

Q1 2025

Quarterly engagement report



Our focus

Holding boards to account

To be successful, companies need to have people at the helm who are well-equipped to create resilient long-term growth. By voting and engaging directly with companies, we encourage management to control risks while seeking to benefit from emerging opportunities.

Creating sustainable value

We see responsible investing as the incorporation of financially material ESG considerations into investment decisions, alongside engagement with companies, regulators, and policymakers, to help drive long-term value creation and support real-world outcomes for our clients.

Promoting market resilience

The decisions that companies make today will impact our collective future in the decades to come, and over our clients’ long-term investment horizons. Through us, our clients have exposure to a slice of the global market, and therefore to systemic risks and opportunities that can be financially material to our clients’ investments. Our ‘universal ownership’ approach to investment stewardship means that we believe in using corporate engagement and policy dialogue to drive long-term value creation and shape the future by encouraging more sustainable, long-term practices from companies.

Global Investment Stewardship themes

Our Investment Stewardship activity is structured around six core themes:

- **Climate:** Keeping 1.5°C alive
- **Nature:** Supporting a world that lives in harmony with nature, recognising the economic value of natural capital
- **People:** Improving human capital across the corporate value chain
- **Health:** Safeguarding global health to limit negative consequences for the global economy
- **Governance:** Strengthening accountability to deliver stakeholder value
- **Digitisation:** Establishing minimum standards for how companies manage digitisation-related risks

We believe these themes are financially material to our clients’ portfolios, often pose systemic risks and opportunities, and cover areas where we believe L&G’s Asset Management business can influence change.

Action and impact

In this edition, we highlight key case studies of our engagement with companies on climate change, share an update on our deforestation campaign and discuss what we believe can be done to help lower income inequality. We also take a look at ethnic diversity at board level and summarise the latest governance events in UK investment trusts.





Environment | Social | Governance

Environment: Climate and Nature



Company case study: Pemex*

Identify

As one of the largest oil and gas companies by refining capacity, with significant production of crude oil and natural gas,¹ Petroleos Mexicanos (Pemex) is a company that we believe is critical in Mexico’s energy security and has a significant influence, particularly in South America, over the decarbonisation of the oil and gas industry and the realisation of financial opportunities from the energy transition.

We publish our [expectations of oil and gas companies](#) regarding the energy transition as part of our Climate Impact Pledge engagement programme. One area we would particularly emphasise in this case study is Pemex’s management of methane emissions which have been an area of concern across their supply chain.² Methane emissions have more than 80 times the warming power of

carbon dioxide over a 20-year period,³ making reduction crucial to achieving climate-change goals. We believe that reducing methane emissions can be a powerful and cost-effective way for oil and gas companies to make progress towards climate goals and manage regulatory and reputational scrutiny.

Engage

We have been a contributing investor to the CA100+ engagements with Pemex since 2023. In helping to establish a productive dialogue between the company and its investors, we encouraged the company to take a number of steps towards clear disclosures, oversight of climate risk at board level, and the setting of ambitious but achievable climate targets.

Following successive engagements, in what we view as a significant step, the company published its first Sustainability Plan, setting out clear targets for emissions reduction, enhanced disclosure (aligned with TCFD and ISSB recommendations), allocation of capital towards achieving climate goals, and addressing methane emissions within their operations.⁴

Outcome

The publication of Pemex’s first Sustainability Plan demonstrates, we believe, positive commitments regarding emissions reduction targets, disclosures, capital allocation and managing and mitigating methane emissions risks. The strength of these commitments and their endorsement by Pemex’s CEO⁵ demonstrate a connected and serious approach to tackling these crucial issues.

In addition to continuing this collaborative engagement with the CA100+, we will also continue our work on methane emissions with EDF.⁶ Having [strengthened our expectations](#) in 2024 for oil and gas companies regarding methane emissions disclosure, this will continue to be an area of focus for us across the sector more broadly, as we seek to encourage companies to realise the potential for value creation along their journey to net zero.

1. <http://www.pemex.com/deerpark/en/aboutus/Paginas/default.aspx>.

2. For example: [Scientists detect second 'vast' methane leak at Pemex oil field in Mexico | Offshore](#)

3. Source: [Methane: A crucial opportunity in the climate fight - Environmental Defense Fund](#)

4. Source: https://www.pemex.com/en/about-pemex/Documents/pemex_sustainability_plan.pdf

5. [Climate Action 100+ investors welcome Pemex's climate commitments presented in the company's first sustainability plan | Climate Action 100+](#)

6. As detailed in our previous reports, for example, p.6: [Q4 2023 Quarterly engagement report](#)

*Reference to a particular security is on a historic basis and does not mean that the security is currently held or will be held within an L&G portfolio. The above information does not constitute a recommendation to buy or sell any security.

Company case study: Rio Tinto*

Identify

The mining and diversified metals sector produces minerals that are essential to the energy transition. As such, we believe that long-term, responsible investors, such as L&G, can support these companies as they decarbonise and realise the associated financial opportunities.

In August 2024, [we published our updated assessment framework for mining companies' climate transition plans](#), which sets out our expectations for the sector and has formed the framework for our ongoing engagements with mining companies.

Having voted in favour of BHP Group's* Climate Transition Action Plan in October 2024,⁷ we are encouraged to see some of the world's largest mining companies making progress on their climate commitments and playing a foundational role in the global journey to net zero.

Engage

We have been engaging in detailed and constructive discussions with Rio Tinto since voting against their previous Climate Action Plan in 2022. At the time, while recognising that the company had strengthened its operational emissions reduction targets by 2030, together with making a commitment for substantial capital allocation linked to the company's decarbonisation efforts, we were concerned by the absence of quantifiable targets for Scope 3 emissions, and the lack of commitment to an annual vote which would allow shareholders to monitor progress in a timely manner.

Our climate-related engagement since then has aimed to bridge the remaining gaps against our expectations, particularly regarding the company's approach to Scope 3 emissions and customer decarbonisation.

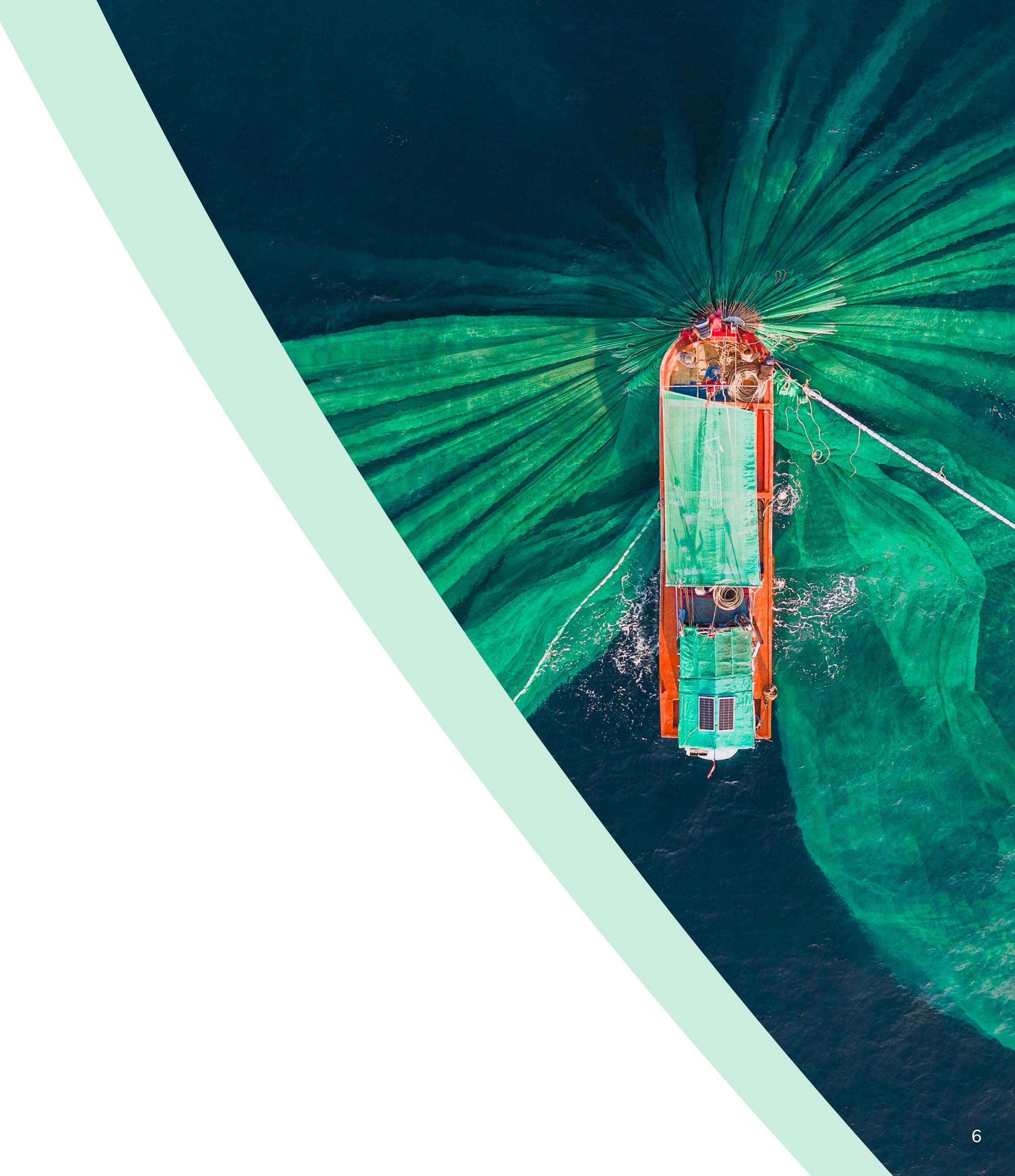
Outcome

Following what we view as substantive progress by Rio Tinto in this area, primarily through enhanced disclosure of its plans to decarbonise its value chains, as well as the clear and quantified actions set out to meet its emission reduction targets, we believe the company's enhanced strategy closely aligns with our framework, and should support its decarbonisation journey and the creation of long-term value as the climate transition unfolds. We therefore voted in support of the company's Climate Action Plan (Resolution 19), and [pre-declared our voting intention](#).

