



State Street Global Advisors

Q1 2022 Asset Stewardship Activity Report

Key Takeaways



State Street Global Advisors (SSGA) is an investment management firm with **\$3.48 trillion** in assets (June 30, 2022). SSGA published its Q1 2022 Asset Stewardship Activity Report summarizing its voting and stewardship activity on the 28th of June 2022. In the report, SSGA states that it voted on a total of **24,980** proposals, of which 24,423 were submitted by management and 557 were submitted by shareholders. Out of the 24,423 management proposals, SSGA voted **against** management in 19.7% of cases.

Engagement Activity

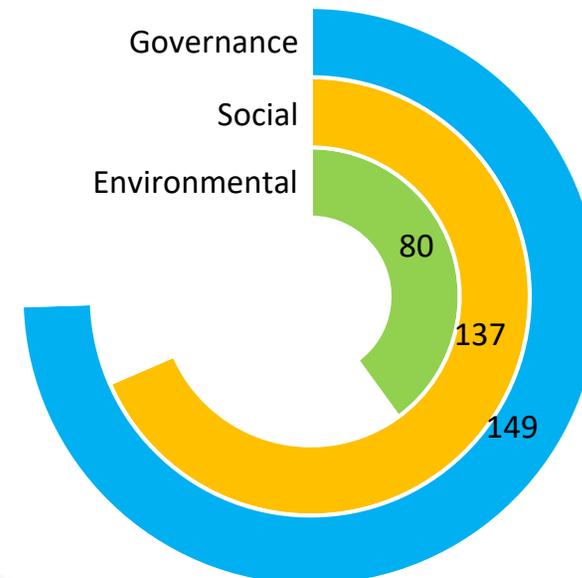
SSGA engaged with more than 800 companies in 2021, covering 73% of the company’s AUM. The fund continued to report its 2022 engagement efforts across the three major themes of Environment, Social, and Governance (see graph below). Within these main categories, the fund also released important subtopics (see “Stewardship Priorities” below).

Stewardship Priorities

Environmental	<ul style="list-style-type: none"> • Climate Change* • Land Use and Biodiversity • Circular Economy and Natural Resources
Social	<ul style="list-style-type: none"> • Human Capital Management* • Diversity, Equity and Inclusion* • Political Participation • Human Rights
Governance	<ul style="list-style-type: none"> • Effective Board Leadership* • Executive Compensation • Shareholder Rights

*2022 Stewardship Priority

2022 Reported Engagements



of engagements globally, Q1 2022;
sourced from Stewardship Activity Report Q1 2022



State Street Global Advisors

Q1 2022 Asset Stewardship Activity Report

Key Takeaways (Contd.)

Human Rights and Modern Slavery in Supply Chains

- For its engagements, SSGA relied on existing frameworks from the **Sustainability Accounting Standards Board (SASB), the Global Slavery Index, and the International Labor Organization** to identify high-risk sectors
- SSGA engagement included topics of risk assessment and management, supplier due-diligence, the role of workers' voices in risk management, remediation, the shifting regulatory context, and board oversight of modern slavery