



PUBLIC TRANSPARENCY REPORT

2023

Telstra Super Pty Ltd

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About this report

PRI reporting is the largest global reporting project on responsible investment. It was developed with investors, for investors.

PRI signatories are required to report publicly on their responsible investment activities each year. In turn, they receive a number of outputs, including a public and private Transparency Report.

The public Transparency Reports, which are produced using signatories' reported information, provide accountability and support signatories to have internal discussions about their practices and to discuss these with their clients, beneficiaries, and other stakeholders.

This public Transparency Report is an export of the signatory's responses to the PRI Reporting Framework during the 2023 reporting period. It includes the signatory's responses to core indicators, as well as responses to plus indicators that the signatory has agreed to make public.

In response to signatory feedback, the PRI has not summarised signatories' responses – the information in this document is presented exactly as it was reported.

For each of the indicators in this document, all options selected by the signatory are presented, including links and qualitative responses. In some indicators, all applicable options are included for additional context.

Disclaimers

Responsible investment definitions

Within the PRI Reporting Framework Glossary, we provide definitions for key terms to guide reporting on responsible investment practices in the Reporting Framework. These definitions may differ from those used or proposed by other authorities and regulatory bodies due to evolving industry perspectives and changing legislative landscapes. Users of this report should be aware of these variations, as they may impact interpretations of the information provided.

Data accuracy

This document presents information reported directly by signatories in the 2023 reporting cycle. This information has not been audited by the PRI or any other party acting on its behalf. While this information is believed to be reliable, no representations or warranties are made as to the accuracy of the information presented.

The PRI has taken reasonable action to ensure that data submitted by signatories in the reporting tool is reflected in their official PRI reports accurately. However, it is possible that small data inaccuracies and/or gaps remain, and the PRI shall not be responsible or liable for such inaccuracies and gaps.

Table of Contents

Module	Page
SENIOR LEADERSHIP STATEMENT (SLS)	4
ORGANISATIONAL OVERVIEW (OO)	8
POLICY, GOVERNANCE AND STRATEGY (PGS)	25
MANAGER SELECTION, APPOINTMENT AND MONITORING (SAM)	72
SUSTAINABILITY OUTCOMES (SO)	90
CONFIDENCE-BUILDING MEASURES (CBM)	107

SENIOR LEADERSHIP STATEMENT (SLS)

SENIOR LEADERSHIP STATEMENT

SENIOR LEADERSHIP STATEMENT

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SLS 1	CORE	N/A	N/A	PUBLIC	Senior Leadership Statement	GENERAL

Section 1. Our commitment

- Why does your organisation engage in responsible investment?
- What is your organisation's overall approach to responsible investment, and what major responsible investment commitment(s) have you made?

TelstraSuper is committed to enhancing and protecting our members' long-term investment outcomes. TelstraSuper believes that Environmental, Social and Governance (ESG) factors affect investment risk and return over the medium to long term. We therefore seek to incorporate material ESG considerations in our investment processes. We support the development of a more sustainable global economy and the attainment of the Paris Agreement on climate change.

TelstraSuper has been a signatory to the Principles for Responsible Investment supported by the United Nations (PRI) since 2007. Our approach to sustainable investment follows the guidelines established by the PRI. Key components of our Sustainable Investment strategy are:

1. The development of policies that articulate the Fund's beliefs and goals concerning Sustainable Investment. These include the Sustainable Investment Policy and Proxy Voting Policy.
2. Adopting a Climate Change Action Plan which incorporates a goal of achieving net zero greenhouse gas emissions by 2050 while advocating for a system wide 45% reduction by 2030. The Plan outlines actions to achieve these goals including investment in sustainable projects and assets that benefit from the climate change transition. Our second Climate Report published in April 2023 reports on TelstraSuper's achievements to date, outlines what steps we are taking to meet our goals.
3. Our Sustainable Investment Bulletin reports on our activities to members, the Board, Investment Committee and other interested stakeholders. The Bulletin includes information on ESG risk assessment undertaken across the portfolio, external investment manager reviews, and highlights key active ownership and ESG engagements undertaken with investee companies.
4. Active ownership and voting at company meetings. TelstraSuper reports on its voting activity via our Proxy Voting Dashboard. TelstraSuper is a signatory to the Australian Asset Owners Code and has published a statement on our approach.

5. Evaluating all of our investment managers' ESG capabilities, practices and policies before their appointment and reviewing these periodically.
6. Collaborating with organisations such as the Australian Council of Superannuation Investors (ACSI), the Responsible Investment Association of Australasia (RIAA), the Investor Group on Climate Change (IGCC) and the Climate Action 100+ Investor Initiative to influence the organisations we invest in.

TelstraSuper's sustainable investment strategy applies to all the assets in which the fund invests, whether this is via portfolios run by TelstraSuper Investment Management or external managers. Management uses best endeavours to ensure that investment mandates, incentive structures and monitoring frameworks are established in an appropriate manner. As a long-term investor, TelstraSuper believes we have an obligation to act as stewards of the assets in which we invest and behave as active owners to promote good ESG practices. We believe that such stewardship can help prevent value destruction and reduce the negative impacts companies can have on the environment and society. In this regard it is important that our fund managers, both internal and external, engage with the management and boards of the entities in which we are invested, to encourage sound ESG practice and to mitigate any identified ESG risks. . The inclusion of ESG factors in due diligence prior to the appointment of external managers applies to both public and private markets or assets.

The major sustainable investment commitments that TelstraSuper has made are:

1. Being a signatory to the PRI and Australian Asset Owner Stewardship Code
2. Adopting a Climate Change Action Plan with a goal of achieving net zero greenhouse gas emissions across the portfolio by 2050 and committing to invest \$250m by 2025 in opportunities that are expected to benefit from climate transition.
3. Being a signatory to the 40:40 Vision which promotes gender balance in executive management across ASX300 companies by 2030
4. Excluding investment in enterprises:
 - i) with a material presence in tobacco and e-cigarette / vaping manufacture,
 - ii) with a material presence in the manufacture of controversial weapons. Controversial weapons manufacture means involvement in the production of anti-personnel mines, biological and chemical weapons and cluster weapons. Exclusion is limited to whole weapons systems or components developed for exclusive use in controversial weapons;
 - iii) that have a primary focus on thermal coal production, where the majority of earnings are derived therefrom; and
 - iv) that are Russian-domiciled (including corporate debt issued in hard currency)

Section 2. Annual overview

- Discuss your organisation's progress during the reporting year on the responsible investment issue you consider most relevant or material to your organisation or its assets.
- Reflect on your performance with respect to your organisation's responsible investment objectives and targets during the reporting year. Details might include, for example, outlining your single most important achievement or describing your general progress on topics such as the following (where applicable):
 - refinement of ESG analysis and incorporation
 - stewardship activities with investees and/or with policymakers
 - collaborative engagements
 - attainment of responsible investment certifications and/or awards

Over the course of 2022/23, TelstraSuper made significant progress on implementing its sustainable investment strategy. Key achievements and detail on our responsible investment activities are reported to our members in the TelstraSuper Sustainable investment Bulletin which is available at: <https://www.telstrasuper.com.au/investments/sustainable-investment/sustainable-investing-bulletin>

Highlights for 2022/23 were:

1. TelstraSuper was awarded the ESG Leader Rating by Rainmaker, an independent rating agency. The rating is earned by Australian superannuation funds that are implementing ESG principles to a high level while having a track record of solid investment performance. The factors that Rainmaker assess for funds are:

- i. Governance- The fund publicly declares its commitments to ESG principles.
- ii. Investment transparency - The fund discloses what it invests in and how it engages with the companies it invests in.
- iii. Publishes ESG reports - The fund reviews and discloses its environmental, climate change and social impacts.
- iv. Investment processes - The fund discloses the investment practices through which it implements ESG principles regarding how it invests.
- v. Performance -The fund achieves its investment objectives and competitive investment returns while satisfying the Sole Purpose Test as required by the Superannuation Industry (Supervision) Act 1993.

Other factors considered in Rainmaker's 2022 ESG review were a fund's net zero commitment, gender diversity among its management and senior executives, investment screening and the quality of portfolio holdings disclosures.

2. In April 2023, TelstraSuper published its second Climate Change Report. The report outlines our progress against our Climate Change Action Plan and what steps we are taking to meet our interim goals and achieve net zero by 2050. Key highlights of the second report are:

- i. Disclosure of the emissions profile of all listed assets as at 30 June 2022, highlighting a 23% decrease from the baseline measurement that was taken at 1 October 2020. This is ahead of our 10% reduction goal set for 2023 and nearing our 25% reduction goal set for 2025.
- ii. The outcomes of the physical and transition risk assessment undertaken on TelstraSuper's unlisted infrastructure assets during 2022, summarising net-zero alignment of these portfolios.
- iii. Disclosure of the emissions profile of TelstraSuper's unlisted infrastructure and property portfolios at 30 June 2022, providing a baseline for future reference..
- iv. TelstraSuper's commitment to investing in clean energy and new technologies that support decarbonization. In December 2022, the Board established a goal of investing a total of at least 1% of the Fund's assets – around \$250 million – in climate change focused opportunities by 2025. Investment in these opportunities currently stands at \$150 million.

3. TelstraSuper's Proxy Voting Policy was updated in September 2022. Two key changes were made. The first was the inclusion of a voting guideline with criteria to help us assess the climate change strategies of the companies we invest in. The second was to update the voting guideline for director elections to articulate TelstraSuper's expectations on gender balance of company boards and executive management teams of the Australian listed companies we invest in.

4. In October 2022, TelstraSuper became an Investor Signatory to the 40:40 Vision, an investor-led initiative aimed at promoting gender balance in executive leadership across Australia's largest listed companies. 40:40 Vision seeks to achieve gender balance – 40% women, 40% men and 20% any gender – across the senior leadership of all ASX300 companies by 2030.

Section 3. Next steps

- What specific steps has your organisation outlined to advance your commitment to responsible investment in the next two years?

TelstraSuper has developed a roadmap for the next two years that incorporates the following key activities:

1. Continued implementation of the Climate Action Plan adopted in 2021, with medium term targets set for 2023 and 2025.
2. A commitment to invest \$250m in opportunities that are expected to benefit from climate transition
3. Continue to evaluate responsible investment processes for all proposed investment managers prior to appointment and undertake periodic reviews of incumbent managers.
5. Maintain stewardship activities and report via the Sustainable Investing Bulletin and other reporting means such as the fund's annual report and climate report, to build awareness of Sustainable Investing Activities with members.
6. Maintain participation in collaborative investor programs in conjunction with ACSI, IGCC, Climate Action 100+ , RIAA and PRI.
7. Further Developing our Investment approach to incorporate Modern Slavery analysis where it is considered a material risk.
8. Hiring additional internal personnel and engaging external resource to enable delivery of our strategy.

Section 4. Endorsement

'The Senior Leadership Statement has been prepared and/or reviewed by the undersigned and reflects our organisation-wide commitment and approach to responsible investment'.

Name

Graeme Miller

Position

Chief Investment Officer

Organisation's Name

Telstra Super Pty Ltd

A

'This endorsement applies only to the Senior Leadership Statement and should not be considered an endorsement of the information reported by the above-mentioned organisation in the various modules of the Reporting Framework. The Senior Leadership Statement serves as a general overview of the above-mentioned organisation's responsible investment approach. The Senior Leadership Statement does not constitute advice and should not be relied upon as such. Further, it is not a substitute for the skill, judgement and experience of any third parties, their management, employees, advisors and/or clients when making investment and other business decisions'.

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ORGANISATIONAL OVERVIEW (OO)

ORGANISATIONAL INFORMATION

REPORTING YEAR

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 1	CORE	N/A	N/A	PUBLIC	Reporting year	GENERAL

What is the year-end date of the 12-month period you have chosen to report for PRI reporting purposes?

	Date	Month	Year
Year-end date of the 12-month period for PRI reporting purposes:	30	06	2023

SUBSIDIARY INFORMATION

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 2	CORE	N/A	OO 2.1	PUBLIC	Subsidiary information	GENERAL

Does your organisation have subsidiaries?

- (A) Yes
- (B) No

ASSETS UNDER MANAGEMENT

ALL ASSET CLASSES

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 4	CORE	OO 3	N/A	PUBLIC	All asset classes	GENERAL

What are your total assets under management (AUM) at the end of the reporting year, as indicated in [OO 1]?

USD

(A) AUM of your organisation, including subsidiaries, and excluding the AUM subject to execution, advisory, custody, or research advisory only

US\$ 16,632,000,000.00

(B) AUM of subsidiaries that are PRI signatories in their own right and excluded from this submission, as indicated in [OO 2.2]

US\$ 0.00

(C) AUM subject to execution, advisory, custody, or research advisory only

US\$ 0.00

Additional information on the exchange rate used: (Voluntary)

AUD:USD = 0.662

ASSET BREAKDOWN

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 5	CORE	OO 3	Multiple indicators	PUBLIC	Asset breakdown	GENERAL

Provide a percentage breakdown of your total AUM at the end of the reporting year as indicated in [OO 1].

	(1) Percentage of Internally managed AUM	(2) Percentage of Externally managed AUM
(A) Listed equity	>0-10%	>10-50%
(B) Fixed income	>0-10%	>10-50%
(C) Private equity	0%	>0-10%
(D) Real estate	0%	>10-50%
(E) Infrastructure	0%	>0-10%
(F) Hedge funds	0%	>0-10%
(G) Forestry	0%	0%
(H) Farmland	0%	0%
(I) Other	>0-10%	>0-10%
(J) Off-balance sheet	0%	0%

(I) Other - (1) Percentage of Internally managed AUM - Specify:

Cash, Option overlays and member direct to market options

(I) Other - (2) Percentage of Externally managed AUM - Specify:

Cash

ASSET BREAKDOWN: EXTERNALLY MANAGED ASSETS

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 5.1	CORE	OO 5	Multiple	PUBLIC	Asset breakdown: Externally managed assets	GENERAL

Provide a further breakdown of your organisation's externally managed listed equity and/or fixed income AUM.

	(1) Listed equity	(2) Fixed income - SSA	(3) Fixed income - corporate	(4) Fixed income - securitised	(5) Fixed income - private debt
(A) Active	>50-75%	>0-10%	>50-75%	>10-50%	>0-10%
(B) Passive	>10-50%	0%	0%		

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 5.2	CORE	OO 5, OO 5.1	SAM 3, SAM 8	PUBLIC	Asset breakdown: Externally managed assets	GENERAL

Provide a breakdown of your organisation's externally managed AUM between segregated mandates and pooled funds or investments.

	(1) Segregated mandate(s)	(2) Pooled fund(s) or pooled investment(s)
(A) Listed equity - active	>75%	0%
(B) Listed equity - passive	>75%	0%
(C) Fixed income - active	>75%	>10-50%
(E) Private equity	0%	>75%
(F) Real estate	>10-50%	>75%
(G) Infrastructure	>10-50%	>75%

(H) Hedge funds

>75%

0%

ASSET BREAKDOWN: INTERNALLY MANAGED LISTED EQUITY

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 5.3 LE	CORE	OO 5	Multiple	PUBLIC	Asset breakdown: Internally managed listed equity	GENERAL

Provide a further breakdown of your internally managed listed equity AUM.

(A) Passive equity 0%

(B) Active – quantitative 0%

(C) Active – fundamental >75%

(D) Other strategies 0%

ASSET BREAKDOWN: INTERNALLY MANAGED FIXED INCOME

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 5.3 FI	CORE	OO 5	Multiple	PUBLIC	Asset breakdown: Internally managed fixed income	GENERAL

Provide a further breakdown of your internally managed fixed income AUM.

(A) Passive – SSA 0%

(B) Passive – corporate 0%

(C) Active – SSA 0%

(D) Active – corporate >75%

(E) Securitised 0%

(F) Private debt 0%

MANAGEMENT BY PRI SIGNATORIES

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 6	CORE	OO 5	N/A	PUBLIC	Management by PRI signatories	GENERAL

What percentage of your organisation's externally managed assets are managed by PRI signatories?

>50-75%

GEOGRAPHICAL BREAKDOWN

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 7	CORE	Multiple, see guidance	N/A	PUBLIC	Geographical breakdown	GENERAL

How much of your AUM in each asset class is invested in emerging markets and developing economies?

AUM in Emerging Markets and Developing Economies

(A) Listed equity (2) >0 to 10%

(B) Fixed income – SSA (1) 0%

(C) Fixed income – corporate (1) 0%

(D) Fixed income – securitised (1) 0%

(E) Fixed income – private debt (1) 0%

(F) Private equity (2) >0 to 10%

(G) Real estate (2) >0 to 10%

(H) Infrastructure (1) 0%

(I) Hedge funds (1) 0%

STEWARDSHIP

STEWARDSHIP

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 8	CORE	Multiple, see guidance	Multiple indicators	PUBLIC	Stewardship	GENERAL

Does your organisation conduct stewardship activities, excluding (proxy) voting, for any of your assets?

	(1) Listed equity - active	(2) Listed equity - passive	(3) Fixed income - active	(5) Private equity
(A) Yes, through internal staff	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
(B) Yes, through service providers	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
(C) Yes, through external managers	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(D) We do not conduct stewardship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	(6) Real estate	(7) Infrastructure	(8) Hedge funds	(11) Other
(A) Yes, through internal staff	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(B) Yes, through service providers	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(C) Yes, through external managers	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
(D) We do not conduct stewardship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

STEWARDSHIP: (PROXY) VOTING

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 9 HF	CORE	OO 5	OO 9	PUBLIC	Stewardship: (Proxy) voting	GENERAL

Does your organisation have direct investments in listed equity across your hedge fund strategies?

- (A) Yes
- (B) No

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 9	CORE	Multiple, see guidance	Multiple indicators	PUBLIC	Stewardship: (Proxy) voting	GENERAL

Does your organisation conduct (proxy) voting activities for any of your listed equity holdings?

(1) Listed equity - active**(2) Listed equity - passive**

(A) Yes, through internal staff	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(B) Yes, through service providers	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(C) Yes, through external managers	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(D) We do not conduct (proxy) voting	<input type="checkbox"/>	<input type="checkbox"/>

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 9.1	CORE	OO 9	PGS 10.1, PGS 31	PUBLIC	Stewardship: (Proxy) voting	GENERAL

For each asset class, on what percentage of your listed equity holdings do you have the discretion to vote?

Percentage of your listed equity holdings over which you have the discretion to vote

(A) Listed equity – active	(12) 100%
(B) Listed equity - passive	(12) 100%

STEWARDSHIP NOT CONDUCTED

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 10	CORE	OO 8, OO 9	N/A	PUBLIC	Stewardship not conducted	2

Describe why your organisation does not currently conduct stewardship and/or (proxy) voting.

Stewardship, excluding (proxy) voting

(K) Other

We do not conduct stewardship activities for cash holdings which represent other assets.

ESG INCORPORATION

INTERNALLY MANAGED ASSETS

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 11	CORE	Multiple, see guidance	Multiple indicators	PUBLIC	Internally managed assets	1

For each internally managed asset class, does your organisation incorporate ESG factors into your investment decisions?

