

Stewardship and Engagement

Implementation Statement 1 July 2022 to 30 June 2023

Introduction

On 6 June 2019, the UK Government published the Occupational Pension Schemes (Investment and Disclosure) (Amendment) Regulations (the “Regulations”). The Regulations require that the Directors of the NFU Staff Pension Trust Limited (the “Trustee”), Trustee of the NFU Staff Pension Scheme (the “Scheme”) outline how the stewardship, voting and engagement policies set out in their Statement of Investment Principles (“SIP”) have been followed over the course of the year under review.

This Statement has been prepared by the Trustee with the assistance of their appointed Fiduciary Manager and is for the year ending 30 June 2023.

The Trustee’s Stewardship and Engagement policies are included in the SIP which is available on request.

Last review of the key policies regarding Stewardship and Engagement

Policies regarding stewardship, voting and engagement were last reviewed as part of a wider review of the SIP in October 2022. The Trustee confirmed that the policies remained suitable and in the best interests of members. No material changes were made.

Key statistics

	Management Proposals	Share Holder Proposal	Total Proposals
With Management	11,229	314	11,543
Against Management	951	218	1,169
Votes without Management Recommendation	36	18	54
Take No Action	738	10	748
Unvoted	0	0	0
Totals	12,954	560	13,514

The decision to “Take No Action” was driven by:

- i) Shareblocking markets: As per the Fiduciary Managers standing instructions, if a m(32m(t)-5(ing)6(-)318bg)4(e)4long t a

Shareblocking

((i))IT-ETG-00008871-0-595.32.841.92 reW*nB/F2.8-04-Tf1-0-0-1-0-4.284.322-385-1-0-gm-61-IT-ETG-00008871-0-595.32.841.92 reW*nB/F
Shareblocking - m(32m(t)-5(ing)6(-)318bg)4(e)4long t a

This statement does not include the fixed income funds, as the voting only covers equity engagements. **The following size of holdings are references to the approximate weight of the company as a proportion of the Multi Asset Growth Strategy Fund.**

Environmental Votes

Berkshire Hathaway Inc.

Shareholder Proposal Regarding Climate Report

Date	06/05/23
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Approximate size of fund's holding as at the date of the vote (as % of portfolio)	0.04%
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Mgmt. Rec.	Against
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How the vote was cast	For
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Vote Outcome	Rejected
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Criteria for selection as significant vote:	Vote Against Management, Controversial Outcome, Environmental Shareholder Proposal
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Rationale

Voted to support this proposal, along with nearly 27% of the vote. The Company is exposed to material climate risks being involved in the utility and insurance sector. It currently does not

How the vote was cast	For
Vote Outcome	Rejected
Criteria for selection as significant vote:	Vote Against Management, Controversial Outcome, Environmental Shareholder Proposal

Rationale

This proposal was referred to the Active Ownership Committee for further review, per our

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This proposal was referred to the Active Ownership Committee for further review, per our guidelines. The Committee voted to support this proposal, along with over 45% of the vote. While we acknowledge that The Company provides exceptionally robust disclosures concerning its policies concerning electioneering expenditures, it

Shareholder Proposal Regarding Severance Approval Policy

Approximate size of
fund's holding as at the
date of the vote (as % of
portfolio)

Fiduciary Manager's

Engagement Objective: The engagement has been ongoing since 2021 with previous engagement calls covering ESG disclosures as it related to human capital and diversity and inclusion. Russell Investments objective for 2022 was to encourage the company to keep engaging with external stakeholders to influence the external perception of the defense industry. Furthermore, we have focused our discussion to assess and monitor the company's decarbonisation strategy.

Engagement Summary:

The Company has continued engagement with the press to work toward a more positive perception of the defense sector. Regarding ESG strategy, the Company engaged with internal and external stakeholders from a materiality perspective and the outcome shows the company is focused on the right ESG-related issues. The targets and commitments set before the pandemic remained unchanged, and they're on track to achieve them. The decarbonisation strategy doesn't require high Capex and it is not fully reliant on technology for Scope 1 and 2. Technology more relevant for management of Scope 3 emissions. The company will consider disclosing a decarbonisation roadmap in the next report.

Engagement Outcome: The company exhibits very strong governance practices. We are broadly satisfied with the response to the issues raised. Where they don't have a response or strategy in place, they have taken action - This has been already reflected in their improved disclosures i.e. human capital metrics. Russell Investments will follow up with the company on the decarbonisation strategy, with the main topics of discussion being scope 3, waste and water in 2023.

Industry Participation

The Trustee encourages

