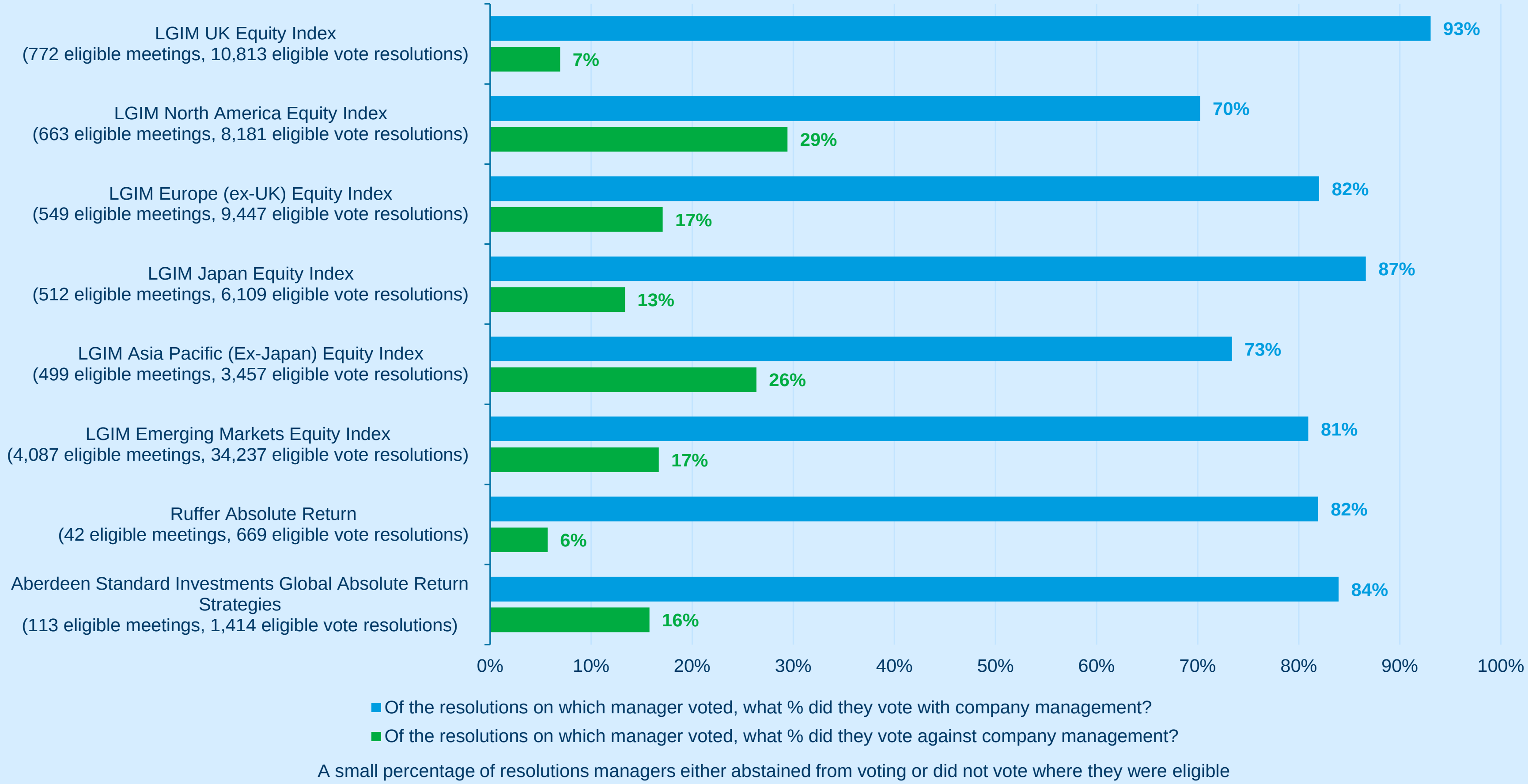
On access to medicine, the company pointed to its work with the Global Alliance for Vaccines and Immunization (GAVI) in lower and middle income countries. Pfizer decided not to license out production of its covid-19 vaccine because of supply chain constraints, which the company felt it was best placed to manage in the circumstances. It has licensed out production of its new covid-19 pill and will not be collecting royalties on this.