	(1) Yes, we incorporate ESG factors into our investment decisions	(2) No, we do not incorporate ESG factors into our investment decisions
(C) Listed equity - active - fundamental	<input checked="" type="radio"/>	<input type="radio"/>
(F) Fixed income - corporate	<input checked="" type="radio"/>	<input type="radio"/>
(V) Other: Cash, Option overlays and member direct to market options	<input type="radio"/>	<input checked="" type="radio"/>

EXTERNAL MANAGER SELECTION

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 12	CORE	OO 5, OO 5.1	Multiple indicators	PUBLIC	External manager selection	1

For each externally managed asset class, does your organisation incorporate ESG factors when selecting external investment managers?

	(1) Yes, we incorporate ESG factors when selecting external investment managers	(2) No, we do not incorporate ESG factors when selecting external investment managers
(A) Listed equity - active	<input checked="" type="radio"/>	<input type="radio"/>
(B) Listed equity - passive	<input checked="" type="radio"/>	<input type="radio"/>
(C) Fixed income - active	<input checked="" type="radio"/>	<input type="radio"/>
(E) Private equity	<input checked="" type="radio"/>	<input type="radio"/>
(F) Real estate	<input checked="" type="radio"/>	<input type="radio"/>
(G) Infrastructure	<input checked="" type="radio"/>	<input type="radio"/>
(H) Hedge funds	<input checked="" type="radio"/>	<input type="radio"/>
(K) Other: Cash	<input checked="" type="radio"/>	<input type="radio"/>

EXTERNAL MANAGER APPOINTMENT

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 13	CORE	OO 5, OO 5.1	Multiple indicators	PUBLIC	External manager appointment	1

For each externally managed asset class, does your organisation incorporate ESG factors when appointing external investment managers?

	(1) Yes, we incorporate ESG factors when appointing external investment managers	(2) No, we do not incorporate ESG factors when appointing external investment managers
(A) Listed equity - active	<input checked="" type="radio"/>	<input type="radio"/>
(B) Listed equity - passive	<input checked="" type="radio"/>	<input type="radio"/>
(C) Fixed income - active	<input checked="" type="radio"/>	<input type="radio"/>

(E) Private equity	<input checked="" type="radio"/>	<input type="radio"/>
(F) Real estate	<input checked="" type="radio"/>	<input type="radio"/>
(G) Infrastructure	<input checked="" type="radio"/>	<input type="radio"/>
(H) Hedge funds	<input checked="" type="radio"/>	<input type="radio"/>
(K) Other: Cash	<input checked="" type="radio"/>	<input type="radio"/>

EXTERNAL MANAGER MONITORING

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 14	CORE	OO 5, OO 5.1	Multiple indicators	PUBLIC	External manager monitoring	1

For each externally managed asset class, does your organisation incorporate ESG factors when monitoring external investment managers?

	(1) Yes, we incorporate ESG factors when monitoring external investment managers	(2) No, we do not incorporate ESG factors when monitoring external investment managers
(A) Listed equity - active	<input checked="" type="radio"/>	<input type="radio"/>
(B) Listed equity - passive	<input checked="" type="radio"/>	<input type="radio"/>
(C) Fixed income - active	<input checked="" type="radio"/>	<input type="radio"/>
(E) Private equity	<input checked="" type="radio"/>	<input type="radio"/>
(F) Real estate	<input checked="" type="radio"/>	<input type="radio"/>
(G) Infrastructure	<input checked="" type="radio"/>	<input type="radio"/>
(H) Hedge funds	<input checked="" type="radio"/>	<input type="radio"/>
(K) Other: Cash	<input checked="" type="radio"/>	<input type="radio"/>

ESG IN OTHER ASSET CLASSES

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 15	CORE	OO 11, OO 12–14	N/A	PUBLIC	ESG in other asset classes	1

Describe how your organisation incorporates ESG factors into the following asset classes.

Externally managed
(F) Other

TelstraSuper has mandated an external investment manager for part of its Australian cash holdings. The manager is subject to the same sustainable investment and ESG review process as external managers in other asset classes. The manager is managing Australian dollars, hence there is no asset level ESG considerations or analysis performed.

ESG NOT INCORPORATED

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 16	CORE	OO 11, OO 12–14	N/A	PUBLIC	ESG not incorporated	1

Describe why your organisation does not currently incorporate ESG factors into your investment decisions.

Internally managed
(O) Other

TelstraSuper manages part of its Australian dollar cash holdings internally. There is not material ESG risk at the asset level hence ESG incorporation is not considered warranted.

ESG STRATEGIES

LISTED EQUITY

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 17 LE	CORE	OO 11	OO 17.1 LE, LE 12	PUBLIC	Listed equity	1

Which ESG incorporation approach and/or combination of approaches does your organisation apply to your internally managed active listed equity?

Percentage out of total internally managed active listed equity

(A) Screening alone	0%
(B) Thematic alone	0%
(C) Integration alone	0%
(D) Screening and integration	0%
(E) Thematic and integration	0%
(F) Screening and thematic	0%
(G) All three approaches combined	>75%
(H) None	0%

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 17.1 LE	CORE	OO 17 LE	LE 9	PUBLIC	Listed equity	1

What type of screening does your organisation use for your internally managed active listed equity assets where a screening approach is applied?

Percentage coverage out of your total listed equity assets where a screening approach is applied

(A) Positive/best-in-class screening only	0%
(B) Negative screening only	0%
(C) A combination of screening approaches	>75%

FIXED INCOME

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 17 FI	CORE	OO 5.3 FI, OO 11	Multiple, see guidance	PUBLIC	Fixed income	1

Which ESG incorporation approach and/or combination of approaches does your organisation apply to your internally managed active fixed income?

(2) Fixed income - corporate

(A) Screening alone	0%
(B) Thematic alone	0%
(C) Integration alone	0%
(D) Screening and integration	>75%
(E) Thematic and integration	0%
(F) Screening and thematic	0%
(G) All three approaches combined	0%
(H) None	0%

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 17.1 FI	CORE	OO 17 FI	N/A	PUBLIC	Fixed income	1

What type of screening does your organisation use for your internally managed active fixed income where a screening approach is applied?

(2) Fixed income - corporate

(A) Positive/best-in-class screening only	0%
(B) Negative screening only	0%
(C) A combination of screening approaches	>75%

ESG/SUSTAINABILITY FUNDS AND PRODUCTS

LABELLING AND MARKETING

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 18	CORE	OO 11–14	OO 18.1	PUBLIC	Labelling and marketing	1

Do you explicitly market any of your products and/or funds as ESG and/or sustainable?

- (A) Yes, we market products and/or funds as ESG and/or sustainable
- (B) No, we do not offer products or funds explicitly marketed as ESG and/or sustainable
- (C) Not applicable; we do not offer products or funds

Additional information: (Voluntary)

TelstraSuper seek to incorporate material Environmental, Social and Governance (ESG) considerations in our investment processes across all asset classes within the fund. We do not have separate Sustainable Investment products.

SUMMARY OF REPORTING REQUIREMENTS

SUMMARY OF REPORTING REQUIREMENTS

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 21	CORE	Multiple indicators	Multiple indicators	PUBLIC	Summary of reporting requirements	GENERAL

The following table shows which modules are mandatory or voluntary to report on in the separate PRI asset class modules. Where a module is voluntary, indicate if you wish to report on it.

Applicable modules	(1) Mandatory to report (pre-filled based on previous responses)	(2.1) Voluntary to report. Yes, I want to opt-in to reporting on the module	(2.2) Voluntary to report. No, I want to opt-out of reporting on the module
Policy, Governance and Strategy	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Confidence Building Measures	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
(T) External manager selection, appointment and monitoring (SAM) – listed equity - active	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
(U) External manager selection, appointment and monitoring (SAM) – listed equity - passive	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
(V) External manager selection, appointment and monitoring (SAM) – fixed income - active	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
(X) External manager selection, appointment and monitoring (SAM) – private equity	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

(Y) External manager selection, appointment and monitoring (SAM) – real estate

(Z) External manager selection, appointment and monitoring (SAM) – infrastructure

(AA) External manager selection, appointment and monitoring (SAM) – hedge funds

SUBMISSION INFORMATION

REPORT DISCLOSURE

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
OO 32	CORE	OO 3, OO 31	N/A	PUBLIC	Report disclosure	GENERAL

How would you like to disclose the detailed percentage figures you reported throughout the Reporting Framework?

- (A) Publish as absolute numbers
- (B) Publish as ranges

POLICY, GOVERNANCE AND STRATEGY (PGS)

POLICY

RESPONSIBLE INVESTMENT POLICY ELEMENTS

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 1	CORE	OO 8, OO 9	Multiple indicators	PUBLIC	Responsible investment policy elements	1, 2

Which elements are covered in your formal responsible investment policy(ies)?

- (A) Overall approach to responsible investment
- (B) Guidelines on environmental factors
- (C) Guidelines on social factors
- (D) Guidelines on governance factors
- (E) Guidelines on sustainability outcomes
- (F) Guidelines tailored to the specific asset class(es) we hold
- (G) Guidelines on exclusions
- (H) Guidelines on managing conflicts of interest related to responsible investment
- (I) Stewardship: Guidelines on engagement with investees

- (J) Stewardship: Guidelines on overall political engagement
- (K) Stewardship: Guidelines on engagement with other key stakeholders
- (L) Stewardship: Guidelines on (proxy) voting
- (M) Other responsible investment elements not listed here
- (N) Our organisation does not have a formal responsible investment policy and/or our policy(ies) do not cover any responsible investment elements

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 2	CORE	PGS 1	Multiple, see guidance	PUBLIC	Responsible investment policy elements	1

Does your formal responsible investment policy(ies) include specific guidelines on systematic sustainability issues?

- (A) Specific guidelines on climate change (may be part of guidelines on environmental factors)
- (B) Specific guidelines on human rights (may be part of guidelines on social factors)
- (C) Specific guidelines on other systematic sustainability issues

Specify:

Gender balance and diversity on boards and within executive management of corporations. Workforce. Remuneration practice, corporate culture and tax practices.

- (D) Our formal responsible investment policy(ies) does not include guidelines on systematic sustainability issues

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 3	CORE	PGS 1, PGS 2	N/A	PUBLIC	Responsible investment policy elements	6

Which elements of your formal responsible investment policy(ies) are publicly available?

- (A) Overall approach to responsible investment

Add link:

<https://www.telstrasuper.com.au/-/media/telstrasuper/files/governance/governance-and-disclosure/sustainable-investment-policy.ashx?rev=7d74dbb8426f43769c76f273103105ea>

- (B) Guidelines on environmental factors

Add link:

<https://www.telstrasuper.com.au/-/media/telstrasuper/files/downloads/climate-change-action-plan-march-2021.ashx?rev=ad37ea18ccf7439896c3d466f7b24915>

- (C) Guidelines on social factors

Add link:

<https://www.telstrasuper.com.au/-/media/telstrasuper/files/governance/governance-and-disclosure/tspl-proxy-voting-policy.ashx?rev=94ad1250e71b4e4baffd13861a1c5cec&hash=E9E8E0E52EA8CEB59653347C7343C253>

(D) Guidelines on governance factors

Add link:

<https://www.telstrasuper.com.au/-/media/telstrasuper/files/governance/governance-and-disclosure/tspl-proxy-voting-policy.ashx?rev=94ad1250e71b4e4baffd13861a1c5cec&hash=E9E8E0E52EA8CEB59653347C7343C253>

(F) Specific guidelines on climate change (may be part of guidelines on environmental factors)

Add link:

<https://www.telstrasuper.com.au/-/media/telstrasuper/files/downloads/climate-change-report-2022.ashx?rev=7d49f70f0cbf43c5a318117ea5b48622>

(G) Specific guidelines on human rights (may be part of guidelines on social factors)

Add link:

<https://www.telstrasuper.com.au/-/media/telstrasuper/files/governance/governance-and-disclosure/sustainable-investment-policy.ashx?rev=7d74dbb8426f43769c76f273103105ea>

(H) Specific guidelines on other systematic sustainability issues

Add link:

<https://acsi.org.au/publications/governance-guidelines/>

(J) Guidelines on exclusions

Add link:

<https://www.telstrasuper.com.au/-/media/telstrasuper/files/governance/governance-and-disclosure/sustainable-investment-policy.ashx?rev=7d74dbb8426f43769c76f273103105ea>

(K) Guidelines on managing conflicts of interest related to responsible investment

Add link:

<https://www.telstrasuper.com.au/-/media/telstrasuper/files/governance/governance-and-disclosure/tspl-proxy-voting-policy.ashx?rev=94ad1250e71b4e4baffd13861a1c5cec&hash=E9E8E0E52EA8CEB59653347C7343C253>

(L) Stewardship: Guidelines on engagement with investees

Add link:

<https://www.telstrasuper.com.au/-/media/telstrasuper/files/governance/governance-and-disclosure/sustainable-investment-policy.ashx?rev=7d74dbb8426f43769c76f273103105ea>

(O) Stewardship: Guidelines on (proxy) voting

Add link:

<https://www.telstrasuper.com.au/-/media/telstrasuper/files/governance/governance-and-disclosure/tspl-proxy-voting-policy.ashx?rev=94ad1250e71b4e4baffd13861a1c5cec&hash=E9E8E0E52EA8CEB59653347C7343C253>

- (Q) No elements of our formal responsible investment policy(ies) are publicly available

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 4	PLUS	PGS 1	N/A	PUBLIC	Responsible investment policy elements	1 – 6

Does your formal responsible investment policy(ies) identify a link between your responsible investment activities and your fiduciary duties or equivalent obligations?

(A) Yes

Elaborate:

TelstraSuper's fundamental objective is to enhance responsibly the financial security of our members in retirement. We support the development of a more sustainable global economy and the attainment of the Paris Agreement goals on climate change. We seek to incorporate material Environmental, Social and Governance (ESG) considerations in our investment processes.

TelstraSuper believes that ESG factors affect investment risk and return over the medium to long term i.e. poor ESG practices are likely to give rise to unrewarded investment and reputational risks, whereas good ESG practices are likely to give rise to more sustainable investment returns. TelstraSuper believes incorporating ESG factors into investment decision making is part of good risk management and making better investment decisions.

(B) No

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 5	CORE	PGS 1	N/A	PUBLIC	Responsible investment policy elements	2

Which elements are covered in your organisation's policy(ies) or guidelines on stewardship?

- (A) Overall stewardship objectives
- (B) Prioritisation of specific ESG factors to be advanced via stewardship activities
- (C) Criteria used by our organisation to prioritise the investees, policy makers, key stakeholders, or other entities on which to focus our stewardship efforts
- (D) How different stewardship tools and activities are used across the organisation
- (E) Approach to escalation in stewardship
- (F) Approach to collaboration in stewardship
- (G) Conflicts of interest related to stewardship
- (H) How stewardship efforts and results are communicated across the organisation to feed into investment decision-making and vice versa
- (I) Other
- (J) None of the above elements is captured in our policy(ies) or guidelines on stewardship

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 6	CORE	PGS 1	N/A	PUBLIC	Responsible investment policy elements	2

Does your policy on (proxy) voting include voting principles and/or guidelines on specific ESG factors?

- (A) Yes, it includes voting principles and/or guidelines on specific environmental factors
- (B) Yes, it includes voting principles and/or guidelines on specific social factors
- (C) Yes, it includes voting principles and/or guidelines on specific governance factors
- (D) Our policy on (proxy) voting does not include voting principles or guidelines on specific ESG factors

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 7	CORE	OO 9	N/A	PUBLIC	Responsible investment policy elements	2

Does your organisation have a policy that states how (proxy) voting is addressed in your securities lending programme?

- (A) We have a publicly available policy to address (proxy) voting in our securities lending programme

Add link(s):

<https://www.telstrasuper.com.au/campaigns/investment-proxy-voting>

<https://vds.issgovernance.com/repo/6676/policies/TelstraSuper%20Proxy%20Voting%20Policy%20adopted%20270922.pdf>

- (B) We have a policy to address (proxy) voting in our securities lending programme, but it is not publicly available
- (C) We rely on the policy of our external service provider(s)
- (D) We do not have a policy to address (proxy) voting in our securities lending programme
- (E) Not applicable; we do not have a securities lending programme

RESPONSIBLE INVESTMENT POLICY COVERAGE

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 8	CORE	PGS 1	N/A	PUBLIC	Responsible investment policy coverage	1

What percentage of your total AUM is covered by the below elements of your responsible investment policy(ies)?

Combined AUM coverage of all policy elements

(A) Overall approach to responsible investment

(B) Guidelines on environmental factors

(C) Guidelines on social factors

(D) Guidelines on governance factors

(7) 100%

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 9	CORE	PGS 2	N/A	PUBLIC	Responsible investment policy coverage	1

What proportion of your AUM is covered by your formal policies or guidelines on climate change, human rights, or other systematic sustainability issues?

AUM coverage

(A) Specific guidelines on climate change

(1) for all of our AUM

(B) Specific guidelines on human rights

(1) for all of our AUM

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 10	CORE	OO 8, OO 9, PGS 1	N/A	PUBLIC	Responsible investment policy coverage	2

Per asset class, what percentage of your AUM is covered by your policy(ies) or guidelines on stewardship with investees?

(A) Listed equity

(1) Percentage of AUM covered

- (1) >0% to 10%
- (2) >10% to 20%
- (3) >20% to 30%
- (4) >30% to 40%
- (5) >40% to 50%
- (6) >50% to 60%
- (7) >60% to 70%
- (8) >70% to 80%
- (9) >80% to 90%
- (10) >90% to <100%

(11) 100%

(B) Fixed income

(1) Percentage of AUM covered

- (1) >0% to 10%
- (2) >10% to 20%
- (3) >20% to 30%
- (4) >30% to 40%
- (5) >40% to 50%
- (6) >50% to 60%
- (7) >60% to 70%
- (8) >70% to 80%
- (9) >80% to 90%
- (10) >90% to <100%

(11) 100%

(C) Private equity

(1) Percentage of AUM covered

- (1) >0% to 10%
- (2) >10% to 20%
- (3) >20% to 30%
- (4) >30% to 40%
- (5) >40% to 50%
- (6) >50% to 60%
- (7) >60% to 70%
- (8) >70% to 80%
- (9) >80% to 90%
- (10) >90% to <100%

(11) 100%

(D) Real estate

(1) Percentage of AUM covered

- (1) >0% to 10%
- (2) >10% to 20%
- (3) >20% to 30%
- (4) >30% to 40%
- (5) >40% to 50%
- (6) >50% to 60%
- (7) >60% to 70%
- (8) >70% to 80%
- (9) >80% to 90%
- (10) >90% to <100%

● (11) 100%

(E) Infrastructure

(1) Percentage of AUM covered

- (1) >0% to 10%
- (2) >10% to 20%
- (3) >20% to 30%
- (4) >30% to 40%
- (5) >40% to 50%
- (6) >50% to 60%
- (7) >60% to 70%
- (8) >70% to 80%
- (9) >80% to 90%
- (10) >90% to <100%

● (11) 100%

(F) Hedge funds

(1) Percentage of AUM covered

- (1) >0% to 10%
- (2) >10% to 20%
- (3) >20% to 30%
- (4) >30% to 40%
- (5) >40% to 50%
- (6) >50% to 60%
- (7) >60% to 70%
- (8) >70% to 80%
- (9) >80% to 90%
- (10) >90% to <100%

● (11) 100%

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 10.1	CORE	OO 9.1, PGS 1	N/A	PUBLIC	Responsible investment policy coverage	2

What percentage of your listed equity holdings is covered by your guidelines on (proxy) voting?