We will continue our engagement with the company on the implementation of this plan, and monitor their progress.

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7. As detailed on p.11: [Q4 2024 Quarterly Engagement Report](#)



Climate policy in Japan: key policies set and announced

The announcements from the Japanese government we saw this quarter have long-term consequences for the country’s future emissions and sustainability trajectory. The key pieces include the 7th Strategic Energy Plan, the Nationally Determined Contribution (NDC), and the Green Transformation (GX) Policy. We believe government policy and regulation play a vital role in the climate transition; through our collaboration and advocacy activities, we have championed ambitious proposals and engagements, aimed at driving meaningful change.

Our actions

Our collaborative activities as part of the Japan Climate Leaders Partnership (JCLP) and the Asia Investors Group on Climate Change (AIGCC) have involved development and communication of policy positioning statements, meetings with Ministries of State to advocate for the rapid implementation of transformative climate policies, and responding to public consultations.⁸

Our investment stewardship activities are driven by our global themes, meaning that we employ both policy dialogue and company engagement to aim to achieve our objectives. Having recognised the role of corporate lobbying in climate change and included lobbying transparency as one of our minimum expectations under the [Climate Impact Pledge, we escalated this engagement in 2024](#) by co-filing a shareholder resolution at Nippon Steel*, requiring greater transparency on their corporate lobbying activities and their alignment to net zero.

Our expectations

We contributed to the JCLP’s [policy statement](#) (and [update](#) in November 2024), putting forward three proposals:

1.
- Achieving at least a 75% reduction in greenhouse gas (GHG) emissions by 2035 compared to 2013 levels
2.
- Increasing renewable energy to account for at least 60% of the electricity mix by 2035
3.
- Improving the policymaking process by creating more opportunities for participation by demand-side actors

We also participated in the AIGCC [Position Paper on Japan’s Strategic Energy Plan](#). This paper presented 10 recommendations, from accelerating renewable energy adoption, to aligning coal policies with global commitments.

8. Further information can be found in our [recent blog post](#)

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9. Source: https://www.meti.go.jp/english/press/2025/0218_001.html

10. Source: <https://www.env.go.jp/content/000291805.pdf>

Next steps

The 7th Strategic Energy Plan was approved in February 2025, setting out aims for concentrating on renewables (targeting 40-50% of the 2040 electricity mix compared to 22.9% in 2023) and reviving nuclear energy (targeting 20% compared to 8.5% in 2023) to achieve energy security and decarbonisation.⁹ The updated NDC was also announced and submitted the same day, targeting a 60% cut in emissions (from a 2013 baseline) by 2035.¹⁰ We remain committed to supporting the development of robust, 1.5°C-aligned policies that we believe are essential for Japan to maintain competitiveness, strengthen its position in global supply chains, and attract capital as the global economy transitions to net zero. While the changes announced fall short of the collaborative recommendations we have published, we believe co-ordinated engagement with industry peers, accompanied by continued corporate engagement through our Climate Impact Pledge, is crucial in terms of demonstrating the expectations of global investors regarding climate change, and in maintaining a net zero trajectory.



Deforestation campaign update

Identify

Deforestation permeates different economic sectors and markets on a global scale, on account of the vital ecosystem services forests provide to the real economy. We regard deforestation as a material risk for investors as it may have indirect and/or direct financial implications for investee companies and, consequently, potential returns for our clients. As set out in our [deforestation policy](#), we expect companies within deforestation-critical sectors¹¹ to have both a deforestation policy and programme in place.¹² Those that do not may be subject to a vote against the re-election of the Chair at their next AGM.

11. 'Deforestation-critical' sectors or 'high-risk' sectors are defined using [Ceres' Investor Guide to Deforestation and Climate Change](#). We also follow [Deforestation Free Finance guidance](#) on which GICS sub-industries to cover.

12. As assessed by Sustainalytics, using its criteria. Companies in selected sectors, where we have data, scoring 0 on either deforestation policy or programme will receive a vote against. In addition, we may use data from CDP Forests or MSCI to inform us of the existence of a public policy. Subject to data availability.

Engage and escalate

We contacted 230 companies in late December/early January 2025, and a further 389 companies in January 2025, to inform them that through our analysis, they appear not to meet our minimum expectations. We asked them to confirm whether our information is correct and provide evidence, if applicable, of a publicly available deforestation policy. We have since identified 49 of these companies as subject to vote against the Chair of the Board. We have also written to 389 companies to inform them of our Deforestation policy, which has voting implications.

Additionally, alongside our wider outreach to raise awareness of our Climate Impact Pledge campaign, 553 companies were contacted about our assessment of deforestation.

Engagement on nature continues to be closely intertwined with our work on climate change. As we look ahead in 2025, we will be publishing our annual update of the Climate Impact Pledge in June 2025, setting out our latest assessments of companies and sectors, and insights from our research.





Deforestation: UK policy engagement

Background: IPDD collaboration

We are active members of the Investors Policy Dialogue on Deforestation (IPDD). This collaboration was established in 2020 and is an investor-led sovereign engagement initiative that aims to halt deforestation.¹³ Through our membership and participation, we contribute to discussions, research and engagements with governments in countries that are vulnerable to deforestation, contributing to policy dialogue. L&G’s Asset Management business co-chairs a working group established by the IPDD. This group will engage on the deforestation-free commodity regulations being debated and implemented in the UK, US, Europe and latterly China.

Our actions

Following the introductory IPDD letter sent to the UK Department for Energy Security and Net Zero (DESNZ) in October 2024, members of the IPDD Consumer Countries working group met with Minister for Climate, Kerry McCarthy and other DESNZ representatives in January 2025. IPDD members, including L&G, shared views on the importance of addressing deforestation, key barriers and opportunities, and how institutional investors can support government dialogues on this topic.

Next steps

Looking ahead, COP30 is scheduled to take place in Brazil, heightening the prominence of deforestation within the overall climate change agenda. We will continue our work through the IPDD to raise awareness of the importance of this issue to investors, and to work with our peers to formulate recommendations. Our thematic framework helps align our policy and corporate engagement activities.



World Water Day: pooling our thoughts

Water is fundamental to life on this planet and vital to our global economy. The economic value of water is vast, with direct and indirect use benefits equivalent to approximately US\$58 trillion in 2021.¹⁴ We therefore believe that water-related risks are financially material and could have significant implications for our clients’ assets if left unaddressed.

The interconnections between our four nature ‘sub themes’ (deforestation, water, natural capital management and circular economy)¹⁵ are multiple and complex. In our latest thought leadership on water and our approach, published around World Water Day on 22 March, we have dived into the relationship between land use, deforestation and water.

Focussing specifically on ‘green’ water (water stored in soil and plants), as opposed to ‘blue’ water (or ‘visible’ water, such as oceans, rivers and lakes), we emphasise the importance of forests in regulating flow by absorbing or releasing water when required, and their influence on local rainfall patterns. In terms of land use, looking specifically at the coffee industry (which is considered within our [deforestation policy and expectations](#)), we highlight the dependency on ‘green water’ availability due to the dependency of coffee plants on specific moisture levels to maintain both the yield and quality of the beans.

While outlining the potential risks, it is also important to focus on the opportunities, as we believe that practices in the agricultural sector such as soil moisture retention, drought-resistant crops and regenerative farming, could help address these challenges.

In approaching both our policy and corporate engagements, our thematic research plays an important role in guiding our discussions and setting our expectations of companies, not only for mitigating future risks to businesses, livelihoods and supply chains, but also for highlighting the future opportunities that could emerge from more sustainable business practices.

We have been active in terms of our recent publications and would invite our readers to read our recent [blog](#) and [whitepaper](#), and to listen to our [podcast](#).

