

4 October 2024 Implementation Statement

The Kobusch UK Limited Pension Scheme

Purpose of this statement

This implementation statement has been produced by the Trustee of The Kobusch UK Limited Pension Scheme (**"the Scheme"**) to set out the following information over the 18 months to **4 October 2024**:

- how the Trustee's policies on exercising rights (including voting rights) and engagement activities have been followed over the year.
- the voting activity undertaken by the Scheme's investment managers on behalf of the Trustees over the year, including information regarding the most significant votes.

This statement is for an 18-month period to align with the Scheme's latest report and accounts.

Stewardship policy

The Trustee's Statement of Investment Principles (SIP) in force at 4 October 2024 describes the Trustee's stewardship policy on the exercise of rights (including voting rights) and engagement activities. It is available online at the link below and on request.

<https://schemedocs.com/kobusch-uk-limited-pension-scheme.html>

The Trustee decided not to set stewardship priorities for the Scheme because the Scheme solely invests through pooled investment vehicles where the Scheme's asset only represent a small proportion of the capital invested in the funds. The Trustee understands that they are constrained by the policies of the managers. Additionally, as at 4 October 2024, 0% of the Scheme's assets have significant voting rights given that the Scheme is invested only in Liability-Driven Investment ("LDI") Funds, Buy and Maintain Credit and cash.

Additionally, the Scheme's imminent time horizon to securing benefits either with the PPF or with an insurer has been factored into the Trustee's decision not to set stewardship priorities. However, the Trustee takes the stewardship priorities, climate risk, and ESG factors into account at manager selection.

How voting and engagement/stewardship policies have been followed

Based on the information provided by the Scheme's investment managers, the Trustee believes that its policies on voting and engagement have been met in the following ways:

- The Scheme invests in pooled investment vehicles, and as such delegates responsibility for carrying out voting and engagement activities to the Scheme's fund managers.
- When selecting a pooled fund, the Trustee considers the stewardship and engagement activities of the investment managers that are considered to be financially material.

- When selecting a pooled fund, the Trustee will take into account the investment manager's voting information and engagement policies, to ensure alignment with the Trustee's stewardship policies.
- If a fund's investment manager is identified to not be engaging in alignment with the Scheme's stewardship policies, the Trustee may wish to take action by enabling the Trustee's Investment Adviser to raise concerns with the fund manager.
- Annually the Trustee receives and reviews voting information and engagement policies from both the asset managers and their investment advisors, which they review to ensure alignment with the Trustee's stewardship policies. The Trustee believes that the voting and engagement activities undertaken by the asset managers on their behalf have been in the members' best interests.

Prepared by the Trustee of the Kobusch UK Limited Pension Scheme

20 February 2025

Voting Data

This section typically provides a summary of the voting activity undertaken by the investment managers within the Scheme's Growth Portfolio on behalf of the Trustee over the 18-month period to **4 October 2024**. The LDI and bond funds held with LGIM as at this date have no voting rights and limited ability to engage with key stakeholders given the nature of the mandate. The bonds and LDI held with Payden, Allianz and M&G until they were disinvested in November 2023 had no voting rights and limited engagement abilities. The Scheme also disinvested its holdings in growth funds, the LGIM Future World Multi-Asset Fund and the BlackRock DC Diversified Growth Fund in November 2023. Given that the Scheme is currently in the PPF assessment period, we have not provided data for the funds which were disinvested during the 18-month reporting period to 4 October 2024.

Fund level engagement

The investment managers may engage with investee companies on behalf of the Trustee. The table below provides a summary of the engagement activities undertaken during the 18-month period to 30 September 2024.

Engagement activities are limited for the Scheme's LDI and cash funds due to the nature of the underlying holdings, so engagement information for these assets have not been shown.

The Scheme disinvested from the BlackRock DC Diversified Growth Fund and the LGIM Future World Multi-Asset Fund in November 2023. As such, the engagement data for these funds is provided over a 1 year period to 30 September 2023, the greatest overlap of data for the period of this statement and the closest quarter end to the date of disinvestment.

Manager	BlackRock	LGIM	
Fund name	BlackRock DC Diversified Growth Fund	LGIM Future World Multi-Asset Fund	LGIM Buy and Maintain Credit Fund
Number of engagements undertaken on behalf of the holdings in this fund in the year	423	2,030	488
Number of entities engaged on behalf of the holdings in this fund in the year	238	1,632	191
Number of engagements undertaken at a firm level in the year	Not provided	5,663	