(A) Actively managed listed equity

(1) Percentage of your listed equity holdings over which you have the discretion to vote

- (1) >0% to 10%
- (2) >10% to 20%
- (3) >20% to 30%
- (4) >30% to 40%
- (5) >40% to 50%
- (6) >50% to 60%
- (7) >60% to 70%

- (8) >70% to 80%
- (9) >80% to 90%
- (10) >90% to <100%
- (11) 100%

(B) **Passively managed listed equity**

(1) Percentage of your listed equity holdings over which you have the discretion to vote

- (1) >0% to 10%
- (2) >10% to 20%
- (3) >20% to 30%
- (4) >30% to 40%
- (5) >40% to 50%
- (6) >50% to 60%
- (7) >60% to 70%
- (8) >70% to 80%
- (9) >80% to 90%
- (10) >90% to <100%
- (11) 100%

GOVERNANCE

ROLES AND RESPONSIBILITIES

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 11	CORE	N/A	Multiple indicators	PUBLIC	Roles and responsibilities	1

Which senior level body(ies) or role(s) in your organisation have formal oversight over and accountability for responsible investment?

- (A) **Board members, trustees, or equivalent**
- (B) **Senior executive-level staff, or equivalent**

Specify:

Chief Investment Officer and Head of Sustainable Investment

- (C) **Investment committee, or equivalent**

Specify:

Board appointed Investment Committee oversees work of Investments Team

- (D) **Head of department, or equivalent**

Specify department:

Head of Sustainable Investment is a direct report of the Chief Investment Officer

- (E) None of the above bodies and roles have oversight over and accountability for responsible investment

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 11.1	CORE	PGS 1, PGS 2, PGS 11	N/A	PUBLIC	Roles and responsibilities	1, 2

Does your organisation's senior level body(ies) or role(s) have formal oversight over and accountability for the elements covered in your responsible investment policy(ies)?

	(1) Board members, trustees, or equivalent	(2) Senior executive-level staff, investment committee, head of department, or equivalent
(A) Overall approach to responsible investment	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(B) Guidelines on environmental, social and/or governance factors	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(D) Specific guidelines on climate change (may be part of guidelines on environmental factors)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(E) Specific guidelines on human rights (may be part of guidelines on social factors)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(F) Specific guidelines on other systematic sustainability issues	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(H) Guidelines on exclusions	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(I) Guidelines on managing conflicts of interest related to responsible investment	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(J) Stewardship: Guidelines on engagement with investees	<input type="checkbox"/>	<input type="checkbox"/>
(M) Stewardship: Guidelines on (proxy) voting	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

(N) This role has no formal oversight over and accountability for any of the above elements covered in our responsible investment policy(ies)

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Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 11.2	CORE	N/A	N/A	PUBLIC	Roles and responsibilities	1 – 6

Does your organisation have governance processes or structures to ensure that your overall political engagement is aligned with your commitment to the principles of PRI, including any political engagement conducted by third parties on your behalf?

(A) Yes

Describe how you do this:

Participation in collaborative political and regulatory advocacy is determined on a case by case basis by the Head of Sustainable Investment in conjunction with the Chief Investment Officer. Participation is likely to occur when the intent of the advocacy is aligned with TelstraSupers' Sustainable Investment Policy and other stewardship policies.

(B) No

(C) Not applicable, our organisation does not conduct any form of political engagement directly or through any third parties

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 12	CORE	N/A	N/A	PUBLIC	Roles and responsibilities	1

In your organisation, which internal or external roles are responsible for implementing your approach to responsible investment?

(A) Internal role(s)

Specify:

Internal sustainable investment team, internal Australian equity portfolio managers, internal Australian fixed income portfolio managers

(B) External investment managers, service providers, or other external partners or suppliers

Specify:

Externally appointed investment managers are required to comply with TelstraSuper's sustainable investment policy and incorporate consideration of material ESG factors in investment analysis.

ACSI provides responsible investment services for Australia listed companies including corporate engagement, policy advocacy and proxy advice.

- (C) We do not have any internal or external roles with responsibility for implementing responsible investment

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 13	CORE	PGS 11	N/A	PUBLIC	Roles and responsibilities	1

Does your organisation use responsible investment KPIs to evaluate the performance of your board members, trustees, or equivalent?

- (A) Yes, we use responsible investment KPIs to evaluate the performance of our board members, trustees, or equivalent
- (B) No, we do not use responsible investment KPIs to evaluate the performance of our board members, trustees, or equivalent

Explain why: (Voluntary)

KPIs are incorporated into the CIO and head of Sustainable investment role descriptions and performance evaluation. Board and Investment Committee oversees the implementation of the Sustainable Investment Policy and Climate Change Action Plan

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 14	CORE	PGS 11	N/A	PUBLIC	Roles and responsibilities	1

Does your organisation use responsible investment KPIs to evaluate the performance of your senior executive-level staff (or equivalent), and are these KPIs linked to compensation?

- (A) Yes, we use responsible investment KPIs to evaluate the performance of our senior executive-level staff (or equivalent)

Indicate whether these responsible investment KPIs are linked to compensation

- (1) KPIs are linked to compensation
- (2) KPIs are not linked to compensation as these roles do not have variable compensation
- (3) KPIs are not linked to compensation even though these roles have variable compensation

Describe: (Voluntary)

Achievement of the goals of the Climate Action Plan are built into the variable reward determination of the Chief Investment Officer, Heads of Investment Asset Classes and the Sustainable Investment Team's variable compensation

- (B) No, we do not use responsible investment KPIs to evaluate the performance of our senior executive-level staff (or equivalent)

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 15	PLUS	PGS 11	N/A	PUBLIC	Roles and responsibilities	1

What responsible investment competencies do you regularly include in the training of senior-level body(ies) or role(s) in your organisation?

	(1) Board members, trustees or equivalent	(2) Senior executive-level staff, investment committee, head of department or equivalent
(A) Specific competence in climate change mitigation and adaptation	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(B) Specific competence in investors' responsibility to respect human rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>
(C) Specific competence in other systematic sustainability issues	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(D) The regular training of this senior leadership role does not include any of the above responsible investment competencies	<input type="radio"/>	<input type="radio"/>

EXTERNAL REPORTING AND DISCLOSURES

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 16	CORE	N/A	N/A	PUBLIC	External reporting and disclosures	6

What elements are included in your regular reporting to clients and/or beneficiaries for the majority of your AUM?

- (A) Any changes in policies related to responsible investment
- (B) Any changes in governance or oversight related to responsible investment
- (C) Stewardship-related commitments
- (D) Progress towards stewardship-related commitments
- (E) Climate-related commitments
- (F) Progress towards climate-related commitments
- (G) Human rights-related commitments
- (H) Progress towards human rights-related commitments
- (I) Commitments to other systematic sustainability issues
- (J) Progress towards commitments on other systematic sustainability issues
- (K) We do not include any of these elements in our regular reporting to clients and/or beneficiaries for the majority of our AUM

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 17	CORE	N/A	N/A	PUBLIC	External reporting and disclosures	6

During the reporting year, did your organisation publicly disclose climate-related information in line with the Task Force on Climate-Related Financial Disclosures' (TCFD) recommendations?

- (A) Yes, including all governance-related recommended disclosures
- (B) Yes, including all strategy-related recommended disclosures
- (C) Yes, including all risk management-related recommended disclosures
- (D) Yes, including all applicable metrics and targets-related recommended disclosures
- (E) None of the above

Add link(s):

<https://www.dropbox.com/scl/fi/hqxde0so2v668o5aiu8b4/TelstraSuper-Climate-Change-Statement.pdf?rlkey=36idglyydcblmvrp96hv71pvn&dl=0>
<https://www.telstrasuper.com.au/investments/sustainable-investment/climate-change-action-plan>
<https://www.telstrasuper.com.au/-/media/telstrasuper/files/downloads/climate-change-report-2022.ashx?rev=493a2ec3f28f45e4af1875b9528baf51>

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 18	PLUS	N/A	N/A	PUBLIC	External reporting and disclosures	6

During the reporting year, to which international responsible investment standards, frameworks, or regulations did your organisation report?

- (A) Disclosures against the European Union's Sustainable Finance Disclosure Regulation (SFDR)
- (B) Disclosures against the European Union's Taxonomy
- (C) Disclosures against the CFA's ESG Disclosures Standard
- (D) Disclosures against other international standards, frameworks or regulations**

Specify:

Australian Asset Owners Stewardship Code

Link to example of public disclosures

<https://www.telstrasuper.com.au/investments/sustainable-investment/sustainable-investing-bulletin>

- (E) Disclosures against other international standards, frameworks or regulations**

Specify:

Proxy Voting required by Superannuation Scheme Act

Link to example of public disclosures

<https://www.telstrasuper.com.au/campaigns/investment-proxy-voting>

- (F) Disclosures against other international standards, frameworks or regulations
- (G) Disclosures against other international standards, frameworks or regulations

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 19	CORE	N/A	N/A	PUBLIC	External reporting and disclosures	6

During the reporting year, did your organisation publicly disclose its membership in and support for trade associations, think tanks or similar bodies that conduct any form of political engagement?

- (A) Yes, we publicly disclosed our membership in and support for trade associations, think tanks, or similar bodies that conduct any form of political engagement**

Add link(s):

<https://www.telstrasuper.com.au/investments/sustainable-investment/climate-change-action-plan>
<https://www.telstrasuper.com.au/investments/sustainable-investment/collaborating-to-get-better-outcomes>
<https://www.telstrasuper.com.au/investments/sustainable-investment/sustainable-investing-bulletin>

- (B) No, we did not publicly disclose our membership in and support for trade associations, think tanks, or similar bodies that conduct any form of political engagement
- (C) Not applicable, we were not members in or supporters of any trade associations, think tanks, or similar bodies that conduct any form of political engagement during the reporting year

STRATEGY

CAPITAL ALLOCATION

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 20	CORE	N/A	N/A	PUBLIC	Capital allocation	1

Which elements do your organisation-level exclusions cover?

- (A) Exclusions based on our organisation's values or beliefs regarding particular sectors, products or services
- (B) Exclusions based on our organisation's values or beliefs regarding particular regions or countries
- (C) Exclusions based on minimum standards of business practice aligned with international norms such as the OECD Guidelines for Multinational Enterprises, the International Bill of Human Rights, UN Security Council sanctions or the UN Global Compact
- (D) Exclusions based on our organisation's climate change commitments
- (E) Other elements
- (F) Not applicable; our organisation does not have any organisation-level exclusions

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 21	CORE	N/A	N/A	PUBLIC	Capital allocation	1

How does your responsible investment approach influence your strategic asset allocation process?

- (A) We incorporate ESG factors into our assessment of expected asset class risks and returns
 Select from dropdown list:
 - (1) for all of our AUM subject to strategic asset allocation
 - (2) for a majority of our AUM subject to strategic asset allocation
 - (3) for a minority of our AUM subject to strategic asset allocation
- (B) We incorporate climate change-related risks and opportunities into our assessment of expected asset class risks and returns
 Select from dropdown list:
 - (1) for all of our AUM subject to strategic asset allocation
 - (2) for a majority of our AUM subject to strategic asset allocation
 - (3) for a minority of our AUM subject to strategic asset allocation

- (C) We incorporate human rights–related risks and opportunities into our assessment of expected asset class risks and returns
- (D) We incorporate risks and opportunities related to other systematic sustainability issues into our assessment of expected asset class risks and returns
 - (E) We do not incorporate ESG factors, climate change, human rights or other systematic sustainability issues into our assessment of expected asset class risks and returns
 - (F) Not applicable; we do not have a strategic asset allocation process

STEWARDSHIP: OVERALL STEWARDSHIP STRATEGY

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 22	CORE	OO 8, OO 9	N/A	PUBLIC	Stewardship: Overall stewardship strategy	2

For the majority of AUM within each asset class, which of the following best describes your primary stewardship objective?

	(1) Listed equity	(2) Fixed income	(3) Private equity	(4) Real estate	(5) Infrastructure	(6) Hedge funds
(A) Maximise our portfolio-level risk-adjusted returns. In doing so, we seek to address any risks to overall portfolio performance caused by individual investees' contribution to systematic sustainability issues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(B) Maximise our individual investments' risk-adjusted returns. In doing so, we do not seek to address any risks to overall portfolio performance caused by individual investees' contribution to systematic sustainability issues.	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 23	PLUS	OO 5, OO 8, OO 9	N/A	PUBLIC	Stewardship: Overall stewardship strategy	2

How does your organisation, or the external service providers or external managers acting on your behalf, prioritise the investees or other entities on which to focus its stewardship efforts?

Incorporate the consideration of material ESG factors in investment processes.

For Listed Equities, in particular companies within the ASX300, our service provider ACSI takes into account the following when considering how to prioritise its stewardship efforts:

- the size of ACSI's aggregate member holdings in the company
- the materiality of ESG factors on financial and/or operational performance
- specific ESG factors with systemic influence such as climate change or human rights
- the adequacy of public disclosure on ESG factors and/or performance made by the company
- specific ESG factors based on input and discussions with ACSI's members
- any other emerging issues from the previous year including proxy voting recommendations where ACSI opposed the board, or ad-hoc issues that arise

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 24	CORE	OO 8, OO 9	N/A	PUBLIC	Stewardship: Overall stewardship strategy	2

Which of the following best describes your organisation's default position, or the position of the external service providers or external managers acting on your behalf, concerning collaborative stewardship efforts?

- (A) We recognise the value of collective action, and as a result, we prioritise collaborative stewardship efforts wherever possible
- (B) We collaborate on a case-by-case basis
- (C) Other
- (D) We do not join collaborative stewardship efforts

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 24.1	PLUS	OO 8, OO 9	N/A	PUBLIC	Stewardship: Overall stewardship strategy	2

Elaborate on your organisation’s default position on collaborative stewardship, or the position of the external service providers or external investment managers acting on your behalf, including any other details on your overall approach to collaboration.

TelstraSuper recognises that collaboration with other peer investors, stakeholders and/or industry associations, bodies and groups can greatly assist in achieving desired outcomes for investors with respect to a range of important issues.

For this purpose, we maintain several strategic partnerships and regularly work with the wider industry to create effective networks and build our influence.

TelstraSuper is an active member of the following organisations:

- Australian Council of Superannuation Investors (ACSI)
- Investor Group on Climate Change (IGCC)
- Climate Action 100+ (CA100+)
- Investor Group on Climate Change (IGCC)
- Responsible Investment Association of Australasia (RIAA)
- 40:4 Vision supporting gender diversity

As a member of ACSI, we participate in collaborative stewardship efforts as a collective member base through engaging on material ESG matters at ASX300 companies. By collaborating through ACSI, we are better positioned to engage companies on ESG issues as collectively ACSI represents around 10% of every ASX200 company. At the start of each year, ACSI and its members consider priority themes which are then implemented through constructive engagements with the board and management teams of listed companies.

Our service provider ACSI is also an active participant in several collaborative initiatives including:

- PRI Advance
- Investors Against Slavery and Trafficking Asia-Pacific (IAST APAC)
- Climate Action 100+ (CA100+)
- Investor Group on Climate Change (IGCC)
- Responsible Investment Association Australasia (RIAA) – Nature Working Group
- 40:40 Vision on Gender Diversity
- The ASX Corporate Governance Council
- The Australian Sustainable Finance Institute (ASFI) – Advisory Committee and Taxonomy Working Group

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 25	PLUS	OO 5, OO 8, OO 9	N/A	PUBLIC	Stewardship: Overall stewardship strategy	2

Rank the channels that are most important for your organisation in achieving its stewardship objectives.

- (A) Internal resources, e.g. stewardship team, investment team, ESG team, or staff

Select from the list:

1

- (B) External investment managers, third-party operators and/or external property managers, if applicable

Select from the list:

2

(C) External paid specialist stewardship services (e.g. engagement overlay services or, in private markets, sustainability consultants) excluding investment managers, real assets third-party operators, or external property managers

Select from the list:

3

(D) Informal or unstructured collaborations with investors or other entities

Select from the list:

5

(E) Formal collaborative engagements, e.g. PRI-coordinated collaborative engagements, Climate Action 100+, or similar

Select from the list:

4

(F) We do not use any of these channels

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 26	PLUS	OO 8, OO 9, PGS 1	N/A	PUBLIC	Stewardship: Overall stewardship strategy	2

How does your organisation ensure that its policy on stewardship is implemented by the external service providers to which you have delegated stewardship activities?

(A) Example(s) of measures taken when selecting external service providers:

When appointing external investment managers, TelstraSuper undertakes due diligence on the stewardship capabilities of the service provider. This review includes assessing how the investment manager incorporates responsible investment practices in its investment process.

The key areas are assessed are:

1. Policy alignment
2. Resource commitment
3. How the consider of material ESG risks is incorporated in invesetment consieration
4. Active ownership approach
5. Proxy voting activity
6. Reporting on company engagement
7. Participation in collaborative initiatives
8. Bespoke research and engagement on specific ESG topics

(B) Example(s) of measures taken when designing engagement mandates and/or consultancy agreements for external service providers:

ACSI members are predominantly asset owners such as TelstraSuper. This means that ACSI's governance and strategic direction is driven exclusively by asset owners and that ACSI's Governance Guidelines, used for engagement, voting and advocacy, are established by members. ACSI is owned exclusively by its members. ACSI's Governance Guidelines can be found at this link:

<https://acsi.org.au/publications/governance-guidelines/>

On an annual basis, ACSI and its members create and agree a list of engagement target companies with specific objectives for each. ACSI implements these engagement plans through constructive engagement with ASX300 boards. ACSI monitors and reports progress back to members semi-annually through half-year and full-year reports and on-demand through its online portal 'ACSI Delta'.

(C) Example(s) of measures taken when monitoring the stewardship activities of external service providers:

ACSI is inherently aligned to its members through its membership and governance structure. ACSI is owned exclusively by its members. TelstraSuper therefore directly monitors alignment between ACSI's activities and our organisation's stewardship policies. ACSI members are the only representatives on ACSI's key decision-making and monitoring groups (the Board and the Member Advisory Council). TelstraSuper is a member of the Member Advisory Council. This ensures strong alignment between ACSI's philosophy and member goals, and an effective mechanism for ongoing monitoring of ACSI activities.

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 27	PLUS	OO 8, OO 9	N/A	PUBLIC	Stewardship: Overall stewardship strategy	2

How are your organisation's stewardship activities linked to your investment decision making, and vice versa?

As a member of ACSI, we undertake a stewardship and company engagement program that looks to improve overall long-term value for beneficiaries by using our influence as an asset owner of the companies we invest in. This program assesses environmental, social and governance risk at ASX-listed companies via engaging company boards, and sometimes management teams, on their exposure to, and management of, ESG issues that are financially material. Some examples include undertaking engagements on overall performance, governance and board structures, climate change, modern slavery and safety.