13. <https://www.ipddinitiative.com/home>
14. Source: [wwf-high-cost-of-cheap-water--final-lr-for-web-.pdf](#)
15. As set out in our [nature framework](#)

Significant vote: Pigeon Corp

Company name	Pigeon Corp.*
ISIN	JP3951600000
Market Cap	US\$1.5 billion (source: ISS, as at 03.04.2025)
Sector	Consumer staples
Issue identified	<p>Deforestation is a systemic risk that permeates different economic sectors and markets on a global scale, on account of the vital ecosystem services forests provide to the real economy. Deforestation is a material risk for investors as it may have indirect and/or direct financial implications for investee companies and, consequently, the returns for our clients.</p> <p>In our deforestation policy, we set out our expectation that companies in deforestation critical sectors¹⁶ should have both a public deforestation policy and a programme of actions to deliver on that policy.¹⁷</p>
Summary of the resolution	<p>Resolution 2.3: Elect Director Yano, Ryo</p> <p>AGM: 27 March 2025</p>
How LGIM voted	Against resolution 1.1 (against management recommendation)
Rationale for the vote decision	<p>A vote against was applied as the company is deemed to not meet minimum standards with regard to our deforestation policy.</p> <p>We had written to Pigeon Corp twice as part of our deforestation campaign to inform them of our deforestation expectations, our deforestation policy, and that they had been identified as not meeting our minimum expectations and therefore as subject to a vote against the re-election of the Chair at their next AGM.</p>
Outcome	At the time of drafting, meeting results are not yet available.
Why is this vote ‘significant’?	his vote is considered significant as it relates to our deforestation campaign and expectations, an area of focus for engagement, both collaboratively and individually for our investment stewardship team. It is an example of action taken in line with our expectations of companies as set out in our deforestation policy .

16. Deforestation-critical’ sectors or ‘high-risk’ sectors are defined using Ceres’ Investor Guide to Deforestation and Climate Change. We also follow Deforestation Free Finance guidance on which GICS sub-industries to cover

17. As assessed by Sustainalytics, using its criteria. Companies in selected sectors, where we have data, scoring 0 on either deforestation policy or programme will receive a vote against. In addition, we may use data from CDP Forests or MSCI to inform us of the existence of a public policy. Subject to data availability

18. In determining a ‘significant vote’, we take into consideration the guidance for asset managers provided by the PLSA (Vote reporting template for pension scheme implementation statement - Guidance for Asset Managers), and alignment with our published stewardship themes and priorities.

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Environment | **Social** | Governance

Society: People and Health



Diversity: ethnic diversity at board level – looking ahead to the AGM season

Identify

We believe a diverse mix of skills, experience and perspectives is essential for a company and its board to function and perform optimally, as set out in our [diversity policy](#). Driving diversity at companies is a strategy that we believe is financially material, directly linked to value creation, and is a tangible action that investors can encourage.

Engage

We launched our engagement campaign on ethnic diversity in 2020, initially reaching out to the largest 100 companies in the UK and the largest 500 companies in the US to discuss ethnic diversity at board level. Our request was simple: that they should have ethnically diverse representation at board level by 2021. We have now been voting against the re-election of the Chair or the Chair of the nomination committee at companies in these indices (the FTSE100 and the S&P500) that do not meet these expectations since 2022.

We announced in 2023 that we would be extending our campaign to require a board member from an ethnic minority background beyond the FTSE 100 and S&P 500 to the FTSE 250 and Russell 1000 companies. Our expectation for the companies in these indices is identical but, in line with the [UK's Parker Review](#), we allowed these smaller companies more time to meet our expectations by 2024. We wrote to these companies to notify them of our new policy.

Escalation and next steps

In the fourth quarter of 2024, we wrote to 24 FTSE 250 and 27 Russell 1000 companies to indicate that, based on research from data available through information providers, we had identified them as not meeting the expectations set out above, and therefore as being potentially subject to a vote against the Chair's re-election at their upcoming AGM.

We had a great response from the FTSE 250 companies that we wrote to, some providing us with an explanation that allowed us to provide the company with more time to meet our expectations. As a result of the responses, we are currently set to vote against 13 FTSE 250 companies in 2025. We did not receive responses from the 27 Russell 1000 companies; we recognise that they are operating against a different political backdrop to the UK.



Income Inequality: the living wage

Closing the living wage gap worldwide could generate an additional US\$4.56 trillion every year through increased productivity and spending, translating to a more than 4% increase in annual GDP.¹⁹ As a diversified investor,²⁰ increases in GDP may have a positive impact on the value of our portfolios.²¹ We therefore believe that the topic of the living wage is financially material for investors. It has been a topic on which we have engaged, both collaboratively and individually, for a number of years.

Collaboration update: the Platform for Living Wage Financials

The Platform for Living Wage Financials (PLWF) is a collective engagement group of 24 financial institutions that encourages, supports, and monitors investee companies to enable living wages and living incomes in global supply chains in the garment, food agriculture and food retail sectors. Collectively, the Group has €7trillion of assets under management. The group assesses 31 garment companies and 22 companies within the food agriculture and food retail sector.²²

Our role in the collaboration

L&G is a co-chair of the food agriculture and retail group, and participates in the garment working group. Each investor in the Group is responsible for leading

engagements with certain companies. As Co-Chair, we attended the Platform for living wage annual conference which was attended by members, companies, NGOs and academics. We addressed the conference on the findings of the food retailers’ assessments carried out during 2024, looking at the companies policies and practices on the living wage for their own employees and for workers within their supply chains. Additionally, we provided guidance to companies on where improvements were needed to raise their scores.

Of the companies assessed, only one garment manufacturer reached the highest category as ‘leading’; from the food agriculture/retail sector, only one reached the second highest category of ‘advancing’. While L&G led the engagement with a number of companies alongside the PLWF, these companies are not ones that we have been engaging with. Interestingly, in our research and analysis, we noted that more companies appear to have policies on living wages for workers within their supply chains than they have for their own employees.

Next steps

Our work on the living wage continues, both collaboratively and individually, including our living wage campaign, targeting 15 large food retailers around the world.

We recognise the challenges in designing, implementing and monitoring living wage policies for employees and across supply chains, and our direct engagement with companies helps us understand the barriers that they need to overcome to implement change. Research through the PWLF is helpful in identifying examples of best practice, and demonstrating to other companies steps that they can take.

19. [Inequality kills | Oxfam International](#) and [Tackling inequality: The need and opportunity for business action, BCTI](#)
20. **It should be noted that diversification is no guarantee against a loss in a declining market**
21. [Labor and Inequality Case Study - The Shareholder Commons](#)
22. More information can be found here: [Living wage](#)



Health

Antimicrobial Resistance (AMR): ESG Imperative

In February, L&G’s Asset Management business, together with Trinity College, Cambridge, were invited to speak about antimicrobial resistance (AMR) at [ESG Imperative](#), a conference for charity professionals looking to further their charity's ESG agenda. Trinity College also engage separately on the topic of AMR.

We began our presentation on **Why should investors care about AMR?** with an overview of the underlying concepts of AMR to introduce our audience to this topic:

- Microbes are viruses, parasites, bacteria and fungi. A pathogen is, e.g. bacteria, which has the potential to cause a disease
- Antimicrobials are medicines that have been developed to prevent and treat infections caused by pathogens in humans, animals and plants. In addition to antibiotics, other types of antimicrobial include antivirals, anti-fungals and anti-parasitics
- AMR is a natural evolution. Having discovered penicillin in 1929, Sir Alexander Fleming also noted that the bacteria will naturally evolve to become resistant²³

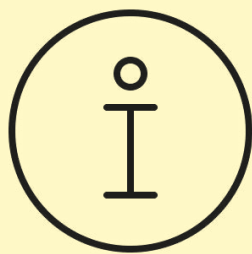
It is the incorrect use of antimicrobials that accelerates the evolutionary process of AMR. Taking antibiotics when we don’t need them, not finishing the full course prescribed, preventative use in animal production, or use for growth promotion – these common misuses all contribute to increasing the speed by which AMR develops.

Why should investors care about AMR?

According to recent studies from the Centre of Global Development, if we do not take action on AMR we could face US\$1.7 trillion annual reduction in global economic output by 2050. They estimate that AMR increases the cost of healthcare by USD66 billion, projected to rise to US\$159 billion in 2050 if no action is taken.²⁴ AMR undermines modern medicine, from treatment of regular infectious diseases (such as tonsilitis and ear infection) to surgical procedures, where side effects commonly are infections. With the rise of AMR infections could therefore become untreatable or worse, lethal.

How do we at L&G aim to tackle the systemic risk of AMR?

Through our investment stewardship activities, we take a two-pronged approach: we engage with relevant investee holdings on the issue of AMR (for example within the food system, or example water treatment at manufacturing plants within the pharmaceutical industry); and we engage with policymakers on the issue of AMR. Regular readers will be familiar with our long-term approach, and our regular updates provided in our quarterly and annual reports.²⁵



Interested in taking action on AMR?