Finally, Ruffer asked how the company’s governance structure and policies support its ESG initiatives. At board level, there is a Governance and Sustainability Committee that has responsibility for this area. There are ongoing discussions about introducing ESG metrics into remuneration; the board has looked at the company’s peers for comparison but want to ensure the metrics are suitable.

4. Voting Activity during the Plan Year

DB

Set out below is a summary of voting activity for this reporting period relating to the relevant strategies in the DB Section of the Plan. Funds where voting is not applicable (i.e. non-equity funds) are not included in the list below.



Voting data covering the period from 6 April 2021 to 5 April 2022.
Source: Investment managers, data may not sum due to rounding.

Sample of the most significant votes

There is no official definition of what constitutes a significant vote; managers have adopted a variety of interpretations such as:

- There is a particular interest in a specific vote relating to an issue,
- The potential impact on the financial outcome,
- Size of the holding in the fund/mandate, and
- Whether the vote was high-profile or controversial.

✗ Resolution **not** passed ✓ Resolution passed

Manager	Fund	Company	Date of vote	How the Manager voted	Rationale of Manager vote	Final outcome following the vote
Ruffer[1]	Absolute Return Bond	Royal Dutch Shell	18 May 2021	Vote for management resolution relating to the company's climate transition plan	Ruffer supported Royal Dutch Shell's first Energy Transition Strategy plan as the company continues to meaningfully engage on the remaining areas of Climate Action 100+. As a founding member of the Climate Action 100+ initiative, Ruffer have engaged with Shell collaboratively and individually over several years and they are looking forward to continuing the engagement, focusing on the company's progress on its transition plan.	✓
		Ambev	29 April 2021	Voted against the remuneration policy	Ruffer decided to vote against the proposed increase to the annual remuneration cap at the company, as Ruffer did not believe approving the increase was warranted. Ruffer believed that voting for this item would act to perpetuate the inflationary spiral of executive compensation and believed that a message needed to be sent that poor performance cannot be rewarded with higher pay.	✓
Abrdn[2]	Global Absolute Return Strategies	The Goldman Sachs Group, Inc.	29 April 2021	Voted for the report on Racial Equity Audit	Abrdn have engaged with the company to discuss its current approach to diversity and inclusion and were impressed by the steps it is taking and plans it has in place to address areas that are challenging. Abrdn believed that support of this resolution would help to bolster these efforts and demonstrate to shareholders the positive steps that the company is taking.	✗
		Microsoft Corporation	30 November 2021	Voted against the prohibition of sales of facial recognition technology to all government entities	While Abrdn fully recognize the risks involved with use of facial recognition technology, Abrdn note that Microsoft is taking numerous positive steps to address the civil rights concerns associated with the sale of facial recognition technology and the company provides transparency over its associated actions. Furthermore, Abrdn believed such a vote would be overly prescriptive and so is not warranted at this time.	✗