By collaborating through ACSI, we are better positioned to engage companies on issues as collectively ACSI represents around 10% of every ASX200 company. At the start of each year, ACSI and its members set priority objectives, which are then implemented through constructive engagements with ASX300 boards.

In financial year-end 30 June 2023, our service provider ACSI held 306 company engagement meetings focused on material ESG matters with 194 different ASX-listed companies.

ACSI provides bi-annual reports on progress against thematic and company specific objectives as well as file notes on each company meeting so that those making investment decisions can access information as well as participate in company engagements.

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 28	PLUS	OO 8, OO 9	N/A	PUBLIC	Stewardship: Overall stewardship strategy	2

If relevant, provide any further details on your organisation's overall stewardship strategy.

In summary our stewardship strategy is a combination of:

1. internally focused efforts on Australian equities and fixed income
2. Service provider such as ACSI engagement with investee companies
3. Collaborative engagement with investee companies via investor groups such as Climate Action 100+, the IGCC and RIAA
4. Appointed external manager's active engagement with and management of investment companies and direct assets across real estate, infrastructure and private equity

STEWARDSHIP: (PROXY) VOTING

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 29	CORE	OO 9, PGS 1	N/A	PUBLIC	Stewardship: (Proxy) voting	2

When you use external service providers to give recommendations, how do you ensure those recommendations are consistent with your organisation's (proxy) voting policy?

(A) Before voting is executed, we review external service providers' voting recommendations for controversial and high-profile votes

Select from the below list:

- (1) in all cases**
- (2) in a majority of cases
- (3) in a minority of cases

(B) Before voting is executed, we review external service providers' voting recommendations where the application of our voting policy is unclear

Select from the below list:

- (1) in all cases**
- (2) in a majority of cases
- (3) in a minority of cases
- (D) We do not review external service providers' voting recommendations
- (E) Not applicable; we do not use external service providers to give voting recommendations

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 30	CORE	OO 9	N/A	PUBLIC	Stewardship: (Proxy) voting	2

How is voting addressed in your securities lending programme?

- (A) We recall all securities for voting on all ballot items
- (B) When a vote is deemed important according to pre-established criteria (e.g. high stake in the company), we recall all our securities for voting**

Provide details on these criteria:

high profile or controversial voting matter, large stake in company,

- (C) Other
- (D) We do not recall our securities for voting purposes
- (E) Not applicable; we do not have a securities lending programme

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 31	CORE	OO 9.1	N/A	PUBLIC	Stewardship: (Proxy) voting	2

For the majority of votes cast over which you have discretion to vote, which of the following best describes your decision making approach regarding shareholder resolutions (or that of your external service provider(s) if decision making is delegated to them)?

- (A) We vote in favour of resolutions expected to advance progress on our stewardship priorities, including affirming a company's good practice or prior commitment
- (B) We vote in favour of resolutions expected to advance progress on our stewardship priorities, but only if the investee company has not already publicly committed to the action(s) requested in the proposal
- (C) We vote in favour of shareholder resolutions only as an escalation measure
- (D) We vote in favour of the investee company management's recommendations by default
- (E) Not applicable; we do not vote on shareholder resolutions

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 32	CORE	OO 9	N/A	PUBLIC	Stewardship: (Proxy) voting	2

During the reporting year, how did your organisation, or your external service provider(s), pre-declare voting intentions prior to voting in annual general meetings (AGMs) or extraordinary general meetings (EGMs)?

- (A) We pre-declared our voting intentions publicly through the PRI's vote declaration system on the Resolution Database
- (B) We pre-declared our voting intentions publicly by other means, e.g. through our website
- (C) We privately communicated our voting decision to investee companies prior to the AGM/EGM
- (D) We did not privately or publicly communicate our voting intentions prior to the AGM/EGM
- (E) Not applicable; we did not cast any (proxy) votes during the reporting year

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 33	CORE	OO 9	PGS 33.1	PUBLIC	Stewardship: (Proxy) voting	2

After voting has taken place, do you publicly disclose your (proxy) voting decisions or those made on your behalf by your external service provider(s), company by company and in a central source?

(A) Yes, for all (proxy) votes

Add link(s):

<https://www.telstrasuper.com.au/campaigns/investment-proxy-voting>

- (B) Yes, for the majority of (proxy) votes
- (C) Yes, for a minority of (proxy) votes
- (D) No, we do not publicly report our (proxy) voting decisions company-by-company and in a central source

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 33.1	CORE	PGS 33	N/A	PUBLIC	Stewardship: (Proxy) voting	2

In the majority of cases, how soon after an investee's annual general meeting (AGM) or extraordinary general meeting (EGM) do you publish your voting decisions?

(A) Within one month of the AGM/EGM

- (B) Within three months of the AGM/EGM
- (C) Within six months of the AGM/EGM
- (D) Within one year of the AGM/EGM
- (E) More than one year after the AGM/EGM

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 34	CORE	OO 9	N/A	PUBLIC	Stewardship: (Proxy) voting	2

After voting has taken place, did your organisation, and/or the external service provider(s) acting on your behalf, communicate the rationale for your voting decisions during the reporting year?

	(1) In cases where we abstained or voted against management recommendations	(2) In cases where we voted against an ESG-related shareholder resolution
(A) Yes, we publicly disclosed the rationale	(3) for a minority of votes	(3) for a minority of votes
(B) Yes, we privately communicated the rationale to the company	(2) for a majority of votes	(2) for a majority of votes

(C) We did not publicly or privately communicate the rationale, or we did not track this information

o

o

(D) Not applicable; we did not abstain or vote against management recommendations or ESG-related shareholder resolutions during the reporting year

o

o

(A) Yes, we publicly disclosed the rationale - Add link(s):

<https://www.telstrasuper.com.au/investments/sustainable-investment/sustainable-investing-bulletin>
<https://www.telstrasuper.com.au/investments/sustainable-investment>
<https://www.telstrasuper.com.au/-/media/telstrasuper/files/downloads/climate-change-report-2022.ashx?rev=493a2ec3f28f45e4af1875b9528baf51>

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 35	PLUS	OO 9	N/A	PUBLIC	Stewardship: (Proxy) voting	2

How does your organisation ensure vote confirmation, i.e. that your votes have been cast and counted correctly?

Centralised management through ISS portal with automated monitoring and reporting of all uncast votes that leads to follow up of managers by investment operation personnel.

Our service provider, ACSI, continues to monitor and engage regulators about improving the voting process in Australia. ACSI has participated in discussions and commissioned research about administrative complexities, costs, potential failures and improvements that can be made. The evidence base for the advocacy work ACSI has conducted on this topic is a research project in 2012 titled 'Institutional Proxy Voting in Australia'.

Voting by a show of hands has also been another focus area. ACSI is part of the ASX Corporate Governance Council, which released Principles and Recommendations including 6.4: "A listed entity should ensure that all substantive resolutions at a meeting of security holders are decided by a poll rather than by a show of hands." ACSI actively supported this change through our submission and Council membership. Directly, and through collaborations with international investors, ACSI continually asks companies to cease using 'show of hands' processes at AGMs/EGMs. These efforts have seen a dramatic reduction in companies adopting that practice over time.

STEWARDSHIP: ESCALATION

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 36	CORE	OO 8, OO 9	N/A	PUBLIC	Stewardship: Escalation	2

For your listed equity holdings, what escalation measures did your organisation, or the external investment managers or service providers acting on your behalf, use in the past three years?

	(1) Listed equity	(2) Direct listed equity holdings in hedge fund portfolios
(A) Joining or broadening an existing collaborative engagement or creating a new one	<input checked="" type="checkbox"/>	<input type="checkbox"/>
(B) Filing, co-filing, and/or submitting a shareholder resolution or proposal	<input type="checkbox"/>	<input type="checkbox"/>
(C) Publicly engaging the entity, e.g. signing an open letter	<input checked="" type="checkbox"/>	<input type="checkbox"/>
(D) Voting against the re-election of one or more board directors	<input checked="" type="checkbox"/>	<input type="checkbox"/>
(E) Voting against the chair of the board of directors, or equivalent, e.g. lead independent director	<input checked="" type="checkbox"/>	<input type="checkbox"/>
(F) Divesting	<input checked="" type="checkbox"/>	<input type="checkbox"/>
(G) Litigation	<input checked="" type="checkbox"/>	<input type="checkbox"/>
(H) Other	<input type="checkbox"/>	<input type="checkbox"/>

(I) In the past three years, we did not use any of the above escalation measures for our listed equity holdings

(I) In the past three years, we did not use any of the above escalation measures for our listed equity holdings - (2) Direct listed equity holdings in hedge funds portfolios - Explain why: (Voluntary)

We do not have direct listed equity holdings in hedge fund portfolios

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 37	CORE	Multiple, see guidance	N/A	PUBLIC	Stewardship: Escalation	2

For your corporate fixed income assets, what escalation measures did your organisation, or the external investment managers or service providers acting on your behalf, use in the past three years?

- (A) Joining or broadening an existing collaborative engagement or creating a new one
- (B) Publicly engaging the entity, e.g. signing an open letter
- (C) Not investing
- (D) Reducing exposure to the investee entity
- (E) Divesting
- (F) Litigation
- (G) Other
- (H) In the past three years, we did not use any of the above escalation measures for our corporate fixed income assets

STEWARDSHIP: ENGAGEMENT WITH POLICY MAKERS

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 39	CORE	OO 8, OO 9	PGS 39.1, PGS 39.2	PUBLIC	Stewardship: Engagement with policy makers	2

Did your organisation, or the external investment managers or service providers acting on your behalf, engage with policy makers as part of your responsible investment approach during the reporting year?

- (A) Yes, we engaged with policy makers directly
- (B) Yes, we engaged with policy makers through the leadership of or active participation in working groups or collaborative initiatives, including via the PRI
- (C) Yes, we were members of, supported, or were in another way affiliated with third party organisations, including trade associations and non-profit organisations, that engage with policy makers, excluding the PRI
- (D) We did not engage with policy makers directly or indirectly during the reporting year beyond our membership in the PRI

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 39.1	CORE	PGS 39	N/A	PUBLIC	Stewardship: Engagement with policy makers	2

During the reporting year, what methods did you, or the external investment managers or service providers acting on your behalf, use to engage with policy makers as part of your responsible investment approach?

- (A) We participated in 'sign-on' letters
- (B) We responded to policy consultations
- (C) We provided technical input via government- or regulator-backed working groups

Describe:

We engaged the Australian Treasury via a convened feedback group in collaboration with RIAA on proposed changes to the Your Future Your Super performance benchmarks with respect to accommodating responsible or sustainable investment criteria. Treasury sought feedback on what measures could be used in the next revision of the benchmarks.

- (D) We engaged policy makers on our own initiative

Describe:

ACSI proactively engage with policy makers on financial regulatory topics including climate change, just transitions, stewardship and other ESG topics. This includes meetings with representatives of the Australian federal and state governments as well as regulators, including the Australian Prudential Regulation Authority (APRA) and the Australian Securities and Investments Commission (ASIC).

- (E) Other methods

Describe:

ACSI collaborates with other industry groups on certain areas of policy advocacy. We joined a cross-section of industry organisations to sign a joint submission on implementation of the ISSB standards and to call for the passage of the Climate Change Bill. ACSI further collaborated with the Responsible Investment Association Australasia (RIAA), and the Investor Group on Climate Change (IGCC) on other aspects of advocacy including in relation to the introduction of mandatory climate related reporting in Australia.

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 39.2	CORE	PGS 39	N/A	PUBLIC	Stewardship: Engagement with policy makers	2

During the reporting year, did your organisation publicly disclose details of your engagement with policy makers conducted as part of your responsible investment approach, including through external investment managers or service providers?

- (A) We publicly disclosed all our policy positions
- (B) We publicly disclosed details of our engagements with policy makers

Add link(s):

<https://www.telstrasuper.com.au/investments/sustainable-investment/sustainable-investing-bulletin>

<https://acsi.org.au/submissions/>

https://acsi.org.au/wp-content/uploads/2023/02/200223_ACSI-submission-climate-related-financial-disclosure-consultation.pdf

<https://acsi.org.au/wp-content/uploads/2022/11/ACSI-submission-Modern-Slavery-Act-FINAL-SIGNED.pdf>

- (C) No, we did not publicly disclose details of our engagement with policy makers conducted as part of our responsible investment approach during the reporting year

STEWARDSHIP: EXAMPLES

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 40	PLUS	OO 8, OO 9	N/A	PUBLIC	Stewardship: Examples	2

Provide examples of stewardship activities that you conducted individually or collaboratively during the reporting year that contributed to desired changes in the investees, policy makers or other entities with which you interacted.

(A) Example 1:

Title of stewardship activity:

South 32 Climate Change Strategy & Reporting

(1) Led by

(1) Internally led

○ (2) External service provider led

○ (3) Led by an external investment manager, real assets third-party operator and/or external property manager

(2) Primary focus of stewardship activity

(1) Environmental factors

(2) Social factors

(3) Governance factors

(3) Asset class(es)

(1) Listed equity

(2) Fixed income

(3) Private equity

(4) Real estate

(5) Infrastructure

(6) Hedge funds

(7) Forestry

(8) Farmland

(9) Other

(4) Description of the activity and what was achieved. For collaborative activities, provide detail on your individual contribution.

TelstraSuper has engaged with South32 to discuss the company's climate change action plan and reporting

Investor group, Climate Action 100+ has identified South32, a diversified global mining and metals company that TelstraSuper invests in, as one of 16 Australian companies to engage with on its climate transition planning. TelstraSuper is a signatory of ClimateAction 100+ and a supporting member of the South32 investor working group.

During 2022/3, TelstraSuper engaged with South32 on three occasions – directly and in collaboration with ACSI and Climate Action 100+ – to discuss the company's climate change action plan, which sets out South32's goals, approach and progress with respect to climate transition.

South32 has announced its goal to achieve a 50% reduction in Scope 1 and Scope 2 greenhouse gas emissions by 2035. To achieve this medium-term target, the company is investing in efficiency projects, shifting to low-carbon energy sources, applying low-carbon design principles and evaluating new technologies.

As part of our collaborative engagement with ACSI and Climate Action100+, TelstraSuper provided feedback to South32 on the potential to speed up its transition plan by investing in new technologies to assist with advancing operational emissions abatement prior to 2030, relative to the 2035 medium-term target that has been set. Additionally, whilst acknowledging that the guiding principles adopted by South32 for transition planning are aligned with the objectives of the Paris Agreement, we recommended directly to the Chair of the Board that South32 provide more information with respect to the just transition planning it has undertaken for the communities surrounding its Worsley alumina and Hillside aluminium operations.

South32 provided shareholders with the opportunity to vote on its Climate Change Action Plan at its annual general meeting held in October 2022. TelstraSuper voted in favour of the plan, which was also supported by the majority of shareholders, with the resolution being carried with 89.6% approval.

(B) Example 2:
Title of stewardship activity:

- (1) Led by
- (1) Internally led
 - (2) External service provider led
 - (3) Led by an external investment manager, real assets third-party operator and/or external property manager
- (2) Primary focus of stewardship activity
- (1) Environmental factors
 - (2) Social factors
 - (3) Governance factors
- (3) Asset class(es)
- (1) Listed equity
 - (2) Fixed income
 - (3) Private equity
 - (4) Real estate
 - (5) Infrastructure
 - (6) Hedge funds
 - (7) Forestry
 - (8) Farmland
 - (9) Other
- (4) Description of the activity and what was achieved. For collaborative activities, provide detail on your individual contribution.

In late 2022 TelstraSuper became a signatory to the 40:40 vision, an investor led working group that is promoting diversity in executive leadership in ASX300 companies

Then 40:40 Vision is seeking ASX300 companies to Pledge to achieve gender balance (40% female, 40% male, 20% either) in executive leadership by 2030. Companies are asked to declare medium and long-term gender targets, make their plan public to employees, shareholders, investors and the business community. and report annually on how they are tracking against targets.

TelstraSuper has been an active participant of the 40:40 Vision, having engaged directly with several investee companies encouraging their participation. These companies have included Charter Hall Group, IAG Group Ltd and Brambles Ltd. Each of these companies have considered the objectives of the vision and have in place gender balance goals that are aligned with the 40:40 Vision.

- (C) Example 3:
Title of stewardship activity:

Indigenous Rights & Cultural Heritage

- (1) Led by
- (1) Internally led
 - (2) External service provider led
 - (3) Led by an external investment manager, real assets third-party operator and/or external property manager
- (2) Primary focus of stewardship activity
- (1) Environmental factors
 - (2) Social factors
 - (3) Governance factors
- (3) Asset class(es)
- (1) Listed equity
 - (2) Fixed income
 - (3) Private equity
 - (4) Real estate
 - (5) Infrastructure
 - (6) Hedge funds
 - (7) Forestry
 - (8) Farmland
 - (9) Other

(4) Description of the activity and what was achieved. For collaborative activities, provide detail on your individual contribution.

TelstraSuper is a full member of the Australian Council of Superannuation Investors (ACSI). For a number of years, ACSI and its members have advocated for higher standards of protection of the rights and cultural heritage of indigenous people. ACSI is participating in the Australian Federal Government's ongoing consultation on reform to national cultural heritage laws. ACSI has also participated in consultations on the application of international standards (the United Nations Declaration on the Rights of Indigenous People) in Australia, as well as reform to Western Australian cultural heritage laws.

In conjunction with ACSI, TelstraSuper has engaged collaboratively with priority companies where cultural heritage is a material ESG consideration. These companies include the major mining companies in Australia. The focus of the engagement has been to request investee companies be able to demonstrate the following:

- Genuine ambition to build long-lasting constructive relationships with Indigenous.
- Free prior and informed consent (FPIC) built into policies and practices.
- Improving quality of disclosure.
- Policies that commit companies to respect Indigenous people's rights and cultural heritage, aligned with international standards.
- A clear process for boards to obtain assurance that risks are appropriately identified, mitigated, and managed.
- Assessment of whether agreements/consent need to be updated.

In conjunction with ACSI, TelstraSuper has met with the boards and/or senior management of 11 priority companies, seeking for an improvement in practices and transparency on Indigenous Engagement.

(D) Example 4:

Title of stewardship activity:

Remuneration alignment

(1) Led by

- (1) Internally led
- (2) External service provider led
- (3) Led by an external investment manager, real assets third-party operator and/or external property manager

(2) Primary focus of stewardship activity

- (1) Environmental factors
- (2) Social factors
- (3) Governance factors

(3) Asset class(es)

- (1) Listed equity
- (2) Fixed income
- (3) Private equity
- (4) Real estate
- (5) Infrastructure
- (6) Hedge funds
- (7) Forestry
- (8) Farmland
- (9) Other

(4) Description of the activity and what was achieved. For collaborative activities, provide detail on your individual contribution.

TelstraSuper regularly engages with investee companies on remuneration. This is done either directly or in collaboration with ACSI.