For asset owners that would like to take action on AMR, there are a number of steps available:

- 1) Ask your asset manager what activities they are undertaking on the topic of AMR
- 2) Sign up to [Investor Action on AMR](#)
- 3) Raise awareness in interactions with peers and/or internally about the systemic risk of AMR

23. [The Landscape of Antibiotic Resistance – PMC](#)
24. [Forecasting the Fallout from AMR: Economic Impacts of Antimicrobial Resistance in Humans | Center For Global Development](#)
25. Which can be read on our Investment Stewardship webpage in the ‘reports and updates’ section: [Investment stewardship & governance | L&G](#)

Significant votes: Deere & Company*

Company name	Deere & Company
ISIN	244199105
Market Cap	US\$127.4 billion (source: ISS, 03 April 2025)
Sector	Industrials: capital goods, machinery
Issue identified	We believe a diverse mix of skills, experience and perspectives is essential for a company and its board to function and perform optimally. Studies demonstrate that a good level of diversity can improve business resilience and decision-making, minimise risks, and improve the sustainability of profit growth which can maximise long-term returns for investors. ²⁶ Our approach to diversity and expectations of companies are set out in our diversity policy.
Summary of the resolution	Resolution 4 – Report on Statistical Differences in Hiring Across Race and Gender Resolution 5 – Report on Effectiveness of Efforts to Create a Meritocratic Workplace Resolution 7 – Report on a Civil Rights Audit AGM, 26 February 2025
How LGIM voted	Against resolutions 4 and 5 (in line with management recommendations) For resolution 7 (against management recommendation)
Rationale for the vote decision	<p>We voted against resolution 4 because the company already discloses data that breaks down its workforce based on race and gender. Furthermore, the code of conduct ensures that all employees are treated fairly and that its workforce should represent the communities they serve. Investors can determine hiring practices from the data the company already provides. Therefore, we considered the proposal request as unnecessary.</p> <p>We instructed a vote against resolution 5 but please note, as explained below, this resolution was withdrawn. We engaged with the company, and were informed that they have not walked back from their policies on equal opportunities, which are reinforced by their code of conduct. In addition, the company's 2024 sustainability disclosures and metrics document provide information on its hiring practices and mentoring programmes for different types of workers, along with workforce data and retention rates. Finally, the company’s engagement score shows an improvement in employee sentiment towards the company.</p> <p>We voted in favour of resolution 7 because we believe such an audit to be a transparent way in which the company can demonstrate that its code of conduct is operating as it should, and that there are no inequalities based on gender or ethnicity, which may cause potential legal and/or financial risks to the company. This is also consistent with our previous voting stance on this topic.</p>
Outcome	Resolution 4 – 97.5% voted against Resolution 5 was withdrawn at a late stage by the proponent, following their own engagement with the company, which they felt reconfirmed the company’s commitment to the issues being raised. Our vote rationale above (which would have been applied had the resolution stood) expresses similar findings. Resolution 7 – 29.1% voted in favour
Why is this vote ‘significant’? ²⁷	These votes are considered significant due to their relation to our longstanding engagement and published policy positions and expectations regarding diversity .

26. For example: [Why diversity matters even more | McKinsey](#) and [Report — As You Sow](#) *Reference to a particular security is on a historic basis and does not mean that the security is currently held or will be held within an L&G portfolio. The above information does not constitute a recommendation to buy or sell any security.

27. In determining a ‘significant vote’, we take into consideration the guidance for asset managers provided by the PLSA ([Vote reporting template for pension scheme implementation statement - Guidance for Asset Managers](#)), and alignment with our published stewardship themes and priorities.

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Significant vote: Hormel Foods Corporation*

Company name	Hormel Foods Corporation
ISIN	440452100
Market Cap	US\$16.7 billion (Source: ISS, 04 April 2025)
Sector	Consumer staples: food, beverage & tobacco, food products
Issue identified	The issue identified is that of the link between animal welfare standards, the overuse of antibiotics in animal husbandry, and the spread of antimicrobial resistance (AMR). We set out our approach to AMR in our health policy.
Summary of the resolution	Resolution 4 - Publish Measurable Timebound Targets for Increasing Group Sow Housing in Supply Chain AGM, 28 January 2025
How LGIM voted	For resolution 4 (against management recommendation)
Rationale for the vote decision	A vote FOR was applied. We consider this proposal from an antimicrobial resistance (AMR) perspective as the volume of antimicrobials, including antibiotics, is impacted by the production type used for the animal i.e. how animals are kept. There is a correlation between lower usage of antibiotics and improved animal welfare. ²⁸ We consider AMR a systemic risk. The overuse of antimicrobials exacerbates AMR, and the majority of antibiotics, one form of antimicrobial, used globally are used for animals not humans. ²⁹ We believe it is essential to limit the employment of antimicrobials in order to stem the speed by which AMR is occurring. The World Bank estimates that AMR could result in a 3.8% loss in global GDP, an impact comparable to that of the 2008 financial crisis, and in an AMR worst-case scenario, additional healthcare expenditures could amount to \$1.2 trillion globally on an annual basis. ³⁰
Outcome	The vote result has not been published at the time of drafting.
Why is this vote ‘significant’? ³¹	We consider this vote to be significant due to its connection with our engagement and expectations on AMR. Further information can be found in our health policy .

28. Source: [Animal welfare and antibiotic resistance in food animals – 2020 – ReAct](#)

29. Source: [Antibiotics Overuse in Animal Agriculture: A Call to Action for Health Care Providers - PMC](#)

30. Source: [Antimicrobial Resistance \(AMR\)](#)

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31. In determining a ‘significant vote’, we take into consideration the guidance for asset managers provided by the PLSA ([Vote reporting template for pension scheme implementation statement - Guidance for Asset Managers](#)), and align-ment with our published stewardship themes and priorities.



Environment | Social | Governance

Governance and digitisation



Policy engagement: Timing of annual disclosures in Japan

On 28 March, the Japan Financial Services Agency (FSA) [requested](#) all 4,000 listed companies in Japan to publish their annual securities reports (Yuho) before their AGMs.

The Yuho contains the fully audited financial statements and other important governance and sustainability related information, which investors need to make informed voting decisions. However, more than 90% of Yuhos are currently published the day of or a few days after the AGM.

Engage

Our work on this topic over the years has ranged from direct and collective engagements, speaking with [media](#), and making our views clear through the [L&G blog](#). The most recent examples from this quarter include meetings with the FSA, Tokyo Stock Exchange, and the Ministry of Economy, Trade and Industry (METI) arranged by

International Corporate Governance Network (ICGN) where we were given the opportunity to lead the conversation on behalf of fellow members on this topic. We also contributed to an [open letter](#) ("Prioritization of Annual Reports before AGMs and alignment of record dates closer to AGMs") from the Asian Corporate Governance Association (ACGA).

Next steps

As the FSA acknowledges, the finance minister's latest request to publish the Yuho "a day before or a few days before the AGM" is just the first step but it is nonetheless an encouraging development regarding a long-standing issue. While we understand the initial challenges for companies, we will continue our engagement with regulators and companies to help drive further change as we believe that real governance and investor dialogue improvements will only be possible if Yuhos are published three to four weeks before the AGM.



Investment trusts activism: the Saba saga

Identify

Corporate governance doesn't often hit the headlines, but many column inches have been dedicated to the practices of hedge fund Saba Capital Management LP, and their manoeuvres aimed at gaining control of seven UK investment trusts.³²

Having built a substantial albeit minority stake in each of the trusts (ranging from 19-29%),³³ Saba's aim was to gain control of the board by electing its own nominees in place of the current directors, opening the door to changing the investment strategy of the trusts by appointing itself as the investment manager. Saba's reasoning focussed primarily on the performance of the trusts and their trading at a discount to net asset value. Effectively, this was a takeover, but through a method which requires a lower threshold of shareholder approval (ordinary resolution: 50% plus one vote) than such a strategic change should require (typically conducted via a special resolution, i.e. >75% approval). Such an attempt at, for example, a large, listed, commercial company would attract significant attention but UK investment trusts, being predominantly the domain of retail investors, tend to fall outside the spotlight.

Engage

Alongside our peers, organised by the Investor Forum, we met with the Association of Investment Companies to discuss our concerns about the features of the current system which permit this type of 'back door' takeover. A number of options were considered, looking at the differences between the governance standards expected of commercial companies versus those of investment trusts.

We were concerned with the process by which Saba was seeking control of the trusts and a probable change in investment strategy, without offering minority shareholders a control premium or the requisite shareholder approval voting threshold normally expected for such strategic proposals. We also felt that Saba had not presented a compelling case for a full change in control.

At each of the trusts, we voted against the Saba-proposed resolutions (to remove existing board directors and appoint their own).

Outcome

Saba did not gain sufficient support from shareholders to appoint their own directors.