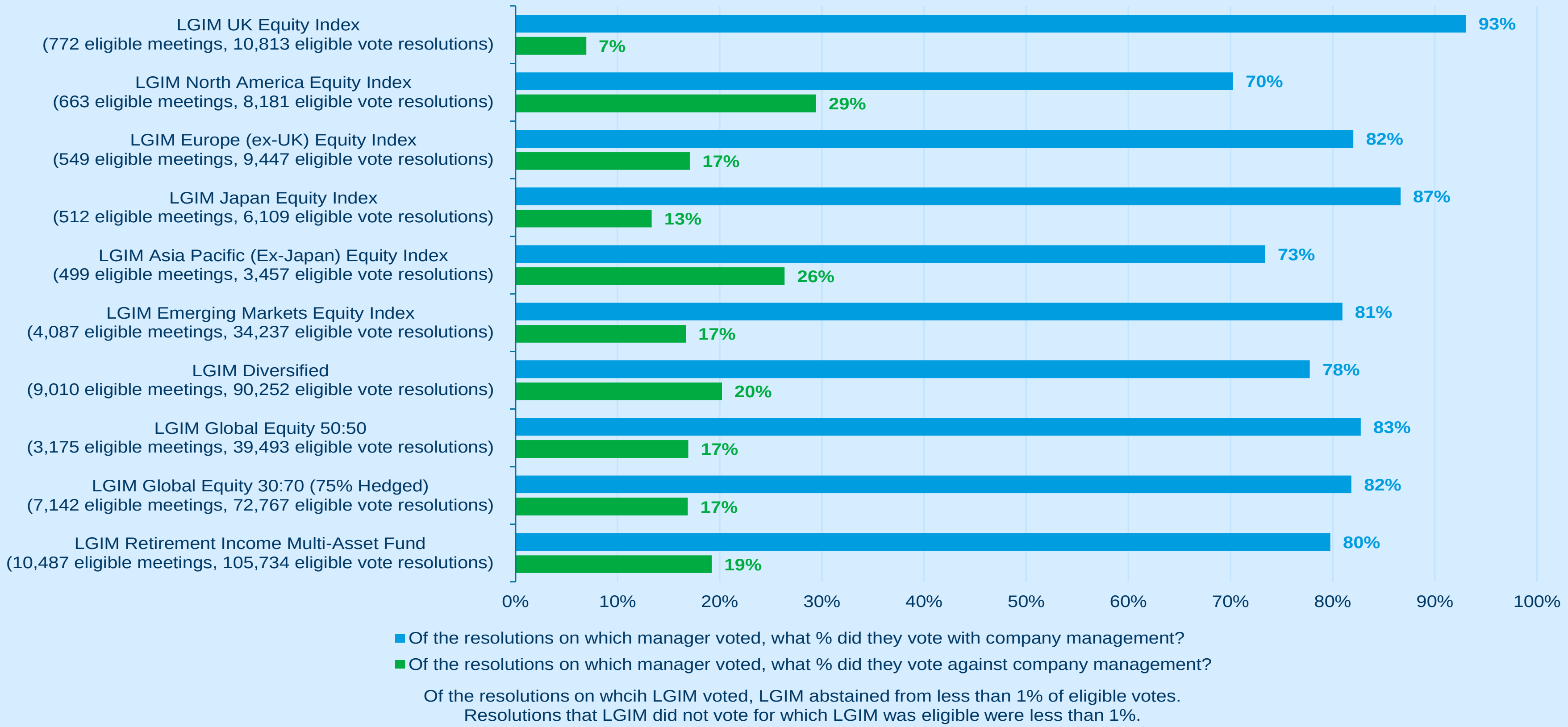
Source: Investment managers

[1] Ruffer use proxy voting advisor, Institutional Shareholder Services ("ISS"). Ruffer have developed its own internal voting guidelines, however Ruffer take into account issues raised by ISS, to assist in the assessment of resolutions and the identification of contentious issues. Although Ruffer are cognisant of proxy advisers' voting recommendations, Ruffer do not delegate or outsource its stewardship activities when deciding how to vote on its clients' shares. Ruffer define 'significant votes' as those that will be of particular interest to its clients. In most cases, these are when they form part of continuing engagement with the company and/or Ruffer have held a discussion between members of the research, portfolio management and responsible investment teams to make a voting decision following differences between the recommendations of the company, ISS and its internal voting guidelines.

[2] Abrdn use proxy voting advisor, ISS for all of its voting requirements. Abrdn view all votes as significant and votes all shares globally for which Abrdn have voting authority.