In January 2023, the Australian Prudential Regulatory Authority (APRA) introduced a Prudential Standard on remuneration arrangements for the financial institutions it regulates (CPS 511), which includes ASX-listed banks and insurers. Two key requirements of are that remuneration frameworks incorporate:

- 1) Non-financial measures when determining variable remuneration; and
- 2) Deferral of remuneration, including that at least 60% of a CEO's total variable remuneration be deferred over a minimum period of six years.

TelstraSuper believes that the remuneration of directors and executives should be designed to provide long-term alignment with securityholder interests. We expect variable remuneration performance hurdles to be demanding and relevant, incorporate a sound balance of financial and non-financial metrics, and be genuinely 'at risk' and represent a true incentive for performance above the executive's core duties. We believe that many elements of CPS511 reinforce our preferred remuneration framework structure.

During 2023 TelstraSuper engaged with several banks and insurers including National Australia Bank, Westpac, Suncorp and IAG to discuss the changes they are proposing to their remuneration frameworks in response to CPS511. Where relevant, we provided our feedback on proposed changes and stated our preference for performance metrics to be relevant, measurable and demanding and that deferred remuneration be subject to performance testing prior to vesting

(E) Example 5:

Title of stewardship activity:

Modern Slavery Engagement

- (1) Led by
 - (1) Internally led
 - (2) External service provider led
 - (3) Led by an external investment manager, real assets third-party operator and/or external property manager
- (2) Primary focus of stewardship activity
 - (1) Environmental factors
 - (2) Social factors
 - (3) Governance factors
- (3) Asset class(es)
 - (1) Listed equity
 - (2) Fixed income
 - (3) Private equity
 - (4) Real estate
 - (5) Infrastructure
 - (6) Hedge funds
 - (7) Forestry
 - (8) Farmland
 - (9) Other
- (4) Description of the activity and what was achieved. For collaborative activities, provide detail on your individual contribution.

Over the past twelve months, TelstraSuper undertook collaborative engagement with several companies to understand how they identify, manage and report the risk of modern slavery in their own operations and supply chains. These companies included BHP Group, Wesfarmers, JBHi-Fi, Endeavour Group, QBE, Bapcor and Fortescue Metals Group.

In June 2023, TelstraSuper attended the Australian Government’s Modern Slavery Conference, which was convened by the Commonwealth Attorney-General’s Department. The theme of the conference was ‘Taking Action Together,’ reflecting the importance of collaboration between business, government, and civil society to address modern slavery.

For investors such as TelstraSuper, the conference highlighted the importance of active investor engagement to improve business practices. This includes encouraging enterprises we invest in to push for greater transparency across the supply chain to identify and combat modern slavery.

The conference also highlighted the increasing role of technology in helping businesses detect and combat modern slavery. Case studies highlighted how a number of companies that TelstraSuper invests in are using technology and working collaboratively with businesses in offshore supply chains to identify and mitigate potential instances of modern slavery.

CLIMATE CHANGE

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 41	CORE	N/A	PGS 41.1	PUBLIC	Climate change	General

Has your organisation identified climate-related risks and opportunities affecting your investments?

(A) Yes, within our standard planning horizon

Specify the risks and opportunities identified and your relevant standard planning horizon:

Risks: Physical risk of existing unlisted assets, transition risk of listed equities exposed to transition risk, impact of changing policy on high emitting listed corporations in the energy and materials sectors.

Opportunities: investment in carbon credit markets, renewable energy infrastructure and carbon aware benchmarks. Quantitative investment reflecting corporate climate planning awareness.

(B) Yes, beyond our standard planning horizon

Specify the risks and opportunities identified and your relevant standard planning horizon:

Risks: Likely return impacts on member assets through until 2060 using scenario analysis, Stranded asset risk in infrastructure and property from changes to climate.

Opportunities: Potential to incorporate climate awareness in strategic asset allocation process.

(C) No, we have not identified climate-related risks and/or opportunities affecting our investments

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 41.1	CORE	PGS 41	N/A	PUBLIC	Climate change	General

Does your organisation integrate climate-related risks and opportunities affecting your investments in its overall investment strategy, financial planning and (if relevant) products?

☉ (A) Yes, our overall investment strategy, financial planning and (if relevant) products integrate climate-related risks and opportunities

Describe how climate-related risks and opportunities have affected or are expected to affect your investment strategy, financial planning and (if relevant) products:

Refer to the Funds Climate Change Action Plan and Climate Change Reports available at:
<https://www.telstrasuper.com.au/-/media/telstrasuper/files/downloads/climate-change-action-plan-march-2021.ashx?rev=ad37ea18ccf7439896c3d466f7b24915>
<https://www.telstrasuper.com.au/-/media/telstrasuper/files/downloads/climate-change-report-2022.ashx?rev=7d49f70f0cbf43c5a318117ea5b48622>
<https://www.telstrasuper.com.au/-/media/telstrasuper/files/downloads/climate-change-report-2021.ashx?rev=ab19d2c414a64e44ba75f6d02d81f5da>

Also refer: <https://www.telstrasuper.com.au/investments/sustainable-investment/climate-change-action-plan> for a general description

○ (B) No, our organisation has not yet integrated climate-related risks and opportunities into its investment strategy, financial planning and (if relevant) products

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 42	PLUS	N/A	N/A	PUBLIC	Climate change	General

Which sectors are covered by your organisation’s strategy addressing high-emitting sectors?

(A) Coal

Describe your strategy:

Divest from pure play / prime focus thermal coal producers where >50% of earnings are derived from the production of thermal coal

(B) Gas

Describe your strategy:

Active engagement with material gas producers such as Woodside Energy and Santos to understand Climate Transition Planning and investment in new technologies. Active engagement includes active voting on director elections and voting on climate transition planning.

- (C) Oil
- (D) Utilities
- (E) Cement
- (F) Steel
- (G) Aviation
- (H) Heavy duty road

Describe your strategy:

Active engagement with transport companies, in particular Aurizon rail to understand how the organisation will transition away from the transport of thermal coal as it currently represents >45% of earnings.

- (I) Light duty road
- (J) Shipping
- (K) Aluminium
- (L) Agriculture, forestry, fishery
- (M) Chemicals
- (N) Construction and buildings
- (O) Textile and leather
- (P) Water
- (Q) Other
- (R) We do not have a strategy addressing high-emitting sectors

Provide a link(s) to your strategy(ies), if available

<https://www.telstrasuper.com.au/investments/sustainable-investment/climate-change-action-plan>

<https://www.telstrasuper.com.au/investments/sustainable-investment/climate-change-action-plan>

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 43	CORE	N/A	N/A	PUBLIC	Climate change	General

Has your organisation assessed the resilience of its investment strategy in different climate scenarios, including one in which the average temperature rise is held to below 2 degrees Celsius (preferably to 1.5 degrees Celsius) above pre-industrial levels?

- (A) Yes, using the Inevitable Policy Response Forecast Policy Scenario (FPS) or Required Policy Scenario (RPS)
- (B) Yes, using the One Earth Climate Model scenario
- (C) Yes, using the International Energy Agency (IEA) Net Zero scenario
- (D) Yes, using other scenarios
- (E) No, we have not assessed the resilience of our investment strategy in different climate scenarios, including one that holds temperature rise to below 2 degrees

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 44	CORE	N/A	N/A	PUBLIC	Climate change	General

Does your organisation have a process to identify, assess, and manage the climate-related risks (potentially) affecting your investments?

- (A) Yes, we have a process to identify and assess climate-related risks
 - (1) Describe your process

TelstraSuper's Climate Change Action Plan (CCAP) outlines the steps TelstraSuper is taking to identify, assess and manage climate risks. The CCAP has 3 key goals:

1. Achieve Net Zero Greenhouse Gas Emissions by 2050, aiming for a 45% reduction by 2030.
2. Proactively invest in opportunities that are expected to be net beneficiaries of the transition to a net-zero emissions world.
3. Build portfolio resilience to the physical impacts of climate change across asset classes.

The plan incorporates a five-pillar framework that guides TelstraSuper's approach. These pillars are:

1. governance and behaviour,
2. portfolio construction,
3. mandate design and manager selection,
4. engagement and stewardship and
5. disclosure.

The actions identified in the plan form the process by which climate-related risks are identified, assessed and managed. There is therefore crossover and interdependence between the response to part (A) and part (B) of Indicator PGS 44.

The plan and our Climate Reports are published here: <https://www.telstrasuper.com.au/investments/sustainable-investment/climate-change-action-plan>

With respect to identifying and assessing climate related risks, the process incorporates

Investment Portfolio

1. The Head of Sustainable Investing in conjunction with asset class heads are responsible for identifying portfolio risks and new opportunities that arise from climate change and reporting on these regularly to the investment committee and where necessary the board.
2. Undertake climate change scenario analysis annually including a net zero emissions scenario. This is undertaken at a portfolio level as part of strategic asset allocation. Approach and assumptions are reviewed periodically.
3. Review potential portfolio construction initiatives to manage climate risk exposures. This is undertaken annually
4. Invest in low carbon opportunities or other opportunities that are expected to benefit from a transition away from fossil fuels
5. Review passive benchmarks to reduce greenhouse gas emissions in international listed equity holdings.
6. Analyse physical impact risks for the portfolio and assess transition risks and plans. This is done in conjunction with our external investment managers.

We have identified climate-related risks and opportunities within our investment time horizon. These include:

1. Credit risk within fixed income, asset write downs and value destruction within equities, asset write downs within infrastructure and property due to stranded asset risk and transition / abatement requirements
2. Specific sectors that are at risk of being stranded, in particular pure play thermal coal and oil. Oil and energy pipelines that cannot be transitioned to alternative use.
3. Assets with exposure to direct physical climate risk. Infrastructure and property located in areas prone to natural disaster. Property exposed to inundation given rising sea and river levels
4. Assets with exposure to indirect physical climate risk, for example equity investments in property & casualty insurance companies and financiers that have large exposure to climate impacted property.
5. Sectors and or assets that may benefit under a range of climate scenarios, including renewable energy infrastructure and carbon credits
6. Sectors that contribute significantly to achieving climate goals, including mining of critical minerals and technology that supports recycling.

Investment management mandate design and manager selection

1. Updated guidelines for external mandates to incorporate climate change expectations.
2. Emissions profile of internally managed portfolios are measured and monitored. regularly
3. External asset manager selection criteria incorporates the CCAP climate goals
4. External asset manager review criteria incorporates expectations with respect to the CCAP climate goals
5. Regular reporting from and engagement with external asset managers on their commitment to our objectives and to understand and assess climate risks within portfolios management by them across all asset classes

Engagement and stewardship

TelstraSuper has developed an engagement and stewardship strategy that incorporates multiple facets including:

1. Encouraging our assets managers to incorporate a net zero emissions by 2050 goal when considering portfolio management decisions;
2. Engaging with the highest risk companies in our investment portfolios directly and in collaboration with ACSI and Climate Action 100+;
3. Participating in public policy advocacy via collaboration through our membership of groups including the IGCC, ACSI and the PRI; and
4. Establishing clear expectations for proxy voting on climate related resolutions.

Reporting

1. Disclose in alignment with TCFD recommendations across all asset classes
2. TelstraSuper supports the Investor Agenda and IGCC. Our CCAP was a global case study in 2022.
3. Incorporate our climate change actions and outcomes into member communication and engagement.

(2) Describe how this process is integrated into your overall risk management

TelstraSuper's Board and Investment Committee have strong oversight of the CCAP, receiving regular reporting on implementation and portfolio risk assessments.

Key Governance and risk management actions include:

1. Investment Committee oversight and Board approval of the Climate Plan, with annual review. The implementation of the plan and target setting and achievement are monitored and revised annually.
2. Climate change has been incorporated into investment philosophy and the funds purpose. . All investment and climate change policies and purpose statements have been updated to reflect the CCAP..
3. The Head of Sustainable Investing in conjunction with asset class heads are responsible for identifying portfolio risks and new opportunities that arise from climate change and reporting on these regularly to the investment committee and where necessary the board
4. Climate risks are incorporated into traditional risks, with investment analysis incorporating material climate risk assessment
5. Executive and management remuneration is inked to the implementation of the climate change action plan.
6. Climate risk is included as a standalone risk in the Fund's Risk Appetite Statement and Risk Management Framework
7. Bolstering resources to implement the Plan
9. Developing and delivering climate change education for the Board, Investment committee and investment teams
10. Adopting and implementing net zero operational emissions for TelstraSuper's own activities
11. Periodic surveys are undertaken of fund members on concerns in relation to climate change and other sustainability factors
12. Management reports to the Investment Committee and to members on climate related risks and opportunities via the six monthly Sustainable Investment Bulletin and annual Climate Report.
13. TelstraSuper publicly discloses its approach to measuring and managing climate risks and discloses key metrics and targets that it has set. In March 2021 TelstraSuper published its Board approved CCAP. TelstraSuper provided an update on implementing the CCAP in the June 2021 edition of its Sustainable Investment Bulletin. A further update was provided in the December 2021 bulletin. TelstraSuper's inaugural TCFD aligned climate report was published in May 2022 and its second Climate report was published in April 2023.
14. In demonstrating commitment to achieving our CCAP goals, TelstraSuper is a signatory of the UNPRI, IGCC and ClimateAction 100+.

TelstraSuper's CCAP outlines twelve investment focused actions across portfolio construction, mandate design, asset manager selection and governance to achieve the three core goals of the plan. The CCAP has established near and medium-term emission reduction goals for the investment portfolio

Key achievements to date include:

1. A public commitment to net zero by 2050 with a 45% reduction by 2030.
2. Reducing the absolute emissions intensity of the combined Australian and international listed equities, listed infrastructure and listed property portfolios by 23% from 1 October 2020 to 30 June 2022. These portfolios represent circa 55% of total member assets. This resulted from portfolio construction decisions on asset manager investment style and focus.
3. Divestment and exclusion of prime focus thermal coal producers in June 2021. This resulted in 21 companies listed on the ASX and 83 global listed companies being no longer eligible for investment.
4. TelstraSuper has committed to investing \$250m in low carbon opportunities by 2025. To date we have invested around \$150m in renewable energy infrastructure and climate change related assets such as carbon credits.
5. Undertaking a portfolio level climate scenario impact analysis incorporating current path (4°C), sustained action (<2°C) and net zero by 2050 and 2060 (1.5°C) scenarios.
6. Completing physical risk assessment and transition risk profiling for the majority of our unlisted infrastructure assets.

TelstraSuper publicly discloses its approach to measuring and managing climate risks and discloses key metrics and targets that it has set. In March 2021 TelstraSuper published its Board approved CCAP. TelstraSuper provided an update on implementing the CCAP in the June 2021 edition of its Sustainable Investment Bulletin. A further update was provided in the December 2021 bulletin. TelstraSuper's inaugural TCFD aligned climate report was published in May 2022 and its second Climate report was published in April 2023.

As highlighted in part 1) above, TelstraSuper has in place risk management practices for external investment manager selection and review, engagement and stewardship activities and reporting.

(B) Yes, we have a process to manage climate-related risks

(1) Describe your process

As outlined in Part (A) above, TelstraSuper's Climate Change Action Plan (CCAP) outlines how we manage climate-related risks. The process incorporates actions we are taking around governance, portfolio construction, mandate design and manager selection, engagement and stewardship and disclosure.

Key climate-related risk management actions are stated below

Investment Portfolio

1. Undertake climate change scenario analysis annually including a net zero emissions scenario. This is undertaken at a portfolio level as part of strategic asset allocation. Approach and assumptions are reviewed periodically.
2. Review potential portfolio construction initiatives to manage climate risk exposures. This is undertaken annually
3. Invest in low carbon opportunities or other opportunities that are expected to benefit from a transition away from fossil fuels
4. Review passive benchmarks to reduce greenhouse gas emissions in international listed equity holdings.
5. Analyse physical impact risks for the portfolio and assess transition risks and plans. This is done in conjunction with our external investment managers.
6. Identifying how different asset classes, sectors, industries and companies will be affected and positioning the portfolio to invest for the future.
7. Utilising scenario analysis to monitor and mitigate climate risks
8. We analyse TCFD reporting of ASX listed companies within the internal Australian equities mandates to assess progress on climate target setting and reporting

Mandate design and manager selection

1. Updated guidelines for external mandates to incorporate climate change expectations.
2. Emissions profile of internally managed portfolios are measured and monitored. regularly
3. External asset manager selection criteria incorporates the CCAP climate goals
4. External asset manager review criteria incorporates expectations with respect to the CCAP climate goals
5. Regular engagement with external asset managers on their commitment to our objectives and to understand and assess climate risks within portfolios management by them across all asset classes. Manager appointment is reviewed if there is not alignment between the manager and TelstraSuper.

Corporate Engagement and Stewardship

TelstraSuper has developed an engagement and stewardship strategy that incorporates multiple facets including:

1. Encouraging our assets managers to incorporate a net zero emissions by 2050 goal when considering portfolio management decisions;
2. Engaging with the highest risk companies in our investment portfolios directly and in collaboration with ACSI and Climate Action 100+;
3. Participating in public policy advocacy via collaboration through our membership of groups including the IGCC, ACSI and the PRI; and
4. Establishing clear expectations for proxy voting on climate related resolutions.
5. Actively voting on climate change strategy resolutions and escalating our focus on director accountability where appropriate.

(2) Describe how this process is integrated into your overall risk management

As detailed in Part A above, TelstraSuper's Board and Investment Committee have strong oversight of the CCAP, receiving regular reporting on implementation, portfolio risk assessments and actions taken to manage climate risk.

Key Governance and risk management actions include:

1. Investment Committee oversight and Board approval of the Climate Plan, with annual review. The implementation of the plan and target setting and achievement are monitored and revised annually.
2. Climate change has been incorporated into investment beliefs and the funds purpose. . All investment and climate change policies and purpose statements have been updated to reflect the CCAP.
3. The Head of Sustainable Investing in conjunction with asset class heads are responsible for identifying portfolio risks and new opportunities that arise from climate change and reporting on these regularly to the investment committee and where necessary the board
4. Climate risks are incorporated into traditional risks, with investment analysis incorporating material climate risk assessment
5. Executive and management remuneration is inked to the implementation of the climate change action plan.
6. Climate risk is included as a standalone risk in the Fund's Risk Appetite Statement and Risk Management Framework
7. Bolstering resources to implement the Plan
9. Developing and delivering climate change education for the Board, Investment committee and investment teams
10. Adopting and implementing net zero operational emissions for TelstraSuper's own activities
11. Periodic surveys are undertaken of fund members on concerns in relation to climate change and other sustainability factors
12. Management reports to the Investment Committee and to members on climate related risks and opportunities via the six monthly Sustainable Investment Bulletin and annual Climate Report.
13. TelstraSuper publicly discloses its approach to measuring and managing climate risks and discloses key metrics and targets that it has set. In March 2021 TelstraSuper published its Board approved CCAP. TelstraSuper provided an update on implementing the CCAP in the June 2021 edition of its Sustainable Investment Bulletin. A further update was provided in the December 2021 bulletin. TelstraSuper's inaugural TCFD aligned climate report was published in May 2022 and its second Climate report was published in April 2023.
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TelstraSuper's CCAP outlines twelve investment focused actions across portfolio construction, mandate design, asset manager selection and governance to achieve the three core goals of the plan. The CCAP has established near and medium-term emission reduction goals for the investment portfolio

Key achievements to date include:

1. A public commitment to net zero by 2050 with a 45% reduction by 2030.
2. Reducing the absolute emissions intensity of the combined Australian and international listed equities, listed infrastructure and listed property portfolios by 23% from 1 October 2020 to 30 June 2022. These portfolios represent circa 55% of total member assets. This resulted from portfolio construction decisions on asset manager investment style and focus.
3. Divestment and exclusion of prime focus thermal coal producers in June 2021. This resulted in 21 companies listed on the ASX and 83 global listed companies being no longer eligible for investment.
4. TelstraSuper has committed to investing \$250m in low carbon opportunities by 2025. To date we have invested around \$150m in renewable energy infrastructure and climate change related assets such as carbon credits.
5. Undertaking a portfolio level climate scenario impact analysis incorporating current path (4°C), sustained action (<2°C) and net zero by 2050 (1.5°C) scenarios.
6. Completing physical risk assessment and transition risk profiling for the majority of our unlisted infrastructure assets.