Their targeting of UK investment trusts, which have a high proportion of retail investors, could be viewed as an attempt to rely on low voter turnout, or that proxy advisor recommendations would support their actions. The attention drawn to the situation by the press and the action taken by large investors and proxy advisors to understand the situation and vote accordingly demonstrates the importance of careful voting and consideration. Nevertheless, we would also comment that Saba's actions have turned the spotlight on the performance of UK investment trusts and have emphasised the importance of communication between these trusts and all stakeholders, including their retail investors. While our votes are exercised in line with our custom vote policy through our proxy voting provider ISS, we retain the ability to consider votes on an individual basis as deemed necessary.

Following our work with the Investor Forum, we will be alert to any developments regarding the protection of shareholders against similar actions in the future.

32. Baillie Gifford US Growth, CQS Natural Resources Growth and Income Trust, Edinburgh Worldwide, Janus Henderson European Smaller Companies Trust, Henderson Opportunities Trust, Herald Investment Trust, Keystone Positive Change

33. [Saba is not a saviour of UK investment trusts. Look at its own miserable record | Nils Pratley | The Guardian](#)



Significant vote: easyJet Plc*

Company name	easyJet Plc
ISIN	GB00B7KR2P84
Market Cap	US\$4.6 billion (source: ISS, 04 April 2025)
Sector	Industrials: transportation, passenger airlines
Issue identified	We expect company boards to ensure executive directors’ pay is fair, balanced and aligned with the strategy and long-term growth and performance of the business. In line with our long-term investment horizon, we expect executive directors’ pay to reflect financial performance, operational and strategic measures and to be achieved within a long-term, sustainable framework. Our expectations regarding executive pay at UK companies are published on our website.
Summary of the resolution	Resolution 2 – Approve remuneration policy
	AGM, 13 February 2025
How LGIM voted	Against resolution 2 (against management recommendation)
Rationale for the vote decision	After internal discussions and correspondence with the company, we voted against the remuneration policy based on the following rationale:
	Shareholder alignment: A vote against was applied because a sufficient proportion of the bonus is not deferred into shares for a period of time. The new Policy allows for bonus deferral to be reduced, including to zero, once directors have achieved their shareholding guidelines. Given management is new and have yet to build up a substantial holding, with shareholding guidelines in line with normal market practice, we did not consider the company’s rationale to be compelling, nor is the need apparent within this policy cycle.
Outcome	8.4% voted against
Why is this vote ‘significant’? ³⁴	This vote is significant as it relates both to an increasing are of interest in terms of UK remuneration structures and competitiveness, and to our expectations on remuneration , as published in our UK remuneration policy .

*Reference to a particular security is on a historic basis and does not mean that the security is currently held or will be held within an L&G portfolio. The above information does not constitute a recommendation to buy or sell any security.

34. In determining a ‘significant vote’, we take into consideration the guidance for asset managers provided by the PLSA ([Vote reporting template for pension scheme implementation statement - Guidance for Asset Managers](#)), and alignment with our published stewardship themes and priorities.

Significant vote: Apple, Inc.*

Company name	Apple, Inc.
ISIN	037833100
Market Cap	US\$3.4 trillion (source: ISS, 04 April 2025)
Sector	Information technology
Issue identified	We believe that the governance of risks and opportunities relating to the development and use of artificial intelligence (‘AI’) is financially material for companies. AI should drive long-term innovation, productivity and value creation. To secure these gains, we believe investors must engage with companies and policymakers on baseline expectations for governance, risk management and transparency.
Summary of the resolution	Resolution 4 – Report on Ethical AI Data Acquisition and Usage AGM, 25 February 2025
How LGIM voted	Against resolution 4 (in line with management recommendation)
Rationale for the vote decision	A vote against was applied as the company takes sufficient measures to protect users’ data in the development and training of its artificial intelligence (AI) models. However, concerns remain regarding the company’s lack of transparency of its risk management processes to ensure safe applications of AI, such as identifying high-risk inputs in its models and mitigation measures to prevent harmful content generation. We felt these concerns were not addressed in this resolution and therefore have voted against, but we have communicated our views to the company via dialogue.
Outcome	88.4% voted against
Why is this vote ‘significant’? ³⁵	This vote is significant as it relates to our Investment Stewardship expectations and engagement on the governance of artificial intelligence and the expectations that we have published of companies: LGIM Blog: How we’ll press for safe AI and L&G’s global corporate governance and responsible investment policy

*Reference to a particular security is on a historic basis and does not mean that the security is currently held or will be held within an L&G portfolio. The above information does not constitute a recommendation to buy or sell any security.

35. In determining a ‘significant vote’, we take into consideration the guidance for asset managers provided by the PLSA ([Vote reporting template for pension scheme implementation statement - Guidance for Asset Managers](#)), and alignment with our published stewardship themes and priorities.



Voting and engagement figures, Q1 2025

Regional updates

Global - Q1 2025 voting summary

Management-proposed resolutions:						
Proponent/Category	For	Against	Abstain	For %	Against %	Abstain %
Management	12097	3421	499	76%	21%	3%
Capitalization	1096	160	0	87%	13%	0%
Routine Business	1753	462	1	79%	21%	0%
Strategic Transactions	459	135	0	77%	23%	0%
Director Related	1379	219	1	86%	14%	0%
Director Election	4430	1246	492	72%	20%	8%
Non-Routine Business	376	72	0	84%	16%	0%
Company Articles	651	80	0	89%	11%	0%
Audit Related	609	124	4	83%	17%	1%
Compensation	1018	754	0	57%	43%	0%
Takeover Related	107	6	0	95%	5%	0%
Social	56	31	0	64%	36%	0%
No Research	9	106	1	8%	91%	1%
Mutual Funds	10	0	0	100%	0%	0%
Miscellaneous	120	25	0	83%	17%	0%
E&S Blended	24	0	0	100%	0%	0%
Environmental	0	1	0	0%	100%	0%

Global - Q1 2025 voting summary

Shareholder-proposed resolutions:						
Proponent/Category	For	Against	Abstain	For %	Against %	Abstain %
Shareholder	281	307	1	48%	52%	0%
Miscellaneous	5	25	0	17%	83%	0%
Director Election	191	195	1	49%	50%	0%
Audit Related	49	6	0	89%	11%	0%
Compensation	6	6	0	50%	50%	0%
Director Related	6	7	0	46%	54%	0%
Non-Routine Business	9	4	0	69%	31%	0%
Social	4	8	0	33%	67%	0%
E&S Blended	0	11	0	0%	100%	0%
Corporate Governance	5	0	0	100%	0%	0%
Company Articles	3	39	0	7%	93%	0%
Capitalization	2	0	0	100%	0%	0%
Environmental	0	4	0	0%	100%	0%
Routine Business	1	2	0	33%	67%	0%
Miscellaneous	120	25	0	83%	17%	0%
E&S Blended	24	0	0	100%	0%	0%
Environmental	0	1	0	0%	100%	0%

How LGIM Voted	Number of Votes	% Aligned Management Recommendations
For	12378	99.4%
Against	3728	11.5%
Abstain	500	89.4%

Number of	Values
Resolutions	16606
AGM Resolutions	12755
EGM Resolutions	3851
AGM	1165
EGM	1065
Meetings	2230

Most Popular Resolutions	Number of Resolutions
Elect Director	5017
Elect Director (Cumulative Voting or More Nominees Than Board Seats)	1049
Amend Articles/Bylaws/Charter -- Non-Routine	500
Approve Remuneration of Executive Directors and/or Non-Executive Directors	494
Accept Financial Statements and Statutory Reports	451

Number of Companies where LGIM voted:	Value
In Total	1985
For in all resolutions	666
Against or Abstain in at least one resolution	1319

Voting data shown is “For” and “Against” the resolution. Please note that for shareholder resolutions, a vote “For” the resolution is a vote against management.We aim to keep abstentions to a minimum. Where there are no legal or practical impediments, we vote on our clients’ investments across all developed and emerging markets globally, where possible.
Source: L&G, as at 31 March 2025.

UK - Q4 2025 voting summary

Management-proposed resolutions:						
Proponent/Category	For	Against	Abstain	For %	Against %	Abstain %
Management	1138	75	0	94%	6%	0%
Routine Business	136	1	0	99%	1%	0%
Compensation	95	18	0	84%	16%	0%
Director Election	417	23	0	95%	5%	0%
Audit Related	136	2	0	99%	1%	0%
Social	22	0	0	100%	0%	0%
Capitalization	236	27	0	90%	10%	0%
Takeover Related	53	1	0	98%	2%	0%
Mutual Funds	7	0	0	100%	0%	0%
Strategic Transactions	19	1	0	95%	5%	0%
Miscellaneous	7	0	0	100%	0%	0%
Company Articles	9	2	0	82%	18%	0%
Non-Routine Business	1	0	0	100%	0%	0%



UK - Q4 2025 voting summary

Shareholder-proposed resolutions:						
Proponent/Category	For	Against	Abstain	For %	Against %	Abstain %
Shareholder	0	51	0	0%	100%	0%
Director Election	0	50	0	0%	100%	0%
Director Related	0	1	0	0%	100%	0%

How LGIM Voted	Number of Votes	% Aligned Management Recommendations
For	1138	99.4%
Against	126	11.5%
Abstain	0	89.4%

Number of	Values
Resolutions	1264
AGM Resolutions	1142
EGM Resolutions	122
AGM	73
EGM	53
Meetings	126

Most Popular Resolutions	Number of Resolutions
Elect Director	440
Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	97
Authorize Share Repurchase Program	79
Accept Financial Statements and Statutory Reports	72
Advisory Vote to Ratify Named Executive Officers' Compensation	68

Number of Companies where LGIM voted:	Value
In Total	106
For in all resolutions	50
Against or Abstain in at least one resolution	56

Voting data shown is “For” and “Against” the resolution. Please note that for shareholder resolutions, a vote “For” the resolution is a vote against management.We aim to keep abstentions to a minimum. Where there are no legal or practical impediments, we vote on our clients’ investments across all developed and emerging markets globally, where possible.
Source: LGIM, as at 31 December 2025.

