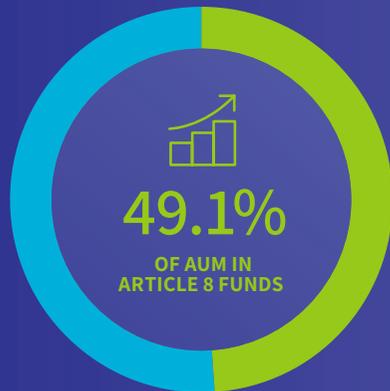


Responsible Investment

SUMMARY ANNUAL REVIEW – 2022

2022 was tumultuous, both economically and geopolitically, but it was also a year where significant progress was made in the green transition.

ILIM increased its stewardship capabilities, which was achieved by expanding our specialist RI team, increasing the active oversight processes of stewardship and expanding the number of companies targeted for engagement on our Thematic Priorities.



Advancements in climate targets

Joined
Net Zero
Asset Managers
Initiative

Launched
25
net-zero
direct engagements

Participated in
industry groups,
including
IIGCC Net Zero
Stewardship
Working Group
& the Net Zero
Benchmark Group

First asset manager
in Ireland to
publish a
TCFD report



Voting

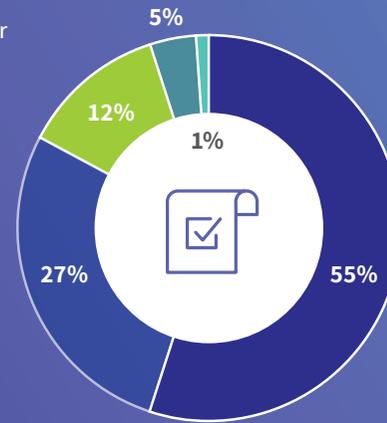
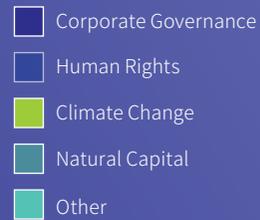
ILIM created a bespoke, custom voting policy in 2022 with focus on board independence, board diversity and climate change.

- > **18.9%** votes against management vs. 13.3% in 2021
- > **33.71%** of shareholder proposals voted against management recommendation vs. 26.6% in 2021
- > **59.1%** meetings with at least one vote against management recommendation

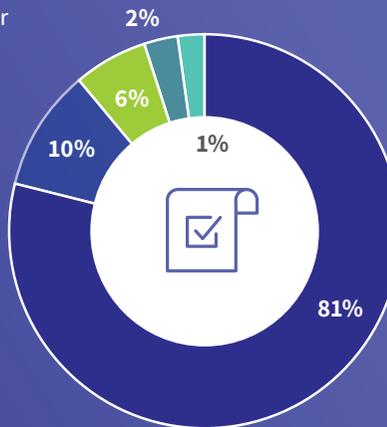
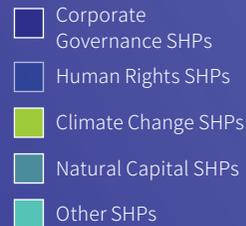
Voted against:

- > Board directors from **climate laggard companies** across **210 companies**
- > Directors due to **lack of female board diversity** across **471 companies**
- > Directors due to **lack of ethnic board diversity** across **588 companies**
- > **Non-independent board chairs** across **797 companies**

Breakdown of shareholder resolutions voted against management by ILIM priority theme



Meetings with shareholder proposals voted by ILIM priority theme – 2022



Voting examples

Climate Change

Exxon Mobile	Voted for a report on scenario analysis consistent with the IEA's Net Zero by 2050	RESOLUTION PASSED
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Natural Capital

Home Depot	Voted for a report on effort to eliminate deforestation in the company's supply chain	RESOLUTION PASSED
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Human Rights

The Walt Disney Company	Voted for a report on median pay gaps across race and gender in the company's workforce	RESOLUTION PASSED
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Corporate Governance

Linde	Voted against the repeal of the company's supermajority vote provisions	RESOLUTION PASSED
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Leadership in the Irish market

- > **Launched 22 new engagements** with Irish companies under the themes of board and gender diversity and environmental disclosures
- > ILIM chairs the CDP Ireland Network and the 30% Club Investor Initiative Steering Group



Direct engagement

- > Increased direct engagement with companies by **51%** to 144 companies
- > Launched **new engagement topics** such as net zero, lobbying and environmental disclosures



Collaborative engagement

- > Increased participation in collaborative engagements and expanded topics to include biodiversity and natural capital and human capital and the future of work
- > Participated in **9 collaborative engagement initiatives and 2 new collaborative engagements** were added
- > Led investor representation at a number of these collaborative engagements including the 'Roundtable with Vale on Human Rights Management' (Q3 2022)



Engagement with policymakers and industry bodies

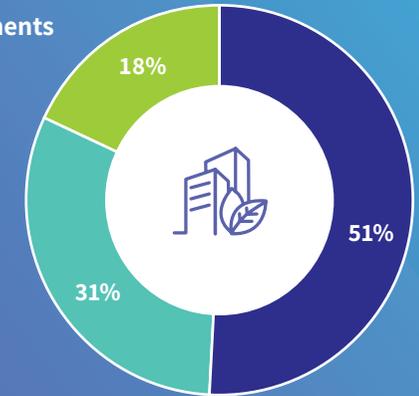
- > Contributed to key reports for policymakers through participation in 'ESG All Parliamentary Party Group' (APPG), Westminster, and European Sustainable Investment Forum (SIF), on the topics of sustainable finance regulations and impact investing
- > Signed investor letters to global governments on the topics of climate, water and diversity
- > Contributed to knowledge sharing in masterclasses organised for the Climate Finance Week Ireland



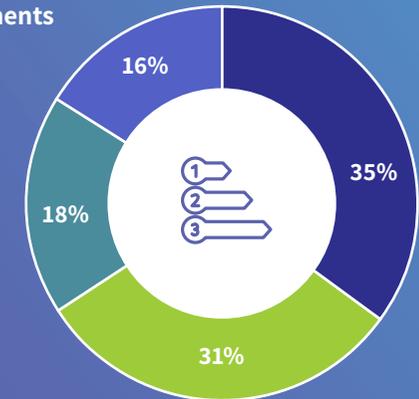
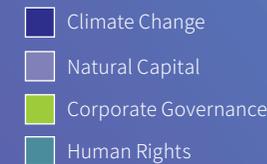
Engagement with clients

- > Ran net-zero courses and ESG training for clients and partners
- > **Launched 37 new Article 8 solutions**

ESG breakdown – 2022 direct engagements



Priority themes breakdown – 2022 direct engagements





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