TelstraSuper publicly discloses its approach to measuring and managing climate risks and discloses key metrics and targets that it has set. In March 2021 TelstraSuper published its Board approved CCAP. TelstraSuper provided an update on implementing the CCAP in the June 2021 edition of its Sustainable Investment Bulletin. A further update was provided in the December 2021 bulletin. TelstraSuper's inaugural TCFD aligned climate report was published in May 2022 and its second Climate report was published in April 2023.

As highlighted in part 1) above, TelstraSuper has in place risk management practices for external investment manager selection and review, engagement and stewardship activities and reporting.

- o (C) No, we do not have any processes to identify, assess, or manage the climate-related risks affecting our investments

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 45	CORE	N/A	N/A	PUBLIC	Climate change	General

During the reporting year, which of the following climate risk metrics or variables affecting your investments did your organisation use and disclose?

(A) Exposure to physical risk

(1) Indicate whether this metric or variable was used and disclosed, including the methodology

- o (1) Metric or variable used
- o (2) Metric or variable used and disclosed

(3) Metric or variable used and disclosed, including methodology

(2) Provide link to the disclosed metric or variable, including the methodology followed, as applicable

<https://www.telstrasuper.com.au/-/media/telstrasuper/files/downloads/climate-change-report-2022.ashx?rev=7d49f70f0cbf43c5a318117ea5b48622>

(B) Exposure to transition risk

(C) Internal carbon price

(D) Total carbon emissions

(1) Indicate whether this metric or variable was used and disclosed, including the methodology

- o (1) Metric or variable used
- o (2) Metric or variable used and disclosed

(3) Metric or variable used and disclosed, including methodology

(2) Provide link to the disclosed metric or variable, including the methodology followed, as applicable

<https://www.telstrasuper.com.au/-/media/telstrasuper/files/downloads/climate-change-report-2022.ashx?rev=7d49f70f0cbf43c5a318117ea5b48622>

(E) Weighted average carbon intensity

(1) Indicate whether this metric or variable was used and disclosed, including the methodology

- (1) Metric or variable used
- (2) Metric or variable used and disclosed

(3) Metric or variable used and disclosed, including methodology

(2) Provide link to the disclosed metric or variable, including the methodology followed, as applicable

<https://www.telstrasuper.com.au/-/media/telstrasuper/files/downloads/climate-change-report-2022.ashx?rev=7d49f70f0cbf43c5a318117ea5b48622>

(F) Avoided emissions

(G) Implied Temperature Rise (ITR)

(H) Non-ITR measure of portfolio alignment with UNFCCC Paris Agreement goals

(I) Proportion of assets or other business activities aligned with climate-related opportunities

(1) Indicate whether this metric or variable was used and disclosed, including the methodology

- (1) Metric or variable used
- (2) Metric or variable used and disclosed**
- (3) Metric or variable used and disclosed, including methodology

(2) Provide link to the disclosed metric or variable, including the methodology followed, as applicable

<https://www.telstrasuper.com.au/-/media/telstrasuper/files/downloads/climate-change-report-2022.ashx?rev=7d49f70f0cbf43c5a318117ea5b48622>

(J) Other metrics or variables

Specify:

In addition to total carbon emissions we have disclosed carbon footprint / financed emissions.

(1) Indicate whether this metric or variable was used and disclosed, including the methodology

- (1) Metric or variable used
- (2) Metric or variable used and disclosed

(3) Metric or variable used and disclosed, including methodology

(2) Provide link to the disclosed metric or variable, including the methodology followed, as applicable

<https://www.telstrasuper.com.au/-/media/telstrasuper/files/downloads/climate-change-report-2022.ashx?rev=7d49f70f0cbf43c5a318117ea5b48622>

(K) Our organisation did not use or disclose any climate risk metrics or variables affecting our investments during the reporting year

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 46	CORE	N/A	N/A	PUBLIC	Climate change	General

During the reporting year, did your organisation disclose its Scope 1, Scope 2, and/or Scope 3 greenhouse gas emissions?

(A) Scope 1 emissions

- (1) Indicate whether this metric was disclosed, including the methodology
 - (1) Metric disclosed
 - (2) Metric and methodology disclosed
- (2) Provide links to the disclosed metric and methodology, as applicable

<https://www.telstrasuper.com.au/investments/sustainable-investment/climate-change-action-plan>
<https://www.telstrasuper.com.au/-/media/telstrasuper/files/downloads/climate-change-report-2022.ashx?rev=493a2ec3f28f45e4af1875b9528baf51>

(B) Scope 2 emissions

- (1) Indicate whether this metric was disclosed, including the methodology
 - (1) Metric disclosed
 - (2) Metric and methodology disclosed
- (2) Provide links to the disclosed metric and methodology, as applicable

<https://www.telstrasuper.com.au/investments/sustainable-investment/climate-change-action-plan>
<https://www.telstrasuper.com.au/-/media/telstrasuper/files/downloads/climate-change-report-2022.ashx?rev=493a2ec3f28f45e4af1875b9528baf51>

(C) Scope 3 emissions (including financed emissions)

- (D) Our organisation did not disclose its Scope 1, Scope 2, or Scope 3 greenhouse gas emissions during the reporting year

SUSTAINABILITY OUTCOMES

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 47	CORE	N/A	Multiple indicators	PUBLIC	Sustainability outcomes	1, 2

Has your organisation identified the intended and unintended sustainability outcomes connected to its investment activities?

- (A) Yes, we have identified one or more specific sustainability outcomes connected to our investment activities
- (B) No, we have not yet identified the sustainability outcomes connected to any of our investment activities

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 47.1	CORE	PGS 47	N/A	PUBLIC	Sustainability outcomes	1, 2

Which widely recognised frameworks has your organisation used to identify the intended and unintended sustainability outcomes connected to its investment activities?

- (A) The UN Sustainable Development Goals (SDGs) and targets
- (B) The UNFCCC Paris Agreement
- (C) The UN Guiding Principles on Business and Human Rights (UNGPs)
- (D) OECD frameworks: OECD Guidelines for Multinational Enterprises and Guidance on Responsible Business Conduct for Institutional Investors
- (E) The EU Taxonomy
- (F) Other relevant taxonomies
- (G) The International Bill of Human Rights
- (H) The International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the eight core conventions
- (I) The Convention on Biological Diversity
- (J) Other international framework(s)
- (K) Other regional framework(s)
- (L) Other sectoral/issue-specific framework(s)
- (M) Our organisation did not use any widely recognised frameworks to identify the intended and unintended sustainability outcomes connected to its investment activities

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 47.2	CORE	PGS 47	PGS 48	PUBLIC	Sustainability outcomes	1, 2

What are the primary methods that your organisation has used to determine the most important intended and unintended sustainability outcomes connected to its investment activities?

- (A) Identify sustainability outcomes that are closely linked to our core investment activities
- (B) Consult with key clients and/or beneficiaries to align with their priorities
- (C) Assess which actual or potential negative outcomes for people are most severe based on their scale, scope, and irremediable character
- (D) Identify sustainability outcomes that are closely linked to systematic sustainability issues
- (E) Analyse the input from different stakeholders (e.g. affected communities, civil society, trade unions or similar)
- (F) Understand the geographical relevance of specific sustainability outcome objectives
- (G) Other method
- (H) We have not yet determined the most important sustainability outcomes connected to our investment activities

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 48	CORE	PGS 47.2	PGS 48.1, SO 1	PUBLIC	Sustainability outcomes	1, 2

Has your organisation taken action on any specific sustainability outcomes connected to its investment activities, including to prevent and mitigate actual and potential negative outcomes?

- (A) Yes, we have taken action on some of the specific sustainability outcomes connected to our investment activities
- (B) No, we have not yet taken action on any specific sustainability outcomes connected to our investment activities

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 48.1	PLUS	PGS 48	N/A	PUBLIC	Sustainability outcomes	1, 2

Why has your organisation taken action on specific sustainability outcomes connected to its investment activities?

- (A) We believe that taking action on sustainability outcomes is relevant to our financial risks and returns over both short- and long-term horizons
- (B) We believe that taking action on sustainability outcomes, although not yet relevant to our financial risks and returns, will become so over a long-time horizon
- (C) We have been requested to do so by our clients and/or beneficiaries
- (D) We want to prepare for and respond to legal and regulatory developments that are increasingly addressing sustainability outcomes
- (E) We want to protect our reputation, particularly in the event of negative sustainability outcomes connected to investments
- (F) We want to enhance our social licence-to-operate (i.e. the trust of beneficiaries, clients, and other stakeholders)
- (G) We believe that taking action on sustainability outcomes in parallel to financial return goals has merit in its own right
- (H) Other

HUMAN RIGHTS

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 49	PLUS	PGS 47	PGS 49.1	PUBLIC	Human rights	1, 2

During the reporting year, what steps did your organisation take to identify and take action on the actual and potentially negative outcomes for people connected to your investment activities?

- (A) We assessed the human rights context of our potential and/or existing investments and projected how this could connect our organisation to negative human rights outcomes

Explain how these activities were conducted:

When undertaking due diligence on a potential infrastructure investment we sought to identify the potential social impact of the proposed project. The project had the potential to disturb indigenous artefacts heightening the social impact and reputational risks involved. We did not proceed with the investment.

- (B) We assessed whether individuals at risk or already affected might be at heightened risk of harm
- (C) We consulted with individuals and groups who were at risk or already affected, their representatives and/or other relevant stakeholders such as human rights experts

Explain how these activities were conducted:

A part of our collaborative engagement with Origin energy on the scheduled closure of the Eraring power station in NSW and the planning for a just transition, we engaged with local employer representative groups to understand what work had been done to aid the local workers to transition. This then informed further collaborative engagement with Origin.

- (D) We took other steps to assess and manage the actual and potentially negative outcomes for people connected to our investment activities
- (E) We did not identify and take action on the actual and potentially negative outcomes for people connected to any of our investment activities during the reporting year

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 49.1	PLUS	PGS 49	N/A	PUBLIC	Human rights	1, 2

During the reporting year, which stakeholder groups did your organisation include when identifying and taking action on the actual and potentially negative outcomes for people connected to your investment activities?

(A) Workers

Sector(s) for which each stakeholder group was included

- (1) Energy
- (2) Materials
- (3) Industrials
- (4) Consumer discretionary
- (5) Consumer staples
- (6) Healthcare
- (7) Finance
- (8) Information technology
- (9) Communication services
- (10) Utilities
- (11) Real estate

(B) Communities

Sector(s) for which each stakeholder group was included

- (1) Energy
- (2) Materials
- (3) Industrials
- (4) Consumer discretionary
- (5) Consumer staples
- (6) Healthcare
- (7) Finance
- (8) Information technology
- (9) Communication services
- (10) Utilities
- (11) Real estate

(C) Customers and end-users

(D) Other stakeholder groups

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 49.2	PLUS	PGS 47	N/A	PUBLIC	Human rights	1, 2

During the reporting year, what information sources did your organisation use to identify the actual and potentially negative outcomes for people connected to its investment activities?

(A) Corporate disclosures

Provide further detail on how your organisation used these information sources:

Corporate sustainability and impact reports were used to identify what initiatives companies had undertaken in the areas of: worker safety, customer safety, cultural heritage impact and community social outcomes. This information was analysed and used to inform engagement with corporations.

(B) Media reports

Provide further detail on how your organisation used these information sources:

Media reports on investee company activities are monitored. Of particular interest are activities that impact worker safety and health, customer safety and impacts, cultural heritage impact and community social outcomes. This information can be used to inform engagement with corporations.

(C) Reports and other information from NGOs and human rights institutions

Provide further detail on how your organisation used these information sources:

Research undertaken by NGOs is used to engage corporates where appropriate on impacts.

(D) Country reports, for example, by multilateral institutions, e.g. OECD, World Bank

(E) Data provider scores or benchmarks

(F) Human rights violation alerts

(G) Sell-side research

Provide further detail on how your organisation used these information sources:

Broker research on the impact of corporate activity on workers, customers and the community is used to inform engagement with investee corporations where appropriate.

(H) Investor networks or other investors

Provide further detail on how your organisation used these information sources:

Research undertaken by investor groups such as Climate Action 100+, ACSI and the IGCC is used to engage corporates where appropriate on impacts.

(I) Information provided directly by affected stakeholders or their representatives

Provide further detail on how your organisation used these information sources:

Research undertaken by worker representatives such as unions is used to engage corporates where appropriate on impacts to workers.

(J) Social media analysis

(K) Other

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
PGS 50	PLUS	PGS 47	N/A	PUBLIC	Human rights	1, 2

During the reporting year, did your organisation, directly or through influence over investees, enable access to remedy for people affected by negative human rights outcomes connected to your investment activities?

(A) Yes, we enabled access to remedy directly for people affected by negative human rights outcomes we caused or contributed to through our investment activities

(B) Yes, we used our influence to ensure that our investees provided access to remedies for people affected by negative human rights outcomes we were linked to through our investment activities

Describe:

Through collaborative engagement with companies in the energy and materials sectors, we part influenced organisations to improve the disclosure of just transition plans for workers and local communities affected by transitioning or closing operations.

(C) No, we did not enable access to remedy directly, or through the use of influence over investees, for people affected by negative human rights outcomes connected to our investment activities during the reporting year

MANAGER SELECTION, APPOINTMENT AND MONITORING (SAM)

OVERALL APPROACH

EXTERNAL INVESTMENT MANAGERS

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SAM 1	CORE	OO 21	N/A	PUBLIC	External investment managers	4

For the majority of your externally managed AUM in each asset class, which responsible investment aspects does your organisation consider important in the assessment of external investment managers?

	(1) Listed equity (active)	(2) Listed equity (passive)	(3) Fixed income (active)	(5) Private equity	(6) Real estate	(7) Infrastructure
Organisation						
(A) Commitment to and experience in responsible investment	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(B) Responsible investment policy(ies)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(C) Governance structure and senior-level oversight and accountability	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
People and Culture						

(D) Adequate resourcing and incentives	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(E) Staff competencies and experience in responsible investment	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Investment Process						
(F) Incorporation of material ESG factors in the investment process	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(G) Incorporation of risks connected to systematic sustainability issues in the investment process	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(H) Incorporation of material ESG factors and ESG risks connected to systematic sustainability issues in portfolio risk assessment	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Stewardship						
(I) Policy(ies) or guidelines on stewardship	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(J) Policy(ies) or guidelines on (proxy) voting	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(K) Use of stewardship tools and activities	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(L) Incorporation of risks connected to systematic sustainability issues in stewardship practices	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(M) Involvement in collaborative engagement and stewardship initiatives	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(N) Engagement with policy makers and other non-investee stakeholders	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

(O) Results of stewardship activities

Performance and Reporting

(P) ESG disclosure in regular client reporting

(Q) Inclusion of ESG factors in contractual agreements

(R) We do not consider any of the above responsible investment aspects important in the assessment of external investment managers

SERVICE PROVIDERS

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SAM 2	CORE	OO 21	N/A	PUBLIC	Service providers	4

Which responsible investment aspects does your organisation consider important when assessing all service providers that advise you in the selection, appointment and/or monitoring of external investment managers?

- (A) Incorporation of their responsible investment policy into advisory services
- (B) Ability to accommodate our responsible investment policy
- (C) Level of staff's responsible investment expertise
- (D) Use of data and analytical tools to assess the external investment manager's responsible investment performance
- (E) Other
- (F) We do not consider any of the above responsible investment aspects important when assessing service providers that advise us in the selection, appointment and/or monitoring of external investment managers
- (G) Not applicable; we do not engage service providers in the selection, appointment or monitoring of external investment managers

POOLED FUNDS

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SAM 3	PLUS	OO 5.2, OO 21	N/A	PUBLIC	Pooled funds	4

If you invest in pooled funds, describe how you incorporate responsible investment aspects into the selection, appointment and/or monitoring of external investment managers.

Provide example(s) below

(A) Selection	<p>When selecting pooled investments TelstraSuper considers how the manager integrates environmental, social, and governance (ESG) factors in its investment process . We utilise Due Diligence questionnaires that are obtained from the PRI or ILPA depending on the asset class. We consider:</p> <ul style="list-style-type: none"> i) a manager's responsible investment policy ii) how the policy is applied in the investment process seeking evidence of same iii) the resources committed to responsible investment, iv) reports that are published by the manager on ESG matters for the assets owned, v) evidence of active ownership practices and any collaborative investor participation vi) the profile of existing and previous assets acquired by the manager and assess whether they are consistent with our ESG risk appetite and can incorporate our exclusions vii) how modern slavery is considered, in their own operations and those of the investee assets viii) climate and other impact assessments. <p>Following a desktop review, we meet with the investment manager's team to discuss our review and determine whether culture is aligned.</p>
(B) Appointment	<p>Once a pooled investment vehicle has been selected, we may seek opt-out provisions in a side-letter to enable TelstraSuper to not participate in investments that aren't considered to be consistent with our Sustainable Investment Policy. For example, for an infrastructure manager appointment, we requested asset opt out options to enable us to not participate in deals that provide exposure to extremely high carbon intensive assets. We also seek regular reporting on ESG factors for the pooled funds.</p>
(C) Monitoring	<p>Key steps in monitoring manager responsible investment practices include:</p> <ol style="list-style-type: none"> 1. regular reports from the manager on responsible investment matters 2. Data collection from the manager on matters such as carbon footprinting, for example, we collect ESG data (Data Convergence) from our Private Equity managers quarterly. This includes, diversity data, climate data and safety data. 3. Periodic meetings with the manager to discuss sustainable investment matters

SELECTION

RESPONSIBLE INVESTMENT PRACTICES

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SAM 4	CORE	OO 12, OO 21	SAM 5, SAM 6, SAM 7	PUBLIC	Responsible investment practices	General

During the reporting year, did your organisation select new external investment managers or allocate new mandates to existing investment managers?