Europe ex UK - Q1 2025 voting summary

Management-proposed resolutions:						
Proponent/Category	For	Against	Abstain	For %	Against %	Abstain %
Management	2474	721	48	76%	22%	1%
Compensation	245	233	0	51%	49%	0%
No Research	9	105	0	8%	92%	0%
Director Related	517	51	0	91%	9%	0%
Audit Related	205	23	4	88%	10%	2%
Capitalization	180	48	0	79%	21%	0%
Director Election	506	176	44	70%	24%	6%
Routine Business	618	42	0	94%	6%	0%
Company Articles	61	8	0	88%	12%	0%
Non-Routine Business	47	3	0	94%	6%	0%
Miscellaneous	33	2	0	94%	6%	0%
Takeover Related	2	1	0	67%	33%	0%
E&S Blended	24	0	0	100%	0%	0%
Social	19	26	0	42%	58%	0%
Strategic Transactions	8	2	0	80%	20%	0%
Environmental	0	1	0	0%	100%	0%

Europe ex UK - Q1 2025 voting summary

Shareholder-proposed resolutions:						
Proponent/Category	For	Against	Abstain	For %	Against %	Abstain %
Shareholder	1	37	1	3%	95%	3%
Miscellaneous	1	12	0	8%	92%	0%
Director Election	0	12	1	0%	92%	8%
Director Related	0	6	0	0%	100%	0%
Social	0	3	0	0%	100%	0%
Non-Routine Business	0	1	0	0%	100%	0%
Compensation	0	1	0	0%	100%	0%
Environmental	0	1	0	0%	100%	0%
Company Articles	0	1	0	0%	100%	0%
Corporate Governance	5	0	0	100%	0%	0%
Company Articles	3	39	0	7%	93%	0%
Capitalization	2	0	0	100%	0%	0%
Environmental	0	4	0	0%	100%	0%

How LGIM Voted	Number of Votes	% Aligned Management Recommendations
For	2475	100%
Against	758	18.7%
Abstain	49	2%

Number of	Values
Resolutions	3282
AGM Resolutions	3006
EGM Resolutions	276
AGM	186
EGM	56
Meetings	242

Most Popular Resolutions	Number of Resolutions
Elect Director	514
Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	247
Accept Financial Statements and Statutory Reports	188
Ratify Auditors	150
Approve Allocation of Income and Dividends	147

Number of Companies where LGIM voted:	Value
In Total	227
For in all resolutions	24
Against or Abstain in at least one resolution	203

Voting data shown is “For” and “Against” the resolution. Please note that for shareholder resolutions, a vote “For” the resolution is a vote against management.We aim to keep abstentions to a minimum. Where there are no legal or practical impediments, we vote on our clients’ investments across all developed and emerging markets globally, where possible.
Source: L&G, as at 31 March 2025.

North America - Q1 2025 voting summary

Management-proposed resolutions:						
Proponent/Category	For	Against	Abstain	For %	Against %	Abstain %
Management	1017	726	1	58%	42%	0%
Director Election	715	461	0	61%	39%	0%
Audit Related	94	74	0	56%	44%	0%
Compensation	49	178	0	22%	78%	0%
Strategic Transactions	43	1	0	98%	2%	0%
Takeover Related	52	1	0	98%	2%	0%
Capitalization	30	4	0	88%	12%	0%
Director Related	17	3	0	85%	15%	0%
Company Articles	7	3	0	70%	30%	0%
Mutual Funds	3	0	0	100%	0%	0%
No Research	0	1	1	0%	50%	50%
Routine Business	6	0	0	100%	0%	0%
Miscellaneous	1	0	0	100%	0%	0%

North America - Q1 2025 voting summary

Shareholder-proposed resolutions:						
Proponent/Category	For	Against	Abstain	For %	Against %	Abstain %
Shareholder	21	30	0	41%	59%	0%
Compensation	0	2	0	0%	100%	0%
Director Related	4	0	0	100%	0%	0%
Social	4	5	0	44%	56%	0%
E&S Blended	0	11	0	0%	100%	0%
Corporate Governance	5	0	0	100%	0%	0%
Environmental	0	3	0	0%	100%	0%
Director Election	6	1	0	86%	14%	0%
Company Articles	1	8	0	11%	89%	0%
Audit Related	1	0	0	100%	0%	0%

How LGIM Voted	Number of Votes	% Aligned Management Recommendations
For	1038	98.7%
Against	756	4.8%
Abstain	1	100%

Number of	Values
Resolutions	1795
AGM Resolutions	1629
EGM Resolutions	166
AGM	166
EGM	58
Meetings	224

Most Popular Resolutions	Number of Resolutions
Elect Director	1164
Ratify Auditors	157
Advisory Vote to Ratify Named Executive Officers' Compensation	147
Adjourn Meeting	38
Approve Merger Agreement	27

Number of Companies where LGIM voted:	Value
In Total	222
For in all resolutions	34
Against or Abstain in at least one resolution	188

Voting data shown is “For” and “Against” the resolution. Please note that for shareholder resolutions, a vote “For” the resolution is a vote against management.We aim to keep abstentions to a minimum. Where there are no legal or practical impediments, we vote on our clients’ investments across all developed and emerging markets globally, where possible.
Source: L&G, as at 31 March 2025.

Japan - Q1 2025 voting summary

Management-proposed resolutions:						
Proponent/Category	For	Against	Abstain	For %	Against %	Abstain %
Management	1349	159	0	89%	11%	0%
Strategic Transactions	8	2	0	80%	20%	0%
Company Articles	34	7	0	83%	17%	0%
Director Election	1096	113	0	91%	9%	0%
Audit Related	2	0	0	100%	0%	0%
Director Related	70	21	0	77%	23%	0%
Routine Business	93	1	0	99%	1%	0%
Compensation	43	12	0	78%	22%	0%
Capitalization	1	1	0	50%	50%	0%
Non-Routine Business	2	0	0	100%	0%	0%
Takeover Related	0	2	0	0%	100%	0%



Japan - Q1 2025 voting summary

Shareholder-proposed resolutions:						
Proponent/Category	For	Against	Abstain	For %	Against %	Abstain %
Shareholder	22	9	0	71%	29%	0%
Director Election	8	2	0	80%	20%	0%
Compensation	6	3	0	67%	33%	0%
Non-Routine Business	3	2	0	60%	40%	0%
Capitalization	2	0	0	100%	0%	0%
Routine Business	1	2	0	33%	67%	0%
Director Related	2	0	0	100%	0%	0%

How LGIM Voted	Number of Votes	% Aligned Management Recommendations
For	1371	98.4%
Against	168	5.4%
Abstain	0	0%

Number of	Values
Resolutions	1539
AGM Resolutions	1488
EGM Resolutions	51
AGM	144
EGM	9
Meetings	153

