

支柱能力4：盡職治理

1. 盡職治理行為：已代表投資者開展了盡職治理的行為 [iv]，這些行為包括：

- *對管理層或股東決議投票，投棄權票或拒絕投票 (Casting, abstaining, or withholding a vote on a management or shareholder resolution, on management or shareholder resolution)
- *與被投資公司的業務關係的開始、延續、修改或終止 (Commencement, continuation, modification, or discontinuation of an engagement with an investee company)
- *倡導強有力的環境、社會或治理實踐 (Advocating for strong environmental, social, or governance practices)

2. 盡職治理範圍 – 監督：我們對被投資對象/潛在被投資對象的監督範圍包括以下內容：

- *關於環境重大問題 (On material[ii] environmental issues)
- *關於碳足跡和氣候風險披露 (On carbon footprint and exposures to climate risk)
- *關於社會重大問題 (On material[iii] social issues)
- *關於治理重大問題 (On material[iii] governance issues)
- *關於企業文化和薪酬 (On corporate culture and remuneration)
- *關於資本結構 (On capital structure)
- *關於戰略 (On strategy)
- *整體重大風險 (On overall material risks)
- *關於透明度 (On transparency)

3. 盡職治理團隊：設立了一個專門的盡職治理團隊 [iv]

- *參與旨在改善公司的環境和社會資源管理，並降低與環境和社會實踐活動相關的風險 (Engagement is undertaken with the intent to improve a company's environmental and social resource management and to reduce risks related to environmental and social practices or activities)
- *參與活動包括面對面和虛擬會議、書面信函和電子郵件 (Engagement activities include in-person and virtual meetings, written correspondence, and emails)
- *參與活動可與公司董事會、執行管理層或投資者關係進行，可以獨立進行，也可以通過基金的代理投票和參與服務提供商與其他投資者合作進行 (Engagement may occur with a company's board of directors, executive management, or investor relations and may be conducted independently or in collaboration with other investors through the fund's proxy voting and engagement service provider)

4. 代理投票：在產品層面，我們有透明的代理投票[iv]政策，這是該特定投資策略所獨有的是 (Yes)

已選：是

*我們披露投資組合經理對投資產品進行代理投票，而被投資方的參與則在組織層面處理 (We disclose that the portfolio managers undertake proxy voting for the investment product while investee engagements are handled at the organizational level)

*所有代理投票都記錄並存儲在我們的內部代理投票和參與系統中 (All proxy votes are recorded and stored in our internal proxy voting and engagement system)

*在投票反對管理層時，通常會根據以下問題確定優先級： (When voting against management, the following issues are typically prioritized based on:)

*我們可能會在某個問題上投票反對管理層，並且當代理投票委員會在某個問題上投票反對管理層時： (We may vote against management on an issue, and when the Proxy Voting Committee has voted against management on an issue:)

已選：在投票反對管理層時，通常會根據以下問題確定優先級：

*對公司財務表現的潛在影響 (Their potential to affect a company's financial performance)

*董事會獨立性 (Board independence)

*透明度 (Transparency)

*ESG報告 (ESG reporting)

*可能增加監管罰款或風險的環境資源管理問題 (Environmental resource management issues that may increase the likelihood of regulatory fines or risks)

已選：我們可能會在某個問題上投票反對管理層，並且當代理投票委員會在某個問題上投票反對管理層時：

*我們與公司合作以鼓勵最佳治理實踐，包括那些與重大 ESG 信息報告相關的治理實踐 (We engage with companies to encourage best governance practices, including those related to reporting on material ESG information)

*與公司管理層的任何會議記錄或所有書面溝通摘要都記錄並保存在中央內部數據庫中 (All written communications and summaries of any meetings with company management are documented and maintained in the centralized internal database)

5. 投票披露：請選擇描述貴公司與投票相關的行為說明，可選擇多個適用項

*所有投資者（從散戶到機構資產所有者）都可以獲得我們關於投票的信息，他們無需提出要求，即可在我們的網站或其他線上電子位置紀錄查閱。(Our disclosure on voting is available to ALL investors, from retail to institutional asset owners, without them having to make a request, i.e., the disclosure is on our website or another electronically accessible venue)

6.

參與頻率：在過去一年中，我們與被投資對象/潛在被投資對象就上述重大[ii]問題進行了接觸：請包括集體參與和單獨進行的參與。

平均每月一次 (Once a month on average)

7. 參與披露：您是否向投資人披露了您的主要參與活動及其結果？

是的，我們在關於盡職管理的專門報告中披露(電子方式或印刷品) (Yes, we disclose in a separate report devoted to stewardship (electronic or printed))

8. 實例說明：請提供一個實際的例子來說明您如何執行下列選項之一

您的盡職治理核心/框架/理念/方法在過去幾年中是如何發展的，這些變化是如何影響投資者和貴公司的操作？(How your stewardship code/framework/philosophy/methods/approach has, or has, evolved over the years. How do these changes affect investors and the community your firm operates in?)