

Engagement Policy 2019

We have identified environmental, social and governance (ESG) issues that we are concerned about and evaluate the companies' behaviour and performance on these ESG issues. Firstly, we utilize publicly available information and when information is not publicly available, we engage with companies to encourage disclosure and understand their behaviour and performance on the relevant ESG issues. Our engagement process also involves discussing with companies how to improve behaviour and performance on these ESG issues.

We engage all companies where we apply the screening and integration strategies and establish contact with the companies at least once a year on the ESG issues identified.

Aside for the identified ESG issues, we also engage with companies when events surface such as 1) ESG-related events which can have material financial impact; 2) breaches of international norms and; 3) in response to client queries on relevant ESG issues.

We only engage with companies via internal staff and staff are free to use various methods of communication to engage with companies. These methods include, but are not limited to, 1) emails to the companies; 2) meetings with board members, management and/or investor relations team; 3) calls with board members, management and/or investor relations team and; 4) visit to their operations.

All engagement activities and engagement outcome of those activities are to be recorded. If the engagement activities do not achieve the aforementioned objectives of understanding and improving behaviour and performance on the ESG identified, internal staff should continue to follow-up with the companies on a continuous basis.

All records are stored in a centralized database where all investment team members have access. An investment team meeting should also be held at least once a year to discuss the engagement outcomes and allow investment team members to provide feedback on their engagement activities.

If any ESG -related events which can result in material financial impact occur and following any engagement activity where the outcome is not desired, the exposure will be reduced.