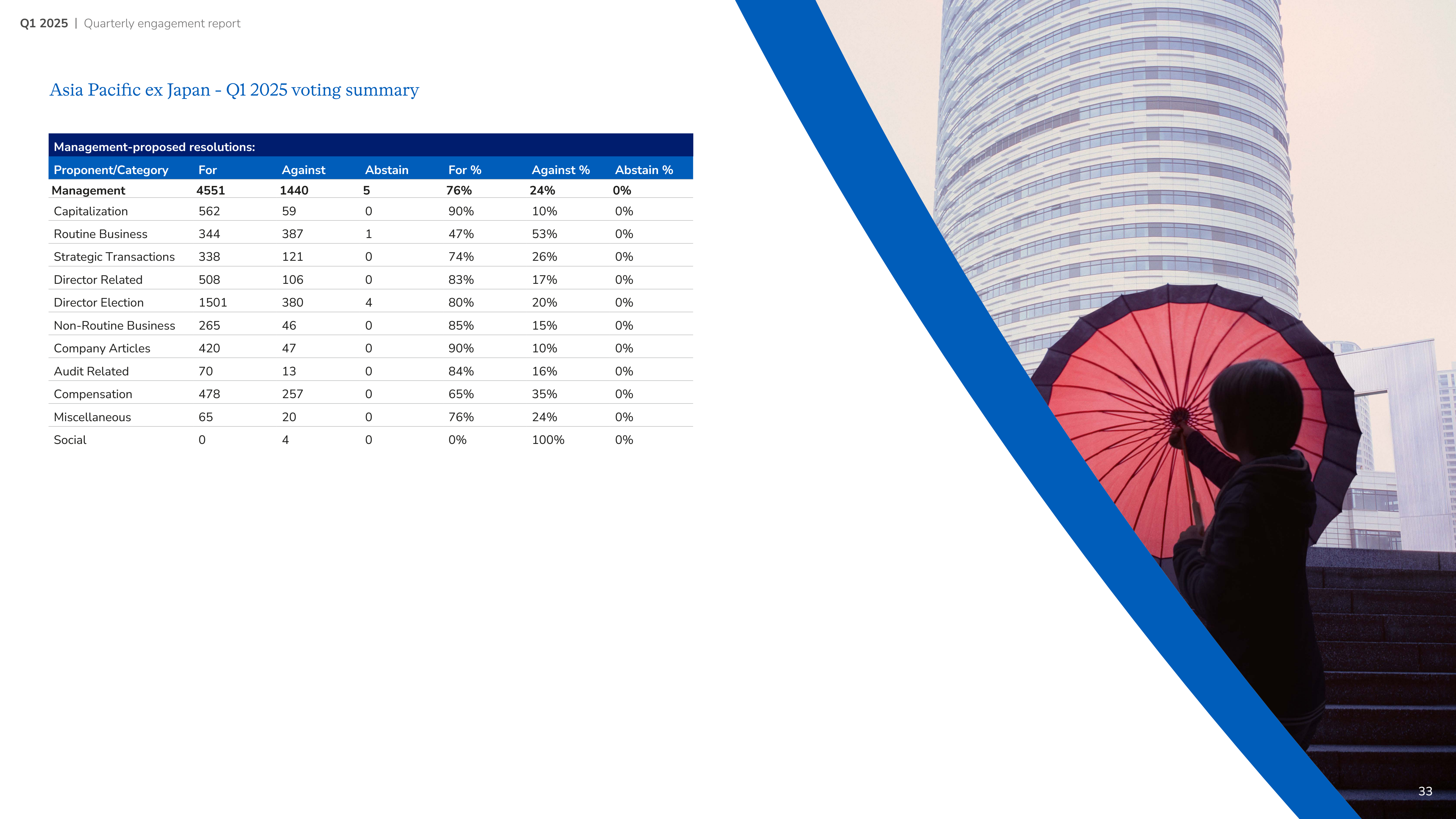
Most Popular Resolutions	Number of Resolutions
Elect Director	1209
Approve Allocation of Income and Dividends	91
Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	63
Amend Articles	41
Approve Restricted Stock Plan	18

Number of Companies where LGIM voted:	Value
In Total	152
For in all resolutions	61
Against or Abstain in at least one resolution	91

Voting data shown is “For” and “Against” the resolution. Please note that for shareholder resolutions, a vote “For” the resolution is a vote against management.We aim to keep abstentions to a minimum. Where there are no legal or practical impediments, we vote on our clients’ investments across all developed and emerging markets globally, where possible.
Source: L&G, as at 31 March 2025.

Asia Pacific ex Japan - Q1 2025 voting summary

Management-proposed resolutions:						
Proponent/Category	For	Against	Abstain	For %	Against %	Abstain %
Management	4551	1440	5	76%	24%	0%
Capitalization	562	59	0	90%	10%	0%
Routine Business	344	387	1	47%	53%	0%
Strategic Transactions	338	121	0	74%	26%	0%
Director Related	508	106	0	83%	17%	0%
Director Election	1501	380	4	80%	20%	0%
Non-Routine Business	265	46	0	85%	15%	0%
Company Articles	420	47	0	90%	10%	0%
Audit Related	70	13	0	84%	16%	0%
Compensation	478	257	0	65%	35%	0%
Miscellaneous	65	20	0	76%	24%	0%
Social	0	4	0	0%	100%	0%



Asia Pacific ex Japan - Q1 2025 voting summary

Shareholder-proposed resolutions:						
Proponent/Category	For	Against	Abstain	For %	Against %	Abstain %
Shareholder	228	178	0	56%	44%	0%
Miscellaneous	4	13	0	24%	76%	0%
Director Election	175	129	0	58%	42%	0%
Audit Related	41	5	0	89%	11%	0%
Non-Routine Business	6	1	0	86%	14%	0%
Company Articles	2	30	0	6%	94%	0%

How LGIM Voted	Number of Votes	% Aligned Management Recommendations
For	4779	99.3%
Against	1618	9.5%
Abstain	5	0%

Number of	Values
Resolutions	6402
AGM Resolutions	3519
EGM Resolutions	2883
AGM	463
EGM	830
Meetings	1293

Most Popular Resolutions	Number of Resolutions
Elect Director	1567
Elect Director (Cumulative Voting or More Nominees Than Board Seats)	476
Approve Remuneration of Executive Directors and/or Non-Executive Directors	420
Amend Articles/Bylaws/Charter -- Non-Routine	413
Approve Financial Statements, Allocation of Income, and Discharge Directors	383

Number of Companies where LGIM voted:	Value
In Total	1122
For in all resolutions	457
Against or Abstain in at least one resolution	665

Voting data shown is “For” and “Against” the resolution. Please note that for shareholder resolutions, a vote “For” the resolution is a vote against management.We aim to keep abstentions to a minimum. Where there are no legal or practical impediments, we vote on our clients’ investments across all developed and emerging markets globally, where possible.
Source: L&G, as at 31 March 2025.

Rest of World - Q1 2025 voting summary

Management-proposed resolutions:						
Proponent/Category	For	Against	Abstain	For %	Against %	Abstain %
Management	1568	300	445	68%	13%	19%
Director Election	195	93	444	27%	13%	61%
Audit Related	102	12	0	89%	11%	0%
Director Related	267	38	1	87%	12%	0%
Routine Business	556	31	0	95%	5%	0%
Compensation	108	56	0	66%	34%	0%
Capitalization	87	21	0	81%	19%	0%
Strategic Transactions	43	8	0	84%	16%	0%
Non-Routine Business	61	23	0	73%	27%	0%
Company Articles	120	13	0	90%	10%	0%
Miscellaneous	14	3	0	82%	18%	0%
Social	15	1	0	94%	6%	0%
Takeover Related	0	1	0	0%	100%	0%



Rest of World - Q1 2025 voting summary

Shareholder-proposed resolutions:						
Proponent/Category	For	Against	Abstain	For %	Against %	Abstain %
Shareholder	9	2	0	82%	18%	0%
Director Election	2	1	0	67%	33%	0%
Audit Related	7	1	0	88%	12%	0%

How LGIM Voted	Number of Votes	% Aligned Management Recommendations
For	1577	100%
Against	302	11.6%
Abstain	445	100%

Number of	Values
Resolutions	2324
AGM Resolutions	1971
EGM Resolutions	353
AGM	133
EGM	59
Meetings	192

Most Popular Resolutions	Number of Resolutions
Elect Director (Cumulative Voting or More Nominees Than Board Seats)	573
Receive/Approve Report/ Announcement	166
Elect Director	123
Approve Remuneration of Directors and/or Committee Members	104
Accept Financial Statements and Statutory Reports	97

Number of Companies where LGIM voted:	Value
In Total	156
For in all resolutions	40
Against or Abstain in at least one resolution	116

Voting data shown is “For” and “Against” the resolution. Please note that for shareholder resolutions, a vote “For” the resolution is a vote against management. We aim to keep abstentions to a minimum. Where there are no legal or practical impediments, we vote on our clients’ investments across all developed and emerging markets globally, where possible.
Source: L&G, as at 31 March 2025.

