IMPLEMENTATION STATEMENT

COVERING 1 JANUARY 2022 TO 31 DECEMBER 2022

The Trustees of the Marylebone Cricket Club Pension & Assurance Scheme (the "Scheme") are required to produce a yearly statement to set out how, and the extent to which, the Trustees have followed their Statement of Investment Principles ("SIP") during the Scheme Year, as well as details of any review of the SIP during the Scheme Year, subsequent changes made with the reasons for the changes, and the date of the last SIP review. Information is provided on the last review of the SIP in Section 1 and on the implementation of the SIP in Sections 2-12 below.

This Statement is based on and uses the same headings as the Scheme's latest SIP which was in place during the Scheme Year - dated July 2021. This Statement should be read in conjunction with the latest SIP which can be found here: https://lords-stg.azureedge.net/mediafiles/lords/media/documents/statement-of-investment-principles_1.pdf

The Statement has been produced in accordance with the Occupational Pension Schemes (Investment and Disclosure) (Amendment and Modification) Regulations 2018, the subsequent amendment in The Occupational Pension Schemes (Investment and Disclosure) (Amendment) Regulations 2019 and the guidance published by the Pensions Regulator.

During the Scheme Year, the Scheme operated both a defined benefit (DB) final salary section and a defined contribution (DC) money purchase section.

From 31 January 2022, the Scheme closed to new members. The Scheme then closed to the future accrual of benefits to active members from 31 March 2022. All new and then existing active members have since been enrolled from 1 April 2022 in a new defined contribution only scheme in a Master Trust with Aviva.

1. INTRODUCTION

No review of the SIP was undertaken during the Scheme Year. The last time the SIP was formally reviewed was July 2021.

The Trustees have, in their opinion, followed all of the policies in the Scheme's SIP during the Scheme Year. The following Sections provide detail and commentary about how and the extent to which it has done so.

In 2022 the Marylebone Cricket Club (the "Club") decided to move to the Aviva Master Trust for future pension provision and the Trustees subsequently transferred existing Scheme DC assets to Aviva in February 2023. The Trustees worked closely with the Club as part of the move to the Aviva Master Trust to ensure the move reflected the best interests of members of the DC Section. The SIP will be updated in due course to reflect this change.

2. INVESTMENT OBJECTIVES

The Trustees' primary objective for the DB Section is to ensure that the Scheme should be able to meet benefit payments as they fall due. In addition to this primary objective, the Trustees have additional objectives. These are as follows:

- The expected return on the Scheme's assets is maximised whilst managing and maintaining investment risk at an appropriate level.
- The Scheme should be fully funded on a technical provisions basis (ie the asset value should be at least that of its liabilities on this basis).

The Trustees receive regular investment and funding updates from its actuarial and investment advisers to help monitor progress against these objectives. The latest quarterly investment report provided by the Scheme's investment manager, Legal and General Investment Management ("LGIM"), is reviewed at each Trustees meeting, which generally take place 3 times a year.

The Trustees' primary objectives for the DC Section are to provide members with access to:

- an appropriate range of investment options, reflecting the membership profile of the DC Section and the variety of ways that members can draw their benefits in retirement; and
- a default investment option that the Trustees believe to be reasonable for those members that do not wish to make their own investment decisions. The objective of the default option is to generate returns significantly above inflation whilst members are some distance from retirement, but then to switch automatically and gradually to lower risk investments as members near retirement.

The Trustees have delivered on these DC Section objectives over the Scheme Year by continuing to make available to members both a suitable default option as well as alternative lifestyle strategies and a self-select fund range covering all major assets classes as set out in the SIP. In the latter case, the Trustees monitor the take up of these funds and it is limited.

3. INVESTMENT STRATEGY

The Trustees, with the help of their advisers and in consultation with the sponsoring employer, reviewed the strategy of the DB Section in November 2022.

The outcome of this review was that the Trustees agreed to de-risk the investment strategy in light of the improvement in the funding position of the Scheme since the last actuarial valuation.

This was implemented following the end of the Scheme year. It involved selling a portion of the Scheme's equity and alternative assets and increasing the allocation to bond assets.

As part of this review, the Trustees made sure the Scheme's assets were adequately and appropriately diversified between different asset classes.

In respect of the DB Section, the Trustees monitor the asset allocation at each Trustees meeting and compare this to the strategic asset allocation. The Trustees have a policy to rebalance the asset allocation back towards the strategic allocation if it moves outside of set tolerance ranges. This is monitored and implemented automatically by LGIM in line with the Trustees' instructions.

3. INVESTMENT STRATEGY CONTINUED

In respect of the DC Section, the Trustees did not review the investment strategy over the Scheme Year (due to the planned transfer of the Scheme's DC assets to the Aviva Master Trust).

4. CONSIDERATIONS IN SETTING THE INVESTMENT ARRANGEMENTS

When the Trustees reviewed the DB investment strategy in November 2022, they considered the investment risks set out in Appendix 2 of the Scheme's SIP. They also considered a wide range of asset classes for investment, considering the expected returns and risks associated with those asset classes as well as how these risks can be mitigated. The Trustees also considered the need for diversification and specific circumstances of the Scheme (eg the investment objectives, funding position, level of contributions and strength of the sponsor covenant).

The Trustees last formally reviewed their investment beliefs in March 2019 to incorporate additional beliefs on ESG matters, to reflect further industry body guidance and best practice in this area.

The Trustees invest for the long term, to provide for the Scheme's members and beneficiaries. To achieve good outcomes for members and beneficiaries over this investment horizon, the Trustees therefore seek to appoint managers whose stewardship[1] activities are aligned to the creation of long-term value and the management of long-run systemic risks.

5. IMPLEMENTATION OF THE INVESTMENT ARRANGEMENTS

The Trustees have appointed Legal & General Investment Management ("LGIM") as the investment manager for both the DB and DC Sections of the Scheme. The Trustees have not made any changes to these manager arrangements over the Scheme Year.

The Scheme's investment adviser, Lane Clark & Peacock LLP (LCP), monitors the investment manager on an ongoing basis, through regular research meetings. The investment adviser monitors any developments at the manager and informs the Trustees promptly about any significant updates or events it becomes aware of that may affect the manager's ability to achieve its investment objectives. This includes any significant change to the investment process or key staff for any of the funds the Scheme invests in, or any material change in the level of diversification in the funds.

From time to time, the Trustees invite the Scheme's investment manager to present at Trustee meetings.

For both the DB and DC Sections, the Trustees monitor the performance of the Scheme's investment manager at the Trustees' meetings, based on the quarterly investment reports prepared by the investment manager. The report shows the performance of each fund over the quarter, one year and three years. Performance is considered in the context of the manager's benchmark and objectives.

The Trustees evaluate manager performance over both shorter and longer periods, encourage the manager to improve practices and consider alternative arrangements where the manager is not meeting performance objectives.

[1] The responsible allocation, management and oversight of capital to create long-term value for clients and beneficiaries leading to sustainable benefits for the economy, the environment and society.

6. REALISATION OF INVESTMENTS

The Trustees review the Scheme's net current and future cashflow requirements on a regular basis. The Trustees' policy is to have access to sufficient liquid assets in order to meet any outflows whilst maintaining a portfolio which is appropriately diversified across a range of factors, including suitable exposure to both liquid and illiquid assets.

As part of the strategy review for the DB Section in November 2022, the Trustees agreed to start taking income from the LGIM Buy & Maintain Credit Fund and the LGIM Secure Income Assets Fund, to help support the Scheme's ongoing cashflow needs. This was implemented after the end of the Scheme Year.

For the DC Section, it is the Trustees' policy to invest in funds that offer daily dealing to enable members to readily realise and change their investments. All of the DC Section funds which the Trustees offered during the Scheme Year are daily priced.

7. FINANCIALLY MATERIAL CONSIDERATIONS, NON-FINANCIAL MATTERS

As part of its advice on the selection and ongoing review of the investment managers, the Scheme's investment adviser, LCP, incorporates its assessment of the nature and effectiveness of managers' approaches to financially material considerations (including climate change and other ESG considerations).

In February 2022, the Trustees reviewed LCP's responsible investment (RI) scores for the Scheme's existing manager and funds, along with LCP's qualitative RI assessments for each fund and red flags. These scores cover the manager's approach to ESG factors, voting and engagement. The fund scores and assessments are based on LCP's ongoing manager research programme, and it is these that directly affect LCP's manager and fund recommendations. The manager scores and red flags are based on LCP's Responsible Investment Survey 2022.

The Trustees were satisfied with the results of the review and no further action was taken.

As part of the strategy review for the DB Section in November 2022, the Trustees considered switching the Scheme's passive equity holdings into a specific climate-tilted fund to take greater account of the risks and opportunities arising from climate change and align the Scheme's equity allocation with a net zero ambition. Following the Scheme Year end the Trustees agreed to invest in the LGIM Low Carbon Transition Global Equity Index.

No specific actions have been taken in relation to the selection, retention, and realisation of managers as a result of member and beneficiary views.

Within the DC Section, the Trustees recognise that some members may wish for ethical matters to be taken into account in their investments and therefore, as mentioned in the SIP, they have made available the LGIM Future World Fund as an investment option to members.

8. VOTING AND ENGAGEMENT

The Trustees have delegated to the investment manager (LGIM) the exercise of rights attaching to investments, including voting rights, and engagement. LGIM's policies can be found here: LGIM Vote Disclosures (issgovernance.com). However, the Trustees take ownership of the Scheme's stewardship by monitoring and engaging with the manager as detailed below.

8. VOTING AND ENGAGEMENT CONTINUED

As part of its advice on the selection and ongoing review of the investment manager, the Scheme's investment adviser, LCP, incorporates its assessment of the nature and effectiveness of the manager's approach to voting and engagement.

Following the introduction of DWP's guidance, the Trustees agreed to set stewardship priorities to focus engagement with their investment manager on specific ESG factors. The Trustees discussed DWP's guidance at their February 2023 Trustees meeting, and subsequently completed an online poll to determine their stewardship priorities for the Scheme. These priorities are:

- Corporate Transparency
- Business Ethics
- Climate Change

The Trustees will report on them in the next Implementation Statement.

From time to time, the Trustees invite the Scheme's investment manager to present at Trustees meetings.

The Trustees are conscious that responsible investment, including voting and engagement, is rapidly evolving and therefore expect most managers will have areas where they could improve. Therefore, the Trustees aim to have an ongoing dialogue with managers to clarify expectations and encourage improvements.

9. INVESTMENT GOVERNANCE, RESPONSIBILITIES, DECISION-MAKING AND FEES (APPENDIX 1 OF SIP)

As mentioned in Section 5, the Trustees assess the performance of the Scheme's investments on an ongoing basis as part of the quarterly monitoring reports they receive.

The performance of the professional advisers is considered on an ongoing basis by the Trustees. More specifically, the Trustees have put in place formal objectives for their investment adviser and will review the adviser's performance against these objectives annually, with the last review taking place in December 2022.

The Trustees actuarial and investment advisers' work is charged for by an agreed fixed fee or on a "time-cost" basis while the investment manager receives fees calculated by reference to the market value of assets under management. The fee rates are believed to be consistent with the manager's general terms for institutional clients and are considered by the Trustees to be reasonable when compared with those of other similar providers.

10. POLICY TOWARDS RISK (APPENDIX 2 OF SIP)

Risks are monitored on an ongoing basis with the help of the investment adviser. The Trustees maintain a risk register and this is reviewed annually at Trustees' meetings.

The Trustees' policy for some risks, given their nature, is to understand them and to address them if it becomes necessary, based upon the advice of the Scheme's investment adviser or information provided to the Trustees by the Scheme's investment manager. These include the risk of inadequate returns, credit risk, equity risk, currency risk and ESG (including climate) risks. The Trustees' implementation of their policy for these risks during the year is summarised below.

10. POLICY TOWARDS RISK (APPENDIX 2 OF SIP) CONTINUED

With regard to the risk of inadequate returns in the DB Section, as part of the investment strategy review in November 2022, the Trustees considered the required return needed to achieve the Scheme's funding objective and compared this to the best estimate expected return on the Scheme's assets. The expected return on the assets was projected to be sufficient to produce the return required over the long-term.

With regard to the risk of inadequate returns in the DC Section, the Trustees make use of equity and equity-based funds, which are expected to provide positive returns above inflation over the long term. These are used in the growth phase of the default option and are also made available within the self-select options.
These funds are expected to produce adequate real returns over the longer term.

The Scheme's interest and inflation hedging levels are monitored on a regular basis and reported on by the investment adviser.

Together, the investment and non-investment risks (set out in Appendix 2 of the SIP) give rise generally to funding risk. The Trustees formally review the Scheme's funding position as part of its annual actuarial report to allow for changes in market conditions. On a triennial basis the Trustees review the funding position allowing for membership and other experience. The Trustees also informally monitor the funding position more regularly, for example at Trustees meetings.

The following risks are covered earlier in this Statement: diversification risk in Sections 3 and 5, investment manager risk and excessive charges in Section 5, liquidity/marketability risk in Section 6 and ESG risks in Section 7.

11. INVESTMENT MANAGER ARRANGEMENTS (APPENDIX 3 OF SIP)

There are no specific policies in this section of the Scheme's SIP.

12. DESCRIPTION OF VOTING BEHAVIOUR DURING THE SCHEME YEAR

All of the Trustees' holdings in listed equities are within pooled funds and the Trustees have delegated to their investment managers the exercise of voting rights. Therefore, the Trustees are not able to direct how votes are exercised and the Trustees themselves have not used proxy voting services over the Scheme Year.

In this section the Trustees have sought to include voting data, in line with the Pensions and Lifetime Savings Association (PLSA) guidance, PLSA Vote Reporting template and DWP's guidance, on the Scheme's funds that hold equities as follows:

DB Section

- LGIM UK Equity Index Fund
- LGIM North America Equity Index Fund
- LGIM Europe (ex UK) Equity Index Fund
- LGIM Japan Equity Index Fund
- LGIM Asia Pacific (ex Japan) Developed Equity Index Fund
- LGIM World Emerging Markets Equity Index Fund
- LGIM Dynamic Diversified Fund

12. DESCRIPTION OF VOTING BEHAVIOUR DURING THE SCHEME YEAR CONTINUED

DC Section

- LGIM Global Equity Fixed Weights (50:50) Index Fund
- LGIM Dynamic Diversified Fund
- LGIM Future World Fund

For the DC Section the Trustees have included only the funds with equity holdings used in the default strategy given the high proportion of DC Section assets invested in these funds. In addition, the Trustees have also included self-select funds which incorporate ESG or ethical factors, recognising that members choosing to invest in these funds may be interested in this information. The Trustees have not included any other self-select funds on materiality grounds.

12.1 Description of the voting processes

For assets with voting rights, the Trustees rely on the voting policies which the manager has in place.

LGIM's voting and engagement activities are driven by ESG professionals and their assessment of the requirements in these areas seeks to achieve the best outcome for all its clients. LGIM's voting policies are reviewed annually and take into account feedback from their clients.

Every year, LGIM holds a stakeholder roundtable event where clients and other stakeholders (civil society, academia, the private sector and fellow investors) are invited to express their views directly to the members of LGIM's Investment Stewardship team. The views expressed by attendees during this event form a key consideration in developing LGIM's voting and engagement policies. LGIM also takes into account client feedback received at regular meetings and/or ad-hoc comments or enquiries.

All voting decisions are made by LGIM's Investment Stewardship team and in accordance with its relevant Corporate Governance & Responsible Investment and Conflicts of Interest policy documents, which are reviewed annually. Each member of the team is allocated a specific sector globally so that the voting is undertaken by the same individuals who engage with the relevant company. This helps ensure LGIM's stewardship approach is consistent throughout the engagement and voting process, and that engagement is fully integrated into the voting decision process, which aims to provide consistent messaging to companies.

LGIM's Investment Stewardship team uses Institutional Shareholder Services' ("ISS") 'ProxyExchange' electronic voting platform to vote electronically. All voting decisions are made by LGIM and it does not outsource any part of the strategic decisions. ISS' recommendations are used to augment LGIM's own research and proprietary ESG assessment tools. The Investment Stewardship team also uses the research reports of Institutional Voting Information Services to supplement the research reports received from ISS for UK companies when making specific voting decisions.

To ensure LGIM's proxy provider votes are in accordance with its position on ESG, LGIM has put in place a custom voting policy with specific voting instructions. These instructions apply to all markets globally and seek to uphold what LGIM consider are minimum best practice standards that all companies globally should observe, irrespective of local regulation or practice.

12. DESCRIPTION OF VOTING BEHAVIOUR DURING THE SCHEME YEAR CONTINUED

LGIM retains the ability in all markets to override any vote decisions, which are based on its custom voting policy. This may happen where engagement with a specific company has provided additional information (for example from direct engagement, or explanation in the annual report) that allows LGIM to apply a qualitative overlay to its voting judgement. LGIM has strict monitoring controls to ensure its votes are fully and effectively executed in accordance with its voting policies by the service provider. This includes a regular manual check of the votes input into the platform, and an electronic alert service to inform LGIM of rejected votes which require further action.

12.2 Summary of voting behaviour over the Scheme Year

DB Section

A summary of voting behaviour in respect of the DB Section over the Scheme Year is provided in the table below.

	FUND 1	FUND 2	FUND 3	FUND 4	FUND 5	FUND 6	FUND 7
Manager name	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM
Fund name	UK Equity Index Fund	North America Equity Index Fund	Europe (ex UK) Equity Index Fund	Japan Equity Index Fund	Asia Pacific Equity Index Fund	World Emerging Markets Equity Fund	Dynamic Diversified Fund
Total size of fund at end of the Scheme Year	£13.9bn	£22.0bn	£7.5bn	£4.1bn	£3.3bn	£4.7bn	£1.5bn
Value of DB Section assets at end of the Scheme Year (£ / % of total assets*)	£5.6m / 15.5%	£1.5m / 4.2%	£1.7m / 4.8%	£1.1m / 4.8%	£0.6m / 1.6%	£0.5m / 1.5%	£7.4m / 20.4%
Number of equity holdings at end of the Scheme Year	561	638	502	508	395	1,694	6,855
Number of meetings eligible to vote	759	668	605	503	503	4,180	9,448
Number of resolutions eligible to vote	10,854	8,416	10,296	6,255	3,592	35,615	98,208
% of resolutions voted	99.9%	99.4%	99.8%	100.0%	100.0%	100.0%	99.8%
Of the resolutions on which voted, % voted with management	94.5%	65.2%	81.4%	88.5%	71.6%	78.9%	77.6%
Of the resolutions on which voted, % voted against management	5.5%	34.8%	18.1%	11.5%	28.4%	18.8%	21.7%
Of the resolutions on which voted, % abstained from voting	0.0%	0.1%	0.5%	0.0%	0.0%	2.3%	0.7%
Of the meetings in which the manager voted, % with at least one vote against management	36.5%	97.8%	79.7%	72.8%	74.0%	53.9%	72.2%
Of the resolutions on which the manager voted, % voted contrary to recommendation of proxy advisor	4.3%	26.6%	9.5%	9.2%	17.8%	6.8%	12.7%

Figures may not sum to 100% due to rounding. *Excludes Net Current Assets.

12. DESCRIPTION OF VOTING BEHAVIOUR DURING THE SCHEME YEAR CONTINUED

DC Section

A summary of voting behaviour in respect of the DC Section over the Scheme Year is provided in the table below.

	FUND 1	FUND 2	FUND 3
Manager name	LGIM	LGIM	LGIM
Fund name	Global Equity Fixed Weights (50:50) Index Fund	Dynamic Diversified Fund	Future World Fund
Total size of fund at end of the Scheme Year	£3.3bn	£1.5bn	£5.8bn
Value of DC Section assets at end of the Scheme Year	£2.7m	£1.0m	£0.0m
Number of equity holdings at end of the Scheme Year	2,757	6,855	1,594
Number of meetings eligible to vote	3,197	9,448	1,952
Number of resolutions eligible to vote	40,837	98,208	25,193
% of resolutions voted	99.9%	99.8%	99.8%
Of the resolutions on which voted, % voted with management	82.0%	77.6%	80.6%
Of the resolutions on which voted, % voted against management	17.9%	21.7%	18.8%
Of the resolutions on which voted, % abstained from voting	0.1%	0.7%	0.6%
Of the meetings in which the manager voted, % with at least one vote against management	69.8%	72.2%	72.0%
Of the resolutions on which the manager voted, % voted contrary to recommendation of proxy advisor	12.1%	12.7%	13.5%

Most significant votes over the Scheme Year

Due to the number of votes provided by LGIM, the Trustees have chosen a subset of votes to report on in this Statement. The votes selected are those which relate to environmental, social or corporate governance factors. If members wish to obtain more investment manager voting information, this is available upon request.

BP Plc, May 2022.
Summary of resolution: Approve Net Zero - From Ambition to Action Report.
Vote cast: For
Outcome of the vote: For
Management recommendation: For
Rationale for the voting decision: While LGIM notes the inherent challenges in the decarbonisation efforts of the Oil & Gas sector, LGIM expects companies to set

12. DESCRIPTION OF VOTING BEHAVIOUR DURING THE SCHEME YEAR CONTINUED

a credible transition strategy, consistent with the Paris goals of limiting the global average temperature increase to 1.5°C. It is LGIM's view that the company has taken significant steps to progress towards a net zero pathway, as demonstrated by its most recent strategic update where key outstanding elements were strengthened. Nevertheless, LGIM remains committed to continuing its constructive engagements with the company on its net zero strategy and implementation, with particular focus on its downstream ambition and approach to exploration.

Apple Inc., March 2022.
Summary of resolution: Report on Civil Rights Audit.
Vote cast: For
Outcome of the vote: For
Management recommendation: Against
Rationale for the voting decision: LGIM supports proposals related to diversity and inclusion policies as it considers these issues to be a material risk to companies.

Rio Tinto, April 2022.
Summary of resolution: Approve the Climate action plan.
Vote cast: Against
Outcome of the vote: For
Management recommendation: For
Rationale for the voting decision: LGIM recognises the considerable progress the company has made in strengthening its operational emissions reduction targets by 2030, together with the commitment for substantial capital allocation linked to the company's decarbonisation efforts. However, while LGIM acknowledges the challenges around the accountability of scope 3 emissions and respective target setting process for this sector, LGIM remains concerned with the absence of quantifiable targets for such a material component of the company's overall emissions profile, as well as the lack of commitment to an annual vote which would allow shareholders to monitor progress in a timely manner.

Meta Platforms, Inc., May 2022.
Summary of resolution: Require Independent Board Chair.
Vote cast: For
Outcome of the vote: Against
Management recommendation: Against
Rationale for the voting decision: LGIM expects companies to establish the role of independent Board Chair.

Oversea-Chinese Banking Corporation Limited, April 2022.
Summary of resolution: Elect Ooi Sang Kuang as Director.
Vote cast: Against
Outcome of the vote: For
Management recommendation: For
Rationale for the voting decision: LGIM deemed that the company does not meet minimum standards with regard to climate risk management. LGIM also expects the Committee to be comprised of independent directors.

TotalEnergies SE, May 2022.
Summary of resolution: Approve the company's sustainability and climate transition plan.
Vote cast: Against
Outcome of the vote: For
Management recommendation: For

12. DESCRIPTION OF VOTING BEHAVIOUR DURING THE SCHEME YEAR CONTINUED

Rationale for the voting decision: LGIM recognise the progress the company has made with respect to its net zero commitment, specifically around the level of investments in low carbon solutions and by strengthening its disclosure. However, LGIM remains concerned of the company's planned upstream production growth in the short term, and the absence of further details on how such plans are consistent with the 1.5C trajectory.

Sumitomo Mitsui Financial Group, Inc., June 2022.
Summary of resolution: Amend Articles to Disclose Measures to be Taken to Make Sure that the Company's Lending and Underwriting are not Used for Expansion of Fossil Fuel Supply or Associated Infrastructure.
Vote cast: For
Outcome of the vote: Against
Management recommendation: Against
Rationale for the voting decision: LGIM believes a vote in support of this proposal is warranted as LGIM expects company boards to devise a strategy and 1.5C-aligned pathway in line with the company's commitments and recent global energy scenarios. This includes but is not limited to, stopping investments towards the exploration of new greenfield sites for new oil and gas supply.

Glencore Plc, April 2022.
Summary of resolution: Approve the climate progress report.
Vote cast: Against
Outcome of the vote: For
Management recommendation: For
Rationale for the voting decision: LGIM expects companies to introduce credible transition plans, consistent with the Paris goals of limiting the global average temperature increase to 1.5°C.While LGIM notes the progress the company has made in strengthening its medium-term emissions reduction targets to 50% by 2035, LGIM remains concerned over the company's activities around thermal coal and lobbying, which it deems inconsistent with the required ambition to stay within the 1.5°C trajectory.

Meituan, May 2022.
Summary of resolution: Elect Wang Xing as Director
Vote cast: Against
Outcome of the vote: For
Management recommendation: For
Rationale for the voting decision: LGIM expects a company to have at least one female on the board. LGIM also expects the roles of Chair and CEO to be separate. These two roles are substantially different and a division of responsibilities ensures there is a proper balance of authority and responsibility on the board. Furthermore, LGIM believes a vote against the election of Xing Wang and Rongjun Mu is warranted given that their failure to ensure the company's compliance with relevant rules and regulations raise serious concerns on their ability to fulfil fiduciary duties in the company.