- (A) Yes, we selected external investment managers or allocated new mandates to existing investment managers during the reporting year
 - (B) No, we did not select new external investment managers or allocate new mandates to existing investment managers during the reporting year
 - (C) Not applicable; our organisation is in a captive relationship with external investment managers, which applies to 90% or more of our AUM

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SAM 5	CORE	SAM 4	N/A	PUBLIC	Responsible investment practices	4

During the reporting year, what responsible investment aspects did your organisation, or the service provider acting on your behalf, review and evaluate when selecting new external investment managers or allocating new mandates to existing investment managers?

Organisation

(A) Commitment to and experience in responsible investment (e.g. commitment to responsible investment principles and standards)

Select from dropdown list

- (1) for all of our mandates
 - (2) for a majority of our mandates
 - (3) for a minority of our mandates

(B) Responsible investment policy(ies) (e.g. the alignment of their responsible investment policy with the investment mandate)

Select from dropdown list

- (1) for all of our mandates
 - (2) for a majority of our mandates
 - (3) for a minority of our mandates

(C) Governance structure and senior-level oversight and accountability (e.g. the adequacy of their governance structure and reported conflicts of interest)

Select from dropdown list

- (1) for all of our mandates
- (2) for a majority of our mandates
- (3) for a minority of our mandates

People and Culture

(D) Adequate resourcing and incentives (e.g. their team structures, operating model and remuneration structure, including alignment of interests)

Select from dropdown list

- (1) for all of our mandates
- (2) for a majority of our mandates
- (3) for a minority of our mandates

(E) Staff competencies and experience in responsible investment (e.g. level of responsible investment responsibilities in their investment team, their responsible investment training and capacity building)

Select from dropdown list

- (1) for all of our mandates
- (2) for a majority of our mandates
- (3) for a minority of our mandates

Investment Process

(F) Incorporation of material ESG factors in the investment process (e.g. detail and evidence of how such factors are incorporated into the selection of individual assets and in portfolio construction)

Select from dropdown list

- (1) for all of our mandates
- (2) for a majority of our mandates
- (3) for a minority of our mandates

(G) Incorporation of risks connected to systematic sustainability issues in the investment process (e.g. detail and evidence of how such risks are incorporated into the selection of individual assets and in portfolio construction)

Select from dropdown list

- (1) for all of our mandates
- (2) for a majority of our mandates
- (3) for a minority of our mandates

(H) Incorporation of material ESG factors and ESG risks connected to systematic sustainability issues in portfolio risk assessment (e.g. their process to measure and report such risks)

Select from dropdown list

- (1) for all of our mandates
- (2) for a majority of our mandates
- (3) for a minority of our mandates

Performance and Reporting

(I) ESG disclosure in regular client reporting

Select from dropdown list

- (1) for all of our mandates
- (2) for a majority of our mandates
- (3) for a minority of our mandates

(J) Inclusion of ESG factors in contractual agreements

Select from dropdown list

- (1) for all of our mandates
- (2) for a majority of our mandates
- (3) for a minority of our mandates

- (K) We did not review and evaluate any of the above responsible investment aspects when selecting new external investment managers or allocating new mandates to existing investment managers during the reporting year

STEWARDSHIP

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SAM 6	CORE	OO 8, SAM 4	N/A	PUBLIC	Stewardship	4

During the reporting year, which aspects of the stewardship approach did your organisation, or the service provider acting on your behalf, review and evaluate when selecting new external investment managers or allocating new mandates to existing investment managers?

(A) The alignment of their policy(ies) or guidelines on stewardship with the investment mandate

Select from dropdown list

(1) for all of our mandates

- (2) for a majority of our mandates
- (3) for a minority of our mandates

(B) Evidence of how they implemented their stewardship objectives, including the effectiveness of their activities

Select from dropdown list

(1) for all of our mandates

- (2) for a majority of our mandates
- (3) for a minority of our mandates

(C) Their participation in collaborative engagements and stewardship initiatives

Select from dropdown list

(1) for all of our mandates

- (2) for a majority of our mandates
- (3) for a minority of our mandates

(D) Details of their engagements with companies or issuers on risks connected to systematic sustainability issues

Select from dropdown list

(1) for all of our mandates

- (2) for a majority of our mandates
- (3) for a minority of our mandates

(E) Details of their engagement activities with policy makers

Select from dropdown list

(1) for all of our mandates

- (2) for a majority of our mandates
- (3) for a minority of our mandates

(F) Their escalation process and the escalation tools included in their policy on stewardship

Select from dropdown list

(1) for all of our mandates

- (2) for a majority of our mandates
- (3) for a minority of our mandates

- (G) We did not review and evaluate any of the above aspects of the stewardship approach when selecting new external investment managers or allocating new mandates to existing investment managers during the reporting year

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SAM 7	CORE	OO 9, SAM 4	N/A	PUBLIC	Stewardship	4

During the reporting year, which aspects of (proxy) voting did your organisation, or the service provider acting on your behalf, review and evaluate when selecting new external investment managers or allocating new mandates to existing investment managers?

- (A) The alignment of their policy(ies) or guidelines on (proxy) voting with the investment mandate
- (B) Historical information on the number or percentage of general meetings at which they voted
- (C) Analysis of votes cast for and against
- (D) Analysis of votes cast for and against resolutions related to risks connected to systematic sustainability issues
- (E) Details of their position on any controversial and high-profile votes
- (F) Historical information of any resolutions on which they voted contrary to their own voting policy and the reasons why
- (G) Details of all votes involving companies where the external investment manager or an affiliate has a contractual relationship or another potential conflict of interest
- (H) We did not review and evaluate any of the above aspects of (proxy) voting when selecting new external investment managers or allocating new mandates to existing investment managers during the reporting year
- (I) Not applicable; our organisation did not select new external investment managers or allocated new mandates to existing investment managers for listed equity and/or hedge funds that hold equity.

APPOINTMENT

SEGREGATED MANDATES

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SAM 8	CORE	OO 5.2, OO 13	N/A	PUBLIC	Segregated mandates	4

Which responsible investment aspects do your organisation, or the service provider acting on your behalf, explicitly include in clauses within your contractual agreements with your external investment managers for segregated mandates?

- (A) Their commitment to following our responsible investment strategy in the management of our assets
Select from dropdown list
 - (1) for all of our segregated mandates
 - (2) for a majority of our segregated mandates
 - (3) for a minority of our segregated mandates
- (B) Their commitment to incorporating material ESG factors into their investment activities
Select from dropdown list
 - (1) for all of our segregated mandates
 - (2) for a majority of our segregated mandates
 - (3) for a minority of our segregated mandates
- (C) Their commitment to incorporating material ESG factors into their stewardship activities
- (D) Their commitment to incorporating risks connected to systematic sustainability issues into their investment activities

- (E) Their commitment to incorporating risks connected to systematic sustainability issues into their stewardship activities
- (F) Exclusion list(s) or criteria**
 - Select from dropdown list
 - (1) for all of our segregated mandates**
 - (2) for a majority of our segregated mandates
 - (3) for a minority of our segregated mandates
- (G) Responsible investment communications and reporting obligations, including stewardship activities and results**
 - Select from dropdown list
 - (1) for all of our segregated mandates**
 - (2) for a majority of our segregated mandates
 - (3) for a minority of our segregated mandates
- (H) Incentives and controls to ensure alignment of interests
- (I) Commitments on climate-related disclosure in line with internationally-recognised frameworks such as the TCFD
- (J) Commitment to respect human rights as defined in the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights
- (K) Their acknowledgement that their appointment is conditional on the fulfilment of their agreed responsible investment commitments
- (L) Other
 - (M) We do not include responsible investment aspects in clauses within our contractual agreements with external investment managers for segregated mandates

MONITORING

RESPONSIBLE INVESTMENT PRACTICES

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SAM 9	CORE	OO 14, OO 21	N/A	PUBLIC	Responsible investment practices	4

For the majority of your externally managed AUM in each asset class, which aspects of your external investment managers' responsible investment practices did your organisation, or the service provider acting on your behalf, monitor during the reporting year?

	(1) Listed equity (active)	(2) Listed equity (passive)	(3) Fixed income (active)	(5) Private equity	(6) Real estate	(7) Infrastructure
Organisation						
(A) Commitment to and experience in responsible investment (e.g. commitment to responsible investment principles and standards)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

(B) Responsible investment policy(ies) (e.g. the continued alignment of their responsible investment policy with the investment mandate)

(C) Governance structure and senior level oversight and accountability (e.g. the adequacy of their governance structure and reported conflicts of interest)

People and Culture

(D) Adequate resourcing and incentives (e.g. their team structures, operating model and remuneration structure, including alignment of interests)

(E) Staff competencies and experience in responsible investment (e.g. level of responsible investment responsibilities in their investment team, their responsible investment training and capacity building)

Investment Process

(F) Incorporation of material ESG factors in the investment process (e.g. detail and evidence of how such factors are incorporated into the selection of individual assets and in portfolio construction)

(G) Incorporation of risks connected to systematic sustainability issues in the investment process (e.g. detail and evidence of how such risks are incorporated into the selection of individual assets and in portfolio construction)

(H) Incorporation of material ESG factors and ESG risks connected to systematic sustainability issues in portfolio risk assessment (e.g. their process to measure and report such risks, their response to ESG incidents)

Performance and Reporting

(I) ESG disclosure in regular client reporting (e.g. any changes in their regular client reporting)

(J) Inclusion of ESG factors in contractual agreements

(K) We did not monitor any of the above aspects of our external investment managers' responsible investment practices during the reporting year

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SAM 10	PLUS	OO 14, OO 21	N/A	PUBLIC	Responsible investment practices	1

During the reporting year, which information did your organisation, or the service provider acting on your behalf, monitor for externally managed ESG passive products and strategies?

(1) Listed equity (passive)

(A) How the external investment managers applied, reviewed and verified screening criteria	<input checked="" type="checkbox"/>
(B) How the external investment managers rebalanced the products as a result of changes in ESG rankings, ratings or indexes	<input checked="" type="checkbox"/>
(C) Evidence that ESG passive products and strategies meet the responsible investment criteria and process	<input checked="" type="checkbox"/>
(D) Other	<input type="checkbox"/>
(E) We did not monitor ESG passive products and strategies	<input type="radio"/>
(F) Not applicable; we do not invest in ESG passive products and strategies	<input type="radio"/>

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SAM 11	PLUS	OO 14, OO 21	N/A	PUBLIC	Responsible investment practices	1

Describe an innovative practice you adopted as part of monitoring your external investment managers' responsible investment practices in a specific asset class during the reporting year.

During the year, TelstraSuper has collected all unlisted infrastructure and property data ranging from emissions, asset net zero plan, physical risk and mitigation strategies as well as the transition risk. This formed part of our 2022 climate change report. We have also engaged with the managers on the details of the physical risk mitigation strategy to ensure managers were proactively managing the risks. This led to conversations around the value at risk and insured amounts of the assets so we could assess the risks associated with holding those assets.

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SAM 12	CORE	OO 14, OO 21	N/A	PUBLIC	Responsible investment practices	1

For the majority of your externally managed AUM in each asset class, how often does your organisation, or the service provider acting on your behalf, monitor your external investment managers' responsible investment practices?

	(1) Listed equity (active)	(2) Listed equity (passive)	(3) Fixed income (active)	(5) Private equity	(6) Real estate	(7) Infrastructure
(A) At least annually	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(B) Less than once a year	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(C) On an ad hoc basis	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

STEWARDSHIP

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SAM 13	CORE	OO 8, OO 21	N/A	PUBLIC	Stewardship	1, 2

For the majority of your externally managed AUM in each asset class, which aspects of your external investment managers' stewardship practices did your organisation, or the service provider acting on your behalf, monitor during the reporting year?

	(1) Listed equity (active)	(2) Listed equity (passive)	(3) Fixed income (active)	(5) Private equity	(6) Real estate	(7) Infrastructure
(A) Any changes in their policy(ies) or guidelines on stewardship	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(B) The degree of implementation of their policy(ies) or guidelines on stewardship	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

(C) How they prioritise material ESG factors	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(D) How they prioritise risks connected to systematic sustainability issues	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(E) Their investment team's level of involvement in stewardship activities	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(F) Whether the results of stewardship actions were fed back into the investment process and decisions	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(G) Whether they used a variety of stewardship tools and activities to advance their stewardship priorities	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(H) The deployment of their escalation process in cases where initial stewardship efforts were unsuccessful	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(I) Whether they participated in collaborative engagements and stewardship initiatives	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(J) Whether they had an active role in collaborative engagements and stewardship initiatives	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(K) Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(L) We did not monitor our external investment managers' stewardship practices during the reporting year	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SAM 14	CORE	OO 9, OO 21	N/A	PUBLIC	Stewardship	1, 2

For the majority of your AUM in each asset class where (proxy) voting is delegated to external investment managers, which aspects of your external investment managers' (proxy) voting practices did your organisation, or the service provider acting on your behalf, monitor during the reporting year?

	(1) Listed equity (active)	(2) Listed equity (passive)
(A) Any changes in their policy(ies) or guidelines on (proxy) voting	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(B) Whether their (proxy) voting decisions were consistent with their stewardship priorities as stated in their policy and with their voting policy, principles and/or guidelines	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(C) Whether their (proxy) voting decisions were consistent with their stated approach on the prioritisation of risks connected to systematic sustainability issues	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(D) Whether their (proxy) voting track record was aligned with our stewardship approach and expectations	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(E) The application of their policy on securities lending and any implications for implementing their policy(ies) or guidelines on (proxy) voting (where applicable)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(F) Other	<input type="checkbox"/>	<input type="checkbox"/>

(G) We did not monitor our external investment managers' (proxy) voting practices during the reporting year

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ENGAGEMENT AND ESCALATION

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SAM 15	PLUS	OO 14, OO 21	N/A	PUBLIC	Engagement and escalation	4

Describe how your organisation engaged with external investment managers to improve their responsible investment practices during the reporting year.

TelstraSuper engages regularly with its appointed investment managers to discuss their stewardship activities and approach to integrating ESG in their investment processes.

In private markets we are occasionally asked by our managers to provide advice on responsible investment policy design and implementation, which we are happy to consult on.

For our largest real asset managers we schedule an annual meeting to discuss the ESG priorities and initiatives for the year ahead. This is sometimes done in partnership with co-investors.

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SAM 16	CORE	OO 14, OO 21	N/A	PUBLIC	Engagement and escalation	4

What actions does your organisation, or the service provider acting on your behalf, include in its formal escalation process to address concerns raised during monitoring of your external investment managers' responsible investment practices?

	(1) Listed equity (active)	(2) Listed equity (passive)	(3) Fixed income (active)	(5) Private equity	(6) Real estate	(7) Infrastructure
(A) Engagement with their investment professionals, investment committee or other representatives	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(B) Notification about their placement on a watch list or relationship coming under review	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(C) Reduction of capital allocation to the external investment managers until any concerns have been rectified	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(D) Termination of the contract if failings persist over a (notified) period, including an explanation of the reasons for termination	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(E) Holding off selecting the external investment managers for new mandates or allocating additional capital until any concerns have been rectified	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(F) Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(G) Our organisation does not have a formal escalation process to address concerns raised during monitoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

VERIFICATION

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SAM 17	CORE	OO 14, OO 21	N/A	PUBLIC	Verification	1

For the majority of your externally managed AUM in each asset class, how did your organisation, or the service provider acting on your behalf, verify that the information reported by external investment managers on their responsible investment practices was correct during the reporting year?

	(1) Listed equity (active)	(2) Listed equity (passive)	(3) Fixed income (active)	(5) Private equity	(6) Real estate	(7) Infrastructure
(A) We checked that the information reported was verified through a third-party assurance process	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(B) We checked that the information reported was verified by an independent third party	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(C) We checked for evidence of internal monitoring or compliance	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(D) Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(E) We did not verify the information reported by external investment managers on their responsible investment practices during the reporting year	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

SUSTAINABILITY OUTCOMES (SO)

SETTING TARGETS AND TRACKING PROGRESS

SETTING TARGETS ON SUSTAINABILITY OUTCOMES

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SO 1	PLUS	PGS 48	SO 2, SO 2.1, SO 3	PUBLIC	Setting targets on sustainability outcomes	1, 2

What specific sustainability outcomes connected to its investment activities has your organisation taken action on?

(A) Sustainability outcome #1

- (1) Widely recognised frameworks used to guide action on this sustainability outcome
 - (1) The UN Sustainable Development Goals (SDGs) and targets**
 - (2) The UNFCCC Paris Agreement**
 - (3) The UN Guiding Principles on Business and Human Rights (UNGPs)
 - (4) OECD frameworks: OECD Guidelines for Multinational Enterprises and Guidance on Responsible Business Conduct for Institutional Investors
 - (5) The EU Taxonomy
 - (6) Other relevant taxonomies
 - (7) The International Bill of Human Rights
 - (8) The International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the eight core conventions
 - (9) The Convention on Biological Diversity
 - (10) Other international, regional, sector-based or issue-specific framework(s)
- (2) Classification of sustainability outcome
 - (1) Environmental**
 - (2) Social
 - (3) Governance-related
 - (4) Other
- (3) Sustainability outcome name
 - Climate Change Plan outcomes
- (4) Number of targets set for this outcome
 - (1) No target
 - (2) One target
 - (3) Two or more targets**

(B) Sustainability outcome #2

- (1) Widely recognised frameworks used to guide action on this sustainability outcome
 - (1) The UN Sustainable Development Goals (SDGs) and targets**
 - (2) The UNFCCC Paris Agreement
 - (3) The UN Guiding Principles on Business and Human Rights (UNGPs)
 - (4) OECD frameworks: OECD Guidelines for Multinational Enterprises and Guidance on Responsible Business Conduct for Institutional Investors
 - (5) The EU Taxonomy
 - (6) Other relevant taxonomies
 - (7) The International Bill of Human Rights

- (8) The International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the eight core conventions
- (9) The Convention on Biological Diversity
- (10) Other international, regional, sector-based or issue-specific framework(s)

(2) Classification of sustainability outcome

- (1) Environmental
- (2) Social
- (3) Governance-related
- (4) Other

(3) Sustainability outcome name

Diversity incorporating 40:40 Vision

(4) Number of targets set for this outcome

- (1) No target
- (2) One target
- (3) Two or more targets

- (C) Sustainability outcome #3
- (D) Sustainability outcome #4
- (E) Sustainability outcome #5
- (F) Sustainability outcome #6
- (G) Sustainability outcome #7
- (H) Sustainability outcome #8
- (I) Sustainability outcome #9
- (J) Sustainability outcome #10

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SO 2	PLUS	SO 1	SO 2.1, SO 4, SO 5	PUBLIC	Setting targets on sustainability outcomes	1

For each sustainability outcome, provide details of up to two of your nearest-term targets.