Global engagement summary Q1 2025

In Q1 2025, we held

 **592**

With

 **556**

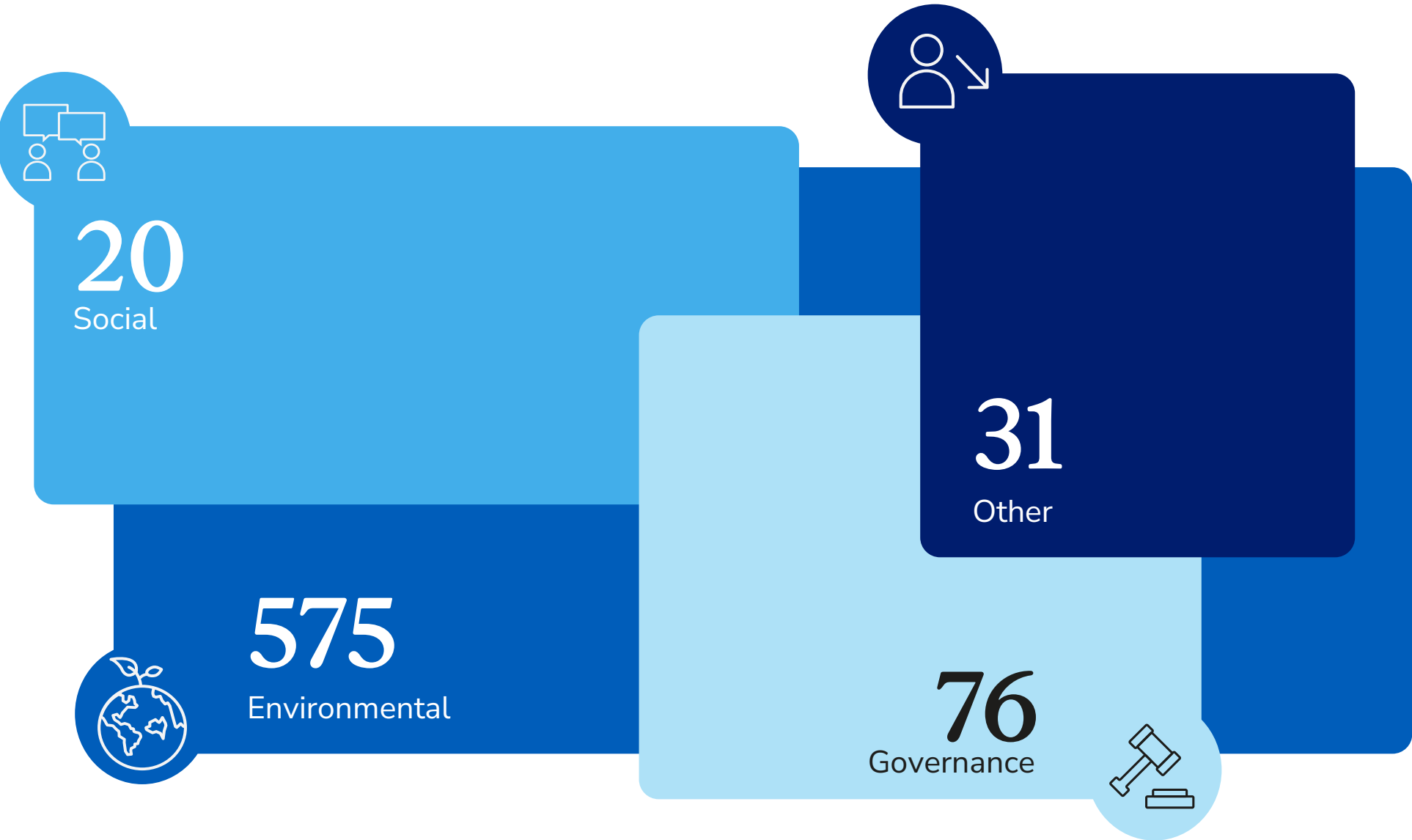
Engagements

Companies

(vs. 348 engagements with 284 companies last quarter). 565 of these engagements were undertaken by the Investment Stewardship team, 22 involved both the Investment Stewardship and Investment teams, and 5 were undertaken by the Investment team.

Breaking down the engagement numbers - Q1 2025

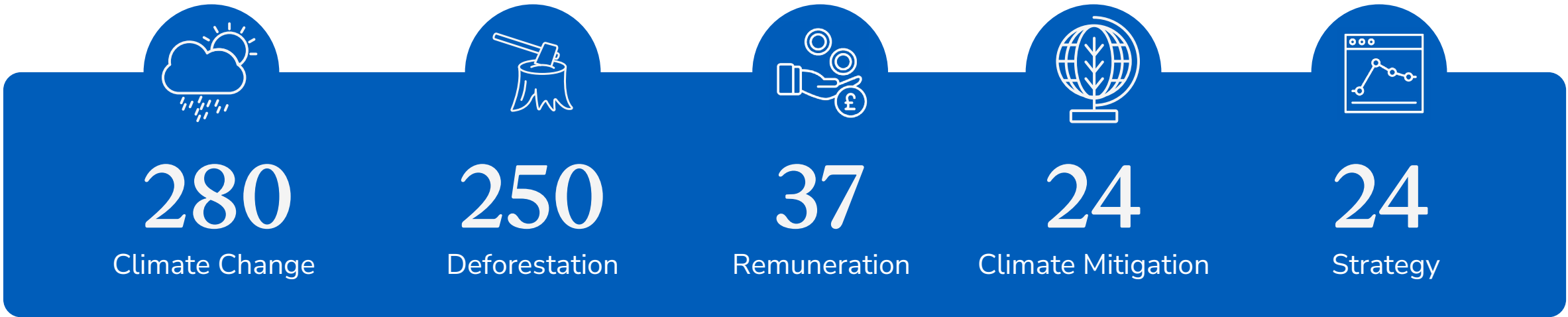
Breakdown of engagement by themes



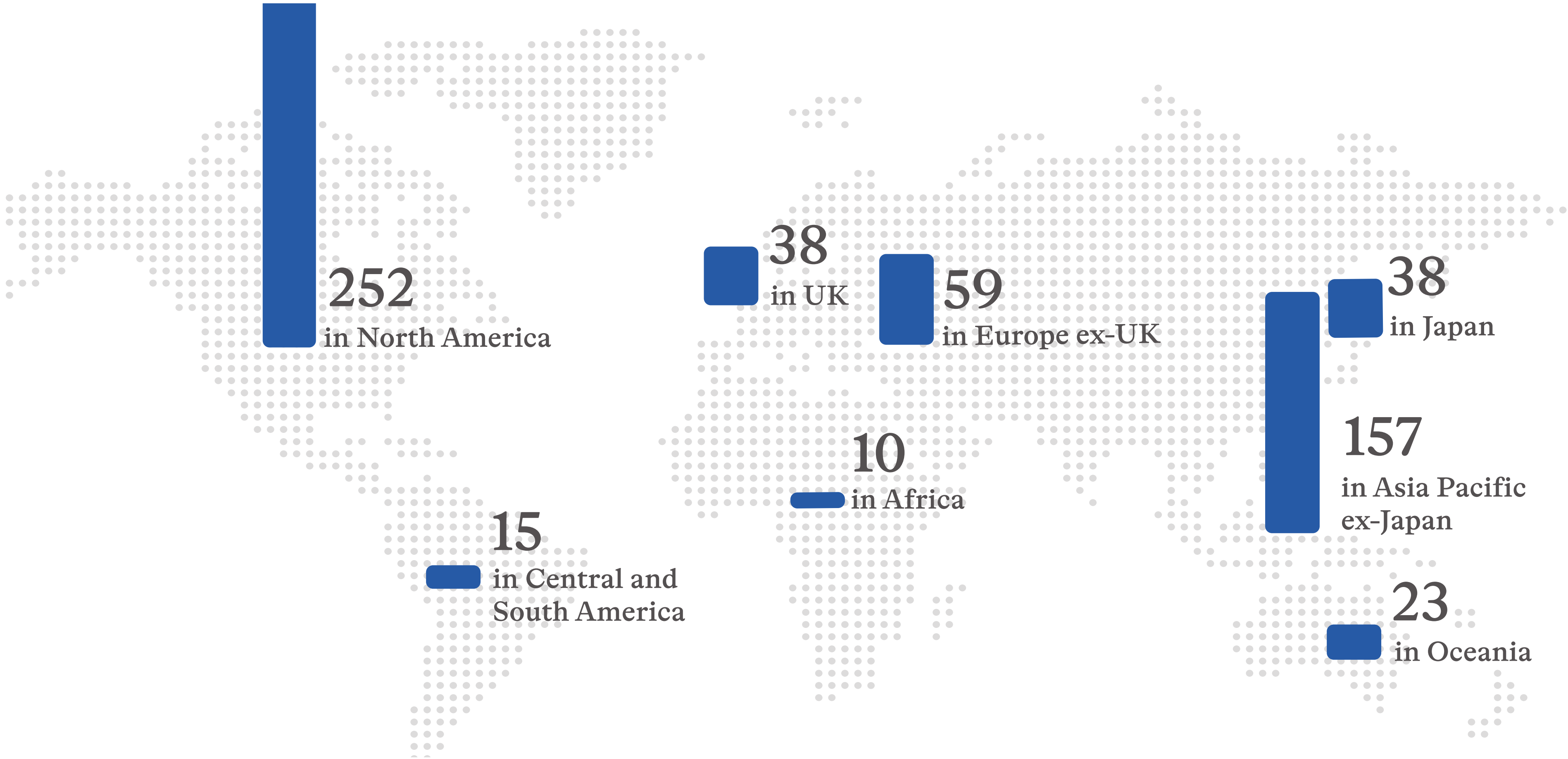
Engagement type



Top 5 engagement topics



Regional breakdown of engagements



Key risk

The value of an investment and any income taken from it is not guaranteed and can go down as well as up, and the investor may get back less than the original amount invested.

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