Proxy Voting Policy

June 2026

Why it matters

This policy informs the approach adopted by ANZ Staff Superannuation regarding the execution of proxy voting rights.

This policy is in accordance with the disclosure requirements applying to superannuation trustees under Section 1017DA of the Corporations Act 2001 and Regulation 7.9.07ZB of the Corporations Regulations 2001, which require information to be published about how voting rights attached to the Scheme's investments are exercised.

What needs to be done

The ANZ Australian Staff Superannuation Scheme ("Fund") primarily invests in listed equities through pooled investment vehicles. For these investments, the Trustee does not hold shares or other voting securities directly. Any voting rights attached to the underlying holdings in these pooled investment vehicles are exercised by the external investment managers who operate those vehicles.

As voting is exercised at the pooled fund level, the Trustee does not cast votes itself and does not instruct investment managers on how to vote specific resolutions. The Trustee may engage with investment managers from time to time on contentious resolutions to understand the manager's perspective on an issue and/or to express the Trustee's view. The Trustee's expectation is that each investment manager exercises any voting rights attached to the underlying investments in a manner that is consistent with protecting and/or maximising the value of an underlying investment, which is aligned with acting in the best financial interests of the members of the Fund. As part of ongoing investment manager oversight, the Trustee conducts annual reviews of how each manager exercises its proxy voting rights.

Investment managers will exercise voting rights in accordance with their own proxy voting policies and governance frameworks. These policies set out the investment managers' processes for assessing resolutions, considering governance matters and exercising voting discretion.

When an investment manager is appointed, the Trustee and Management reviews the Environmental, Social and Governance (ESG) policies and practices of the manager to ensure they are aligned with the Fund's investment beliefs. This ensures that the overarching principles that guide the investment manager's proxy voting practices are consistent with the Fund's.

The Trustee does not set specific voting guidelines or direct investment managers' voting decisions. The Trustee relies on its investment managers, as professional fiduciary investors, to integrate voting decisions into their broader investment management responsibilities.

The Fund may, from time to time, directly hold investments that carry associated voting rights on a temporary basis such as where a holding that was managed by an external investment manager is suspended from quotation and the manager has been terminated. Where such investments exist, the Trustee does not currently exercise those voting rights, as the Fund does not maintain the capacity to undertake direct proxy voting for individually held securities.

The Trustee monitors any such investments in accordance with its Investment Governance Framework and is satisfied that not exercising these voting rights does not compromise the obligation to act in the best financial interests of members.

If the Trustee were to hold a directly held security with voting rights on a more permanent basis, the Trustee would consider establishing an appropriate process to exercise those rights and this policy would be revised.

Definitions

For the purposes of this document:

- Proxy Vote: A ballot cast by one person or firm on behalf of another.
- Pooled Investment Vehicle: An investment vehicle where multiple investors combine their money to purchase a diversified portfolio of assets.
- Trustee: ANZ Staff Superannuation (Australia) Pty Limited as the trustee of the ANZ Australian Staff Superannuation Scheme.

Document history

Version	Effective date	Approver	Summary of changes
1.0	1 June 2014	ANZ Staff Super Board	Establishment of Policy
1.1	23 June 2026	ANZ Staff Super Board	Revision of policy to align with current practices.

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