Voting Activity during the Plan Year

Set out below is a summary of voting activity for this reporting period relating to the relevant strategies in the DC Section of the Plan. Funds where voting is not applicable (i.e. non-equity funds) are not included in the list below.



Source: LGIM

Extracts from LGIM's voting policy:

"LGIM's voting and engagement activities are driven by ESG professionals and their assessment of the requirements in these areas seeks to achieve the best outcome for all our clients. Our voting policies are reviewed annually and take into account feedback from our clients.

All decisions are made by LGIM's Investment Stewardship team and in accordance with our relevant Corporate Governance & Responsible Investment and Conflicts of Interest policy documents which are reviewed annually.

LGIM's Investment Stewardship team uses Institutional Shareholders Services' (ISS) 'ProxyExchange' electronic voting platform to electronically vote clients' shares. All voting decisions are made by LGIM and we do not outsource any part of the strategic decisions."

Sample of the most signficant votes

Resolution **not** passed — Resolution passed

Fund	Company	Date of vote	How the Manager voted	Rationale of Manager vote	Final outcome following the vote
UK Equity Index	The Sage Group Plc	3 February 2022	LGIM voted against the re-election of Drummond Hall as Director.	LGIM noted a lack of progress on gender diversity on the board and LGIM expects boards to have at least one-third female representation.	Resolution passed
Europe (ex-UK) Developed Equity Index	Total SE	28 May 2021	LGIM voted against the re-election of Patrick Pouyanne as Director.	LGIM has publicly advocated for the separation of the roles of CEO and board chair as these two roles are substantially different, requiring distinct skills and experiences. Since 2020 LGIM are voting against all combined board chair/CEO roles.	Resolution passed
North America Equity Index	Apple	4 March 2022	LGIM voted to approve the report on Civil Rights Audit	LGIM supports proposals related to diversity and inclusion policies as it considers these issues to be a material risk to companies.	Resolution passed
Japan Equity Index	Mitsubishi UFJ Financial Group	29 June 2021	LGIM voted to approve to amend Articles to Disclose Plan Outlining Company's Business Strategy to Align Investments with Goals of Paris Agreement	LGIM expects companies to be taking sufficient action on the key issue of climate change. While LGIM positively noted the company's recent announcements around net-zero targets and exclusion policies, LGIM thought these commitments could be further strengthened and believed the shareholder proposal provided a good directional push.	Resolution not passed
Asia Pacific (ex Japan) Equity Index	Mapletree Logistics Trust	13 July 2021	LGIM voted against the adoption of the report of the Trustee, statement by the manager, audited financial statements and auditors' report	LGIM noted the company is deemed to not meet minimum standards with regard to climate risk management and disclosure.	Resolution passed
World Emerging Market Equity	Housing Development Finance Corporation Limited	20 July 2021	LGIM voted against the approval of the financial statements and statutory reports	LGIM deemed the company to not be meeting minimum standards with regards to climate risk management and disclosure.	Resolution passed
Diversified	NextEra Energy	20 May 2021	LGIM voted against the election of James L. Robo as Director.	LGIM has publicly advocated for the separation of the roles of CEO and board chair as these two roles are substantially different, requiring distinct skills and experiences. Since 2020 LGIM are voting against all combined board chair/CEO roles.	Resolution passed
Global Equity (50:50)	Amazon	26 May 2021	LGIM voted against the election of Jeffery P.Bezos as Director.	LGIM has publicly advocated for the separation of the roles of CEO and board chair as these two roles are substantially different, requiring distinct skills and experiences. Since 2020 LGIM are voting against all combined board chair/CEO roles.	Resolution passed
Global Equity (30:70) (75% hedged)	Microsoft Corporation	30 November 2021	LGIM voted against the election of Satya Nadella as Director.	LGIM expects companies to separate the roles of Chair and CEO due to risk management and oversight.	Resolution passed

Source: LGIM