(A1) Sustainability Outcome #1: Target details

(A1) Sustainability Outcome #1:	Climate Change Plan outcomes
(1) Target name	Net Zero by 2050 with a 45% reduction by 2030
(2) Baseline year	2020
(3) Target to be met by	2030

(4) Methodology	This includes advocating for companies to adopt the TCFD framework, a net zero commitment and accompanying disclosure of pathways to achieve those aims. Company-specific goals vary and consider the following areas: Transparency, Governance and policy; Transition risk disclosure and management; Physical risk disclosure and mitigation; Paris-aligned targets – short, medium and long term; Equitable transitions and Industry associations.
(5) Metric used (if relevant)	Absolute emissions, intensity and WACI
(6) Absolute or intensity-based (if relevant)	(1) Absolute
(7) Baseline level or amount (if relevant):	Refer to Climate Report for detailed metrics - available here: https://www.telstrasuper.com.au/-/media/telstrasuper/files/downloads/climate-change-report-2022.ashx?rev=493a2ec3f28f45e4af1875b9528baf51
(8) Target level or amount (if relevant)	45% absolute reduction below level recorded at 1 October 2020
(9) Percentage of total AUM covered in your baseline year for target setting	50%
(10) Do you also have a longer-term target for this?	(1) Yes

(A2) Sustainability Outcome #1: Target details

(A2) Sustainability Outcome #1:	Climate Change Plan outcomes
(1) Target name	Invest \$250m in climate transition opportunities
(2) Baseline year	2020
(3) Target to be met by	2025
(4) Methodology	Aboslute investment in assets that form part of climate transition. These may include renewable energy assets, carbon credits and other alternative or opportunistic situations.
(5) Metric used (if relevant)	\$AUS invested

(6) Absolute or intensity-based (if relevant) (1) Absolute

(7) Baseline level or amount (if relevant): \$0

(8) Target level or amount (if relevant) \$250m

(9) Percentage of total AUM covered in your baseline year for target setting 10%

(10) Do you also have a longer-term target for this? (2) No

(B1) Sustainability Outcome #2: Target details

(B1) Sustainability Outcome #2: Diversity incorporating 40:40 Vision

(1) Target name 40:40:20 executive gender balance across ASX300

(2) Baseline year 2022

(3) Target to be met by 2030

(4) Methodology For companies in the ASX300 to achieve gender balance across their executive teams by 2030, meaning 40% female, 40% male and 20% of any gender.

(5) Metric used (if relevant) proportion of gender represented in management teams

(6) Absolute or intensity-based (if relevant) (1) Absolute

(7) Baseline level or amount (if relevant): Varies by company

(8) Target level or amount (if relevant) 40% female, 40% male and 20% of any gender.

(9) Percentage of total AUM covered in your baseline year for target setting 25%

(10) Do you also have a longer-term target for this?

(2) No

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SO 2.1	PLUS	SO 1, SO 2	N/A	PUBLIC	Setting targets on sustainability outcomes	1

For each sustainability outcome, provide details of up to two of your long-term targets.

	(1) Target name	(2) Long-term target to be met by	(3) Long-term target level or amount (if relevant)
(A1) Sustainability Outcome #1: Climate Change Plan outcomes	Net Zero by 2050 with a 45% reduction by 2030	2050	Net Zero across the portfolio by 2050

FOCUS: SETTING NET-ZERO TARGETS

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SO 3	PLUS	SO 1	Multiple, see guidance	PUBLIC	Focus: Setting net-zero targets	General

If relevant to your organisation, you can opt-in to provide further details on your net-zero targets.

- (A) Yes, we would like to provide further details on our organisation's asset class-specific net-zero targets
- (B) Yes, we would like to provide further details on our organisation's net-zero targets for high-emitting sectors
- (C) Yes, we would like to provide further details on our organisation's mandate or fund-specific net-zero targets
- (D) No, we would not like to provide further details on our organisation's asset class, high-emitting sectors or mandate or fund-specific net-zero targets
- (E) No, our organisation does not have any asset class, high-emitting sectors or mandate or fund-specific net-zero targets

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SO 3.1	PLUS	SO 3	N/A	PUBLIC	Focus: Setting net-zero targets	General

Provide details of your nearest-term net-zero targets per asset class.

(A) PRI asset class breakdown

Listed equity

Target details

(A) PRI asset class breakdown: Listed equity

(1) Baseline year 2020

(2) Target to be met by 2025

(3) Emissions included in target (1) Scope 1
(2) Scope 2

(4) Methodology Carbon Emissions reported by companies

(5) Metric used (1) Absolute: MtCO2

(6) Baseline amount At 1 October 2020: 920K tonnes CO2

(7) Current amount (if different from baseline amount) At 30 June 2022: 695K tonnes CO2

(8) Targeted reduction with respect to baseline 25%

(9) Percentage of total AUM covered in your baseline year for target setting 100%

(10) If coverage is below 100% for this asset class, explain why

- Fixed income
- Private equity
- Real estate
- Infrastructure
- Hedge funds
- Forestry
- Farmland

Other

TRACKING PROGRESS AGAINST TARGETS

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SO 4	PLUS	SO 2	SO 4.1	PUBLIC	Tracking progress against targets	1

Does your organisation track progress against your nearest-term sustainability outcomes targets?

(A1) Sustainability outcome #1:

(A1) Sustainability outcome #1: Climate Change Plan outcomes

Target name: Net Zero by 2050 with a 45% reduction by 2030

Does your organisation track progress against your nearest-term sustainability outcome targets? (1) Yes

(A2) Sustainability outcome #1:

(A2) Sustainability outcome #1: Climate Change Plan outcomes

Target name: Invest \$250m in climate transition opportunities

Does your organisation track progress against your nearest-term sustainability outcome targets? (1) Yes

(B1) Sustainability outcome #2:

(B1) Sustainability outcome #2: Diversity incorporating 40:40 Vision

Target name: 40:40:20 executive gender balance across ASX300

Does your organisation track progress against your nearest-term sustainability outcome targets?

(1) Yes

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SO 4.1	PLUS	SO 4	N/A	PUBLIC	Tracking progress against targets	1

During the reporting year, what qualitative or quantitative progress did your organisation achieve against your nearest-term sustainability outcome targets?

(A1) Sustainability Outcome #1: Target details

(A1) Sustainability Outcome #1:	Climate Change Plan outcomes
(1) Target name	Net Zero by 2050 with a 45% reduction by 2030
(2) Target to be met by	2030
(3) Metric used (if relevant)	Absolute emissions, intensity and WACI
(4) Current level or amount (if relevant)	23% reduction in listed assets as at 30 June 2022
(5) Other qualitative or quantitative progress	
(6) Methodology for tracking progress	Carbon measurement of portfolio utilising third part data providers

(A2) Sustainability outcome #1: Target details

(A2) Sustainability outcome #1:	Climate Change Plan outcomes
(1) Target name	Invest \$250m in climate transition opportunities
(2) Target to be met by	2025

(3) Metric used (if relevant)	\$AUS invested
(4) Current level or amount (if relevant)	\$130m invested at 30 June 2023
(5) Other qualitative or quantitative progress	
(6) Methodology for tracking progress	Measure value of investment
(B1) Sustainability Outcome #2: Target details	
(B1) Sustainability Outcome #2:	Diversity incorporating 40:40 Vision
(1) Target name	40:40:20 executive gender balance across ASX300
(2) Target to be met by	2030
(3) Metric used (if relevant)	proportion of gender represented in management teams
(4) Current level or amount (if relevant)	See: https://www.hesta.com.au/4040vision for relevant metrics and data tracking
(5) Other qualitative or quantitative progress	TelstraSuper has engaged with three companies directly seeking support for the initiative
(6) Methodology for tracking progress	See: https://www.hesta.com.au/4040vision

INDIVIDUAL AND COLLABORATIVE INVESTOR ACTION ON OUTCOMES

LEVERS USED TO TAKE ACTION ON SUSTAINABILITY OUTCOMES

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SO 5	PLUS	SO 2	Multiple	PUBLIC	Levers used to take action on sustainability outcomes	1, 2, 5

During the reporting year, which of the following levers did your organisation use to take action on sustainability outcomes, including to prevent and mitigate actual and potential negative outcomes?

- (A) Stewardship with investees, including engagement, (proxy) voting, and direct influence with privately held assets
Select from drop down list:
 - (1) Individually
 - (2) With other investors or stakeholders
- (B) Stewardship: engagement with external investment managers
Select from drop down list:
 - (1) Individually
 - (2) With other investors or stakeholders
- (C) Stewardship: engagement with policy makers
Select from drop down list:
 - (1) Individually
 - (2) With other investors or stakeholders
- (D) Stewardship: engagement with other key stakeholders
- (E) Capital allocation
- (F) Our organisation did not use any of the above levers to take action on sustainability outcomes during the reporting year

CAPITAL ALLOCATION

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SO 6	PLUS	SO 5	N/A	PUBLIC	Capital allocation	1

During the reporting year, how did your organisation use capital allocation to take action on sustainability outcomes, including to prevent and mitigate actual and potential negative outcomes?

(A) Across all sustainability outcomes

(1) Capital allocation activities used (3) Selection of and allocation to third-party funds

(2) Explain through an example Acquisition of carbon credits via an allocation to an external investment manager

(B) Sustainability Outcome #1:

(B) Sustainability Outcome #1: Climate Change Plan outcomes

(1) Capital allocation activities used (3) Selection of and allocation to third-party funds

(2) Explain through an example Acquisition of carbon credits via an allocation to an external investment manager

(C) Sustainability Outcome #2:

(C) Sustainability Outcome #2: Diversity incorporating 40:40 Vision

(1) Capital allocation activities used (5) Other

(2) Explain through an example Lower risk rating and preferred stock selection within equities

STEWARDSHIP WITH INVESTEEES

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SO 8	PLUS	SO 5	N/A	PUBLIC	Stewardship with investees	2

During the reporting year, how did your organisation use stewardship with investees to take action on sustainability outcomes, including preventing and mitigating actual and potential negative outcomes?

(A) Across all sustainability outcomes

(1) Describe your approach	Engagement with investee companies and active proxy voting
(2) Stewardship tools or activities used	(1) Engagement (2) (Proxy) voting at shareholder meetings
(3) Example	Refer : 1. Sustainable Investment Bulletin for 30 June 2023 2. Sustainable Investment Bulletin for 31 Dec 2022 3. Climate Report Links here: 1. https://www.telstrasuper.com.au/-/media/telstrasuper/files/downloads/sustainable-investing-bulletin---june-2023.ashx?rev=c0762c0e27824a4d8ac573f169f3aa75&hash=8CAC7EDEB518BC6096DC6E97BA751DA8 2. https://www.telstrasuper.com.au/-/media/telstrasuper/files/downloads/sustainable-investing-bulletin---december-2022.ashx?rev=d8c08eda11e64d05b9b4a3ede63d8ea3&hash=92ADABFC58C85011729A802856EF95B6 3. https://www.telstrasuper.com.au/-/media/telstrasuper/files/downloads/climate-change-report-2022.ashx?rev=493a2ec3f28f45e4af1875b9528baf51

(B) Sustainability Outcome #1:

(B) Sustainability Outcome #1:	Climate Change Plan outcomes
(1) Describe your approach	Engagement with investee companies and active voting on climate related resolutions
(2) Stewardship tools or activities used	(1) Engagement (2) (Proxy) voting at shareholder meetings

See Climate Report
<https://www.telstrasuper.com.au/-/media/telstrasuper/files/downloads/climate-change-report-2022.ashx?rev=493a2ec3f28f45e4af1875b9528baf51>

(3) Example See Sustainable Investment Bulletin 30 June 2023 for example of escalation with Woodside Energy
<https://www.telstrasuper.com.au/-/media/telstrasuper/files/downloads/sustainable-investing-bulletin---june-2023.ashx?rev=c0762c0e27824a4d8ac573f169f3aa75&hash=8CAC7EDEB518BC6096DC6E97BA751DA8>

(C) Sustainability Outcome #2:

(C) Sustainability Outcome #2: Diversity incorporating 40:40 Vision

(1) Describe your approach Active engagement with investee companies on gender balance on boards and in executive management

(2) Stewardship tools or activities used (1) Engagement

(3) Example See Sustainable Report
<https://www.telstrasuper.com.au/-/media/telstrasuper/files/downloads/sustainable-investing-bulletin---june-2023.ashx?rev=c0762c0e27824a4d8ac573f169f3aa75&hash=8CAC7EDEB518BC6096DC6E97BA751DA8>

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SO 9	PLUS	SO 5	N/A	PUBLIC	Stewardship with investees	2

How does your organisation prioritise the investees you conduct stewardship with to take action on sustainability outcomes, including preventing and mitigating actual and potential negative outcomes?

(A) We prioritise the most strategically important companies in our portfolio.

Describe how you do this:

We target our most significant holdings for governance factors

Select from the list:

- 3
- 4

(B) We prioritise the companies in our portfolio most significantly connected to sustainability outcomes.

Describe how you do this:

For climate change we target the highest emitting companies in our portfolio

Select from the list:

- 2
- 4

(C) We prioritise the companies in our portfolio to ensure that we cover a certain proportion of the sustainability outcomes we are taking action on.

Describe how you do this:

We participate in collaborative engagements that cover a range of ESG factors and choose to attend engagements where there is a topic of interest being discussed or represents a large position in the portfolio.

Select from the list:

- 1
- 4

(D) Other

STEWARDSHIP WITH EXTERNAL INVESTMENT MANAGERS

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SO 10	PLUS	OO 5, SO 5	N/A	PUBLIC	Stewardship with external investment managers	2

During the reporting year, how did your organisation, or the external service providers acting on your behalf, engage with external investment managers to ensure that they take action on sustainability outcomes, including preventing and mitigating actual and potential negative outcomes?

(A) Across all sustainability outcomes

(1) Describe your approach

We engage with our appointed invested managers periodically and discuss priority ESG factors in focus. We request regular reporting on stewardship and active ownership.

(B) Sustainability Outcome #1:

(B) Sustainability Outcome #1:

Climate Change Plan outcomes

(1) Describe your approach

We engage with our appointed invested managers on climate risk assessment and actions. Example of this are in the Climate Change Action Plan with respect to transition planning for infrastructure assets.

(C) Sustainability Outcome #2:

(C) Sustainability Outcome #2:	Diversity incorporating 40:40 Vision
(1) Describe your approach	40:40 Vision is a collaborative investor initiative that includes some of our appointed investment managers and a service provider. We encourage participation.

STEWARDSHIP: ENGAGEMENT WITH POLICY MAKERS

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SO 11	PLUS	SO 5	N/A	PUBLIC	Stewardship: Engagement with policy makers	2

During the reporting year, how did your organisation use engagement with policy makers to take action on sustainability outcomes, including preventing and mitigating actual and potential negative outcomes?

(A) Across all sustainability outcomes

(1) Describe your approach	We are a full member of ACSI who undertakes engagement with policy makers on members' behalf. We are also a member of RIAA, who engages policy makers on responsible investment matters.
(2) Engagement tools or activities used	(2) We responded to policy consultations (3) We provided technical input via government- or regulator-backed working groups
(3) Example(s) of policies engaged on	Sustainability reporting, Climate Reporting, Modern Slavery statements, Benchmarks used to assess Superannuation Fund performance.

(B) Sustainability Outcome #1:

(B) Sustainability Outcome #1:	Climate Change Plan outcomes
(1) Describe your approach	
(2) Engagement tools or activities used	

(3) Example(s) of policies engaged on

(C) Sustainability Outcome #2:

(C) Sustainability Outcome #2: Diversity incorporating 40:40 Vision

(1) Describe your approach

(2) Engagement tools or activities used

(3) Example(s) of policies engaged on

STEWARDSHIP: COLLABORATION

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SO 13	PLUS	SO 5	N/A	PUBLIC	Stewardship: Collaboration	2

During the reporting year, to which collaborative initiatives did your organisation contribute to take action on sustainability outcomes, including preventing and mitigating actual and potential negative outcomes?

(A) Initiative #1

(1) Name of the initiative 40:40 Vision

(2) Indicate how your organisation contributed to this collaborative initiative
(A) We were a lead investor in one or more focus entities (e.g. investee companies)
(C) We publicly endorsed the initiative

(3) Provide further detail on your participation in this collaborative initiative
We have actively engaged Brambles, Charter Hall and IAG on the investor initiative

(B) Initiative #2

(1) Name of the initiative	Climate Action 100+ South32 Working Group
(2) Indicate how your organisation contributed to this collaborative initiative	(B) We acted as a collaborating investor in one or more focus entities (e.g. investee companies) (C) We publicly endorsed the initiative
(3) Provide further detail on your participation in this collaborative initiative	We undertook collaborative engagement with the South32 Board and management on the company's climate change strategy including just transition planning and reporting.

(C) Initiative #3

(1) Name of the initiative	
(2) Indicate how your organisation contributed to this collaborative initiative	
(3) Provide further detail on your participation in this collaborative initiative	

(D) Initiative #4

(1) Name of the initiative	
(2) Indicate how your organisation contributed to this collaborative initiative	
(3) Provide further detail on your participation in this collaborative initiative	

CONFIDENCE-BUILDING MEASURES (CBM)

CONFIDENCE-BUILDING MEASURES

APPROACH TO CONFIDENCE-BUILDING MEASURES

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
CBM 1	CORE	N/A	Multiple indicators	PUBLIC	Approach to confidence-building measures	6

How did your organisation verify the information submitted in your PRI report this reporting year?

- (A) We conducted independent third-party assurance of selected processes and/or data related to the responsible investment processes reported in our PRI report, which resulted in a formal assurance conclusion
- (B) We conducted a third-party readiness review and are making changes to our internal controls or governance processes to be able to conduct independent third-party assurance next year
- (C) We conducted an internal audit of selected processes and/or data related to the responsible investment processes reported in our PRI report
- (D) Our board, trustees (or equivalent), senior executive-level staff (or equivalent), and/or investment committee (or equivalent) signed off on our PRI report
- (E) We conducted an external ESG audit of our holdings to verify that our funds comply with our responsible investment policy
- (F) We conducted an external ESG audit of our holdings as part of risk management, engagement identification or investment decision-making
- (G) Our responses in selected sections and/or the entirety of our PRI report were internally reviewed before submission to the PRI
 - (H) We did not verify the information submitted in our PRI report this reporting year

INTERNAL AUDIT

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
CBM 4	CORE	OO 21, CBM 1	N/A	PUBLIC	Internal audit	6

What responsible investment processes and/or data were audited through your internal audit function?

- (A) Policy, governance and strategy
 - Select from dropdown list:
 - (1) Data internally audited
 - (2) Processes internally audited
 - (3) Processes and data internally audited
- (B) Manager selection, appointment and monitoring

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
CBM 5	PLUS	CBM 1	N/A	PUBLIC	Internal audit	6

Provide details of the internal audit process regarding the information submitted in your PRI report.

During the 2022/3 year TelstraSuper's internal auditor KPMG undertook a review of the fund's strategic approach to climate change risk identification and management across its investment portfolio, including the Climate Change Action Plan and Climate Reporting, which are detailed in this PRI report. This review formed part of regular prudential risk oversight and reporting to the Board.

INTERNAL REVIEW

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
CBM 6	CORE	CBM 1	N/A	PUBLIC	Internal review	6

Who in your organisation reviewed the responses submitted in your PRI report this year?

- (A) Board, trustees, or equivalent
- (B) Senior executive-level staff, investment committee, head of department, or equivalent**
 - Sections of PRI report reviewed
 - (1) the entire report
 - (2) selected sections of the report**
 - (C) None of the above internal roles reviewed selected sections or the entirety of the responses submitted in our PRI report this year