

MEDIA SUPER STEWARDSHIP STATEMENT

Media Super is a signatory to the Australian Asset Owner Stewardship Code (the Code).¹ We have become a signatory in recognition of our responsibility as stewards to protect and enhance long-term investment value by promoting sustainable value creation in our investments.

This Stewardship Statement briefly outlines how we adopt each of the six principles of the Code and complements our ESG Investment Policy, which is available at mediasuper.com.au/esg.

Principle 1

Asset owners should publicly disclose how they approach their stewardship responsibilities.

Our aim is to help our members achieve their best possible retirement outcomes. We understand that our members have expectations not only about the investment returns we achieve for them, but also how we invest their money.

The following investment beliefs guide Media Super's decisions about how we invest our members' money.

- The Media Super Trustee has a fiduciary duty to manage the Fund in a sustainable manner.
- Environmental, Social and Governance (ESG) risks, such as climate change, could negatively impact long-term investment returns and ultimately our members' income in retirement.
- To manage these risks, Media Super incorporates consideration of ESG factors in its investment processes.
- We also believe that actively engaging with companies, where possible, is a more effective strategy than divestment in managing ESG risk.
- Increased investor focus on ESG issues should produce better governed companies and investment funds and, in turn, have a positive impact on the value of our investments and better long-term returns for our members.
- Media Super also endorses the United Nations Sustainable Development Goals (SDGs) and will consider these goals in making investment decisions.

Our approach is described fully in our ESG Investment Policy.

Principle 2

Asset owners should publicly disclose their policy for voting at company meetings and voting activity.

As an active owner, Media Super exercises our right to vote at company meetings, where possible.

For Australian listed companies, we receive advice from the Australian Council of Superannuation Investors (ACSI). As an ACSI member, we helped create and regularly review the guidelines which inform ACSI's voting recommendations, so we typically follow their recommendations.

We conduct additional reviews for companies within the media and related industries. We also have the ability to do so for any other company. For companies outside ACSI's coverage, we encourage our managers to vote.

We invest in international equities via pooled investment trusts. This means that while we maintain the economic benefit of such investments, we do not have the ability to directly vote and instead rely on our managers to vote appropriately on our behalf. (Our approach to monitoring managers is outlined under principle 4 below.)

We publish voting summaries on our website for our direct holdings every year, which are available at mediasuper.com.au/proxyvoting.

Further details are in sections 3.1 and 3.2 of our ESG Investment Policy.

¹ The Code is available at <https://acsi.org.au/members/australian-asset-owner-stewardship-code/>

Principle 3

Asset owners should engage with companies (either directly, indirectly or both).

We primarily engage with companies collectively via ACSI.

Collective engagement allows us to have more influence than we could have alone, and to use resources more efficiently. As an ACSI member, we also oversee and can influence ACSI's annual engagement themes (such as climate change) and the target companies.

We also expect our relevant managers to engage with companies on ESG factors.

Further details are in section 3.3 and 3.4 of our ESG Investment Policy.

Principle 4

Asset owners should monitor asset managers' stewardship activities.

We invest through specialist managers who have the primary responsibility to incorporate ESG factors into their investment processes and the evaluation of investment opportunities.

Our asset consultant provides us advice with respect to selection and monitoring of managers. As part of this process, we evaluate and regularly monitor our managers' ESG capabilities.

Where a manager does not meet the required standards, we will not invest. For existing managers, where their ESG capabilities fall below the required standards, we will work with them to address the deficiencies and will increase our level of monitoring.

Further details are in section 2 of our ESG Investment Policy.

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 acknowledge that there is not always alignment of the operation of the financial system and regulatory policy with the interests of long-term investors like us.

We therefore participate in advocacy collectively through ACSI on a range of ESG issues and the Investor Group on Climate Change (IGCC) on climate change matters. Further details are in section 4 of our ESG Investment Policy.

On broader financial system regulation and oversight matters, we work through the Australian Institute of Superannuation Trustees and Industry Super Australia.

Principle 6

Asset owners should report to beneficiaries about their stewardship activities.

We will report annually on our ESG activities on our website and in our Annual Report.

Contact

For further information please contact us via mediasuper.com.au/contact-us.