



Investing for a  
world of change

## Coal Staff Superannuation Scheme

Engagement & Voting Report for the quarter  
ended Q4 2024



### Introduction

Ninety One focuses on delivering sustainability with substance. This means sustainability initiatives and actions are evidence based and aim to produce real-world change or impact.

Ninety One is committed to net zero by 2050 or sooner and is a signatory to the Net Zero Asset Managers initiative. We have set interim targets for 2030 committing to 50% of financed emissions coming from companies or investments that have science-based pathways by 2030.

The Global Environment strategy engages with all portfolio companies several times a year, with specific engagement goals outlined for each company in the [Annual Impact Report](#). The Impact Report also details progress on engagements from the prior year.

Many of the engagement topics are long-term in nature and thus there will be a repetition of topics discussed over subsequent quarters. There will also be quarters where there hasn't been a significant update from the previous quarter.

### Significant engagement activity

The below outlines significant engagement activities with two of the portfolio companies over the quarter:

#### **Tetra Tech**

Tetra Tech provides technical/scientific consulting services to government and private clients focussed on decarbonisation, climate mitigation and biodiversity solutions. The stock offers a differentiated asset light growth and margin profile to the bulk of the portfolio, largely coming from US markets. The company is well positioned to benefit from the structurally growing spend on decarbonisation solutions. Tetra Tech's key asset is their people, with strong talent attraction and retention helping them to establish a market leading track record which has led to a durable competitive advantage.

During Q4 2024, we engaged with Tetra Tech during on carbon avoided KPI disclosure, particularly the importance of understanding the business segments that are contributing to carbon avoided. This is a key part of our theory of change for the company, as with higher quality carbon avoided disclosure, we can better engagement with management on the growth of the KPI. We believe this will encourage growth in the business segments that are delivering carbon avoided, which are central to our investment case. This is beneficial from both a financial return and impact perspective.

In addition, we discussed employee engagement disclosure and shared an example of what we consider to be best in class employee engagement information, including disclosure by function and region. While culture is challenging to quantify, robust disclosure can provide valuable insights. We recommended prioritising disclosure of employee engagement and turnover metrics. Specifically, we suggested publishing an aggregate employee engagement score which we believe is the best way of objectively measuring culture, given high participation rates and consistent measurement over time, and complemented by explanations of any changes. We also encouraged external accreditation, citing the Great Place to Work survey as a best-in-class standard. Additionally, we highlighted the value of detailed engagement breakdowns by gender, minority group, function, or region, and sharing examples of targeted initiatives, such as leadership training or employee resource groups, to drive higher engagement. Better disclosure on employee engagement enables us to build a stronger picture of company culture, which is crucial to Tetra Tech's competitive advantage given their key asset is their people.

The carbon avoided and employee engagement disclosures are ongoing.

#### **Voltronic**

Voltronic is a design and manufacturing service (DMS) supplier for uninterruptible power systems (UPS) and photovoltaic (PV) inverters. PV inverters are a crucial part of solar power generation systems and Voltronic's UPS drive improved energy efficiency, particularly in emerging markets. The company has not yet committed to setting a science-based net-zero target through the SBTi. However, it has set targets to be net zero in its operations by 2035 and to have a net-zero

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supply chain by 2050. While the intentionality is present (in addition to making practical progress towards decarbonisation in its operations), we believe a decarbonisation target is best set within an SBTi framing, hence a key engagement goal with the company is around SBTi target setting.

Over the quarter we held a meeting with Voltronic during which we raised target setting and in particular SBTs. While the company has confirmed they are not yet committing to SBTi, they have agreed to take on additional disclosure which is positive progress and to consider the potential SBTi commitment longer term. Following the meeting, we shared additional information on SBTis with the company to provide a clear communication on what we are looking for.

Progress across emerging markets companies with respect to disclosure can be slow versus developed markets counterparts but we continue to believe that regular engagement with companies to articulate the importance of disclosures for shareholders will help to effect change. At our last impact report date, 50% of the portfolio had SBTs, which has increased from 35% when we began reporting on this metric in 2021.

## Power Grid of India

Power Grid of India is a majority state-owned enterprise primarily engaged in the bulk transmission of power through its extra-high voltage alternating current (EHVAC) and high voltage direct current (HVDC) transmission network in India. India's power-generation mix is expected to undergo a massive shift towards renewable energy over the next decade to meet increasing energy demands in a sustainable way. Power Grid, as a principal transmission developer and operator, is well placed to benefit from the build-out of the grid to integrate renewables.

