

Implementation Statement

Market & Opinion Research International Limited Pension Scheme

Introduction

This statement has been prepared by the Trustees of the Market & Opinion Research International Limited Pension Scheme ('the Scheme'), to demonstrate how the Trustees have acted on certain policies within their Statement of Investment Principles ('SIP'). This document is known as the Scheme's Implementation Statement.

Each year, the Trustees must produce an Implementation Statement that demonstrates how they have followed certain policies within their SIP over the Scheme year. This Implementation Statement covers the Scheme year from 1 July 2022 to 30 June 2023.

This Implementation Statement has been prepared in accordance with the Occupational Pension Schemes (Investment and Disclosure) Regulations 2005 Amendments and is in respect of the Defined Benefit ('DB') investments held by the Scheme. Note that this excludes any Additional Voluntary Contribution investments held by the Scheme.

Trustees of DB pension schemes are required to provide details of how, and the extent to which, their SIP policies on engagement with investee companies have been followed over the year, including (where applicable) a description of their voting behaviour, the most significant votes cast and any use of a proxy voter on their behalf over the year.

SIP Policies

The Scheme's SIP was last updated in September 2020, outlining the Trustees' approach to monitoring and reviewing investment managers with regards to areas such as remuneration, ESG related factors and engagement that the investment managers carry out with respect to underlying investments. Over the year to 30 June 2023, the Scheme's overall investment strategy and SIP remained unchanged.

This implementation statement should be read in conjunction with the Scheme's SIP covering the year under review, which gives details of the Scheme's investment policies along with details of the Scheme's governance structure and objectives. The Scheme's SIP includes policies on:

- How 'financially material considerations' including Environmental, Social and Governance ("ESG") factors are taken into account when taking investment decisions for the Scheme.
- The extent to which non-financial matters are taken into account in the investment decision making process.
- Stewardship and voting – including details on monitoring and engaging with the companies in which they invest (and other relevant stakeholders) on relevant matters (including performance, strategy, risks, corporate governance and ESG).

Implementation Statement (continued)

This Implementation Statement reviews the voting (if applicable) and engagement activities as well as the extent to which the Trustees believe the policies have been followed over the 12-month period to the year ended 30 June 2023. The Scheme's SIP states the following policies on the exercise of voting rights and engagement activities related to investments:

- The Trustees' policy on stewardship (i.e. active monitoring of and engagement with companies) is to monitor the investment manager to whom they delegate this function through investment in pooled index-tracking funds.

The Scheme invests in pooled funds managed by Legal & General Investment Management ("LGIM") (the "Investment Manager").

It was therefore LGIM that were responsible for the policy on taking ESG considerations into account in the selection, retention and realisation of investments within the pooled investment vehicles and for the exercise of rights (including any voting rights).

The Trustees' policy in relation to any rights (including voting rights) attaching to its investments is to exercise those rights to protect the value of the Scheme's interests in the investments.

The Trustees expect the Investment Manager to engage with investee companies (and other relevant persons including, but not limited to, investment managers, issuers/other holders of debt and equity and other stakeholders) on aspects such as performance, strategy, capital structure, management of actual or potential conflicts of interest, risks, corporate governance, social and environmental issues concerning the Trustees' investments. The Trustees believe that such engagement will protect and enhance the long-term value of its investments.

Description of voting behaviour and proxy voting

The Scheme invests in a single pooled fund, the LGIM AAA-AA-A Corporate Bond Over 15 Year Index Fund, which means that the responsibility for exercising the voting rights of the shares held by the Scheme sat primarily with LGIM as the Investment Manager. The Scheme's voting behaviour over the Scheme year is summarised below.

The Scheme does not hold any investments which carried voting rights as the assets were wholly invested in a passive bond fund managed by LGIM during the Scheme year.

LGIM manage over £1.2 trillion in assets, and use their resulting influence as investors, focussing their votes and engagement with organisations on climate change, income equality, diversity, and ESG integration.

Proxy voting

The Trustees did not employ a proxy-voting service during the Scheme year to 30 June 2023.

LGIM votes by proxy as given the scale of its holdings, the manager cannot be present at all shareholder meetings to cast votes. LGIM votes by proxy through the Institutional Shareholder Services' ('ISS') electronic voting platform. It should be noted that all voting decisions are made by LGIM using its individual market specific voting policies, with LGIM's own research only supplemented by ISS recommendations and research reports produced by the Institutional Voting

Information Service ('IVIS'). To ensure LGIM's proxy provider votes in accordance with their position on ESG, LGIM have put in place a custom voting policy with specific voting instructions.

Significant votes

LGIM publicly communicates its vote instructions on its website with the rationale for all votes against management. Over the Scheme year to 30 June 2023, LGIM stated that there were no significant votes made for any of the pooled funds invested in.

Engagement with investee companies

The Trustees intend to review a summary of the engagement activity taken on its behalf on a regular basis. The information published by LGIM has provided the Trustees with comfort that the Scheme's engagement policies have been followed during the year to 30 June 2023.

Exercising voting rights is not the only method of influencing behaviours of investee companies. Non-equity investments such as the Fund's corporate bond holdings can also include engagement activities but these investments do not carry voting rights.

The Trustees expect the investment manager to engage with investee companies on aspects such as performance, strategy, capital structure, management of actual or potential conflicts of interest, risks, corporate governance, social and environmental issues concerning the Trustees' investments.

LGIM actively engages with the investee companies via direct messages and meetings with management and engagements via email to influence positive ESG practice. It is also noted that there is substantial overlap between the companies in which LGIM holds debt and equity and so, while the corporate bonds mandate does not hold voting rights, LGIM's position as the equity holder elsewhere will likely result in them having voting rights to compound the impact and influence that LGIM have on each company's practices.

LGIM's voting and engagement activities are driven by ESG professionals and their assessment of the requirements in these areas seeks to achieve the best outcome for clients. LGIM's voting policies are reviewed annually and take into account client feedback.

Over the 12 months to 30 June 2023, LGIM undertook 1,133 engagements with 993 companies. Some engagements cover multiple topics and LGIM have provided the following summary:

- 608 on environmental topics;
- 327 on social topics;
- 506 on governance issues; and
- 129 on other topics including finance and strategy.

The top five engagement topics included climate change, remuneration, board composition, diversity and climate impact pledges.

The table below summarises the engagements undertaken for the AAA-AA-A Corporate Bond Over 15 Year Index Fund over the year to 30 June 2023.

	Environmental Topics	Social Topics	Governance Topics	Other Topics
AAA-AA-A Corporate Bond Over 15 Year Index Fund	17	15	24	15

Extent to which trustees' policies have been followed during the year

Having reviewed the actions taken by the Investment Manager over the year, the Trustees believe that their policies on stewardship and engagement have been implemented appropriately over the year and in line with their views as stated in the Scheme's SIP. The Trustees will continue to monitor the actions taken by the Investment Manager each year.

If the Investment Manager deviates substantially from the Trustees' stated policies, the Trustees will initially engage and discuss this with Investment Manager, and if the Trustees still believe the difference between their policies and the Investment Managers are material, the Trustees will consider terminating and replacing the mandate if necessary.

January 2024

For and behalf of the Trustees of the Market & Opinion Research International Limited Pension Scheme