



Spirit Super Stewardship Statement

Spirit Super is a signatory to the Australian Asset Owners Stewardship Code (the Code).

The Code consists of six reporting principles designed to increase the transparency and accountability of our stewardship activities such as share voting, company engagement, advocacy, and the selection, appointment and monitoring of external asset managers.

By adhering to the Code, we are making it easier for members to see the work we do to protect and enhance the value of the investments we hold on their behalf.

How we implement the six principles

Principle 1: Asset owners should publicly disclose how they approach their stewardship responsibilities

Our approach to stewardship activities and responsibilities is outlined in our Environmental, Social and Governance (ESG) Policy. Discharging these responsibilities is a vital part of our responsible investment process and essential for us to carry out our fiduciary responsibilities on behalf of members.

Our ESG Policy can be found at: spiritsuper.com.au/esg-policy

A summary of stewardship (active ownership) activities is disclosed on our website at: spiritsuper.com.au/active-ownership

Principle 2: Asset owners should publicly disclose their policy for voting at company meetings and voting activity

Proxy voting is an important part of asset ownership and stewardship. It is our policy to vote on all shareholder resolutions that we are entitled to vote on.

For Australian listed shares, we vote in line with the Australian Council of Superannuation Investors (ACSI) voting recommendations. Through our membership with ACSI, we also help shape the principles that guide these recommendations. However, we retain the right to vote differently if we believe it aligns with our investment beliefs and is in the best interests of members.

For listed international shares held via pooled trusts, the investment manager(s) of the pooled trusts vote on our behalf. To ensure our investment managers vote in accordance with our investment beliefs, they are required to submit regular activity reports so we can monitor their stewardship activities.

A full record of how we exercise our share voting rights is available on our website: spiritsuper.com.au/share-voting.

Principle 3: Asset owners should engage with companies (either directly, indirectly or both)

We are active owners when it comes to managing investments we hold on behalf of our members. Where possible, we seek to positively influence the governance, policies, practices, and management of investments and investee entities to protect and to enhance their value over the long-term.

Generally, we engage with investee companies collectively through the Australian Council of Superannuation Investors (ACSI) or via external investment managers. Our ACSI membership allows us to influence the themes, as well as the investee companies, that are the focus of their engagement activities.

By working collectively with like-minded investors, we can exert greater influence to improve corporate governance practices and promote positive ESG outcomes.

Detail of our engagement activities can be found in our ESG Policy: spiritsuper.com.au/esg-policy

Principle 4: Asset owners should monitor asset managers stewardship activities

Most of our investment activities are managed by external asset managers. Despite this, we understand our stewardship responsibilities cannot be abdicated and assigned to others. We continually monitor and assess our external asset managers to ensure they fulfil their stewardship obligations to the highest standard and in line with our investment beliefs.

When engaging new asset managers, their stewardship capabilities is a key criterion to their appointment. We specifically consider each manager's ESG credentials, which includes their ability and willingness to engage with investee companies to improve the sustainability of their business and returns.

Principle 5: Asset owners should encourage better alignment of the operation of the financial system and regulatory policy with the interests of long-term investors

We believe that continual improvements to the financial system operations and regulatory policy is in the best interest of our members and as well as all other participants in financial markets.

Where we see an issue with specific matters (and where appropriate), we will look to engage with policy makers in both a collective and direct manner.

Spirit Super is a member of a number of industry organisations, including Australian Council of Superannuation Investors (ACSI), Australian Institute of Superannuation Trustees (AIST), and Association of Superannuation Funds Australia (ASFA), all of which have an interest in improving the institutional frameworks that support and guide markets for the betterment of long-term investors.

Principle 6: Asset owners should report to beneficiaries about their stewardship activities

We are committed to keeping our members up to date about our stewardship activities. We provide this information via our website and through other communications, such as our annual report.

For more information, please visit our website at spiritsuper.com.au. You can also call us on **1800 005 166**. We're here to help.

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