Over the quarter we initiated a collaborative engagement with Power Grid of India alongside other asset owners as part of the IIGCC Net Zero Engagement Initiative. To commence the collaborative engagement, we sent a letter to the company introducing the Net Zero Engagement Initiative and to seek clarification from the company on its transition plans and approach to managing climate related financial risks. As well as sending the letter, we held a meeting with the other asset owners collaborating on the engagement to agree next steps and priorities. The agreed priorities are in line with the engagement goals we articulated in the latest Global Environment impact report. These include disclosure of Scope 3 emissions (the company already discloses Scope 1 and 2 emissions), disclosure of carbon avoided and committing to more ambitious targets, ideally science-based emissions targets. This is an ongoing engagement.

## Summary engagement activity for the portfolio

The below provides a summary of the companies and topic area the investment team have engaged on during the quarter:

Company	Topics
AECOM	Climate change, ethical behaviour
Ansys	Stakeholder rights
Aptiv	KPI disclosure, culture
Novozymes	KPI disclosure, capital allocation
Schneider Electric	Governance
Tetra Tech	KPI disclosure, board composition
Waste Management	Board diversity, disclosure, climate change
Power Grid India	Climate change
Voltronic	Climate change

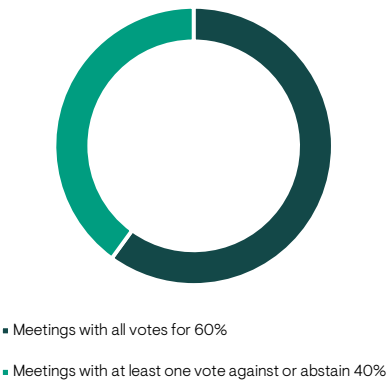
Source: Ninety One, data covering reporting period. All engagements are supported by appropriate analysts, portfolio managers and the Engagement and Voting team.

## Proxy voting activity for the portfolio

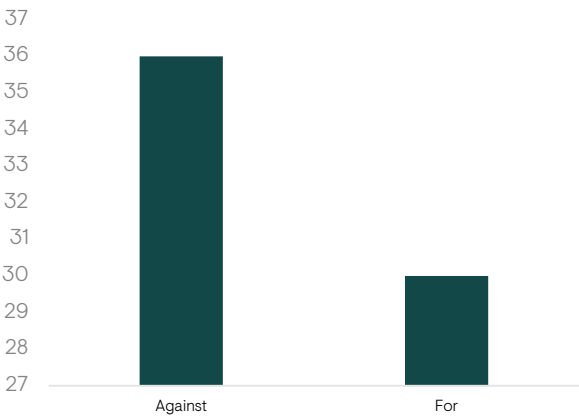
Ninety One votes at shareholder meetings throughout the world as a matter of principle. We believe that once we become investors, that is to say part-owners of a company, we assume a duty of stewardship and therefore take responsibility to support or sanction as required.

Below are the highlights of our voting activity.

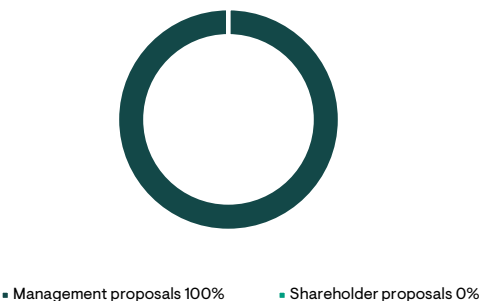
Votes Cast (%) meetings



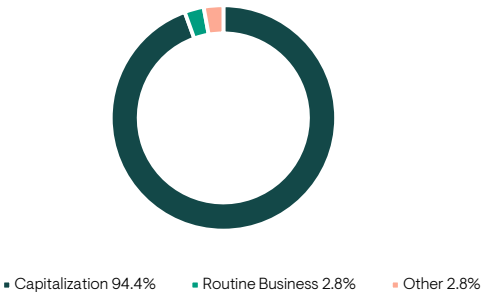
Number of Votes Cast



Votes resolutions by type (%)



Vote categories – against, abstain and withhold votes (%)



Source: Ninety One, ISS ProxyExchange, data covering reporting period.

Note: the above charts do not include ‘Do not vote’ instructions. The ‘Other’ category is a grouping of the following sub-categories in no particular order; Antitakeover Related, Preferred/Bondholder, Non-Salary Compensation, Reorganization and Mergers, Company Articles, Strategic Transactions, Miscellaneous and ESG.

