

September 2021

**IQ EQ Fund
Management
(Ireland) Limited
Engagement
Policy**

IQ EQ Fund Management (Ireland) Limited ('IQ-EQ' or the 'Firm') is authorised by the Central Bank of Ireland to act as an Alternative Investment Fund Manager ("AIFM") and a UCITS Management Company ("UCITS ManCo"), with extended permission to provide individual portfolio management and other non-core services. The Firm has formalised this engagement policy in light of the European Union (Shareholders' Rights) Regulations 2020 (the "SRD II Regulations") and to summarise generally its engagement activities when it invests in shares of EU companies listed on a regulated market, as defined in the SRD II Regulations, and all other listed and unlisted equity securities, on behalf of investors. In certain cases, discretionary portfolio management is delegated by the Firm to other investment managers and where that delegate is subject to the SRD II Regulations, it is required to adopt an engagement policy (which may differ from this engagement policy) or publicly disclose a clear and reasoned explanation for its failure to do so.

Monitoring of investee companies on relevant matters, including strategy, financial and non-financial performance and risk, capital structure, social and environmental impact and corporate governance.

As a steward of investor capital, the Firm has a fiduciary responsibility to consider the full range of risks and opportunities that may influence investment outcomes on an ongoing basis. To better understand an investee company's long-term strategic vision and management of risks and opportunities, including those pertaining to environmental, social and governance ("ESG") matters, the Firm may engage with the management teams and, if appropriate, board members of investee companies.

Dialogue with investee companies

We engage with companies at an investor-to-management level where we feel that an issue has the potential to materially impact a company's performance. We believe manager-led engagements delivered directly are more likely to yield a positive response.

Exercise of voting rights and other rights attached to shares of investee companies

The Firm works with a leading third-party service provider to provide research and recommendations on individual ballots, complementing our own fundamental research. For certain of our funds under management, the Firm has adopted a set of proxy voting guidelines consistent with our sustainable investment approach, emphasising best practice in ESG terms. Our service provider's approach to governance adapts to regional interpretations of best-in-class governance, offering additional insight to support our own fundamental research. Where a client in a segregated account has their own predefined set of proxy voting guidelines, the Firm may facilitate voting in line with these guidelines. In the case of some funds, the Firm may abstain from voting or choose to decide each voting opportunity on a case-by-case basis. Our voting record is disclosed and updated annually via our website; www.iqq.com. When exercising voting rights attached to equity securities held in fund portfolios, the Firm does so for the exclusive benefit of the relevant fund and its investors. Where the Firm delegates portfolio management to other investment managers it seeks confirmation that delegates have appropriate voting procedures and processes in place.

Co-operation with other shareholders

Collaborative engagement, where we pool with asset managers or asset owners on a specific issue, may be used where the Firm considers it appropriate to a) ensure that a consistent message is being delivered to corporates, b) use scale to amplify our message and improve corporate access, c) share ideas with like-minded peers in order to effect positive change. The most common form of cooperation with other shareholders is in shareholder resolutions where we take an active role in voting.

Communication with relevant stakeholders of investee companies

We may, where suitable, notify a company of our intention to vote prior to a meeting or how we voted after a meeting.

Management of actual or potential conflicts of interest

As a regulated fund manager, the Firm is subject to UCITS and AIFMD rules which require it to identify, prevent, manage or disclose conflicts of interest as well as to establish appropriate criteria for determining the types of conflicts of interest whose existence may damage the interests of funds under management. Where the proxy voting process is implemented, oversight is provided by the Firm's Proxy Voting Oversight Forum. The purpose of the forum is to identify and mitigate any conflicts of interest and review proxy voting processes and outcomes.

About us*

We are a part of IQ-EQ Group, a leading investor services group employing over 4,000 people across 24 jurisdictions worldwide. We bring together that rare combination of global expertise with a deep understanding of the needs of our clients. We have the know how and the know you to support fund managers, global companies, family offices and private clients.

Contact IQ-EQ

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IQ EQ Fund Management (Ireland) Limited is regulated by the Central Bank of Ireland. In the UK, IQ EQ Fund Management (Ireland) Limited is deemed authorised and regulated by the Financial Conduct Authority. Details of the Temporary Permissions Regime, which allows EEA-based firms to operate in the UK for a limited period while seeking full authorisation, are available on the Financial Conduct Authority's website. In Luxembourg, IQ EQ Fund Management (Ireland) Limited is authorised by the Central Bank of Ireland and is subject to limited regulation by the Commission de Surveillance du Secteur Financier. Details about the extent of our authorisation and regulation by the Central Bank of Ireland, the Financial Conduct Authority and Commission de Surveillance du Secteur Financier are available from us upon request.

*Information correct as of 3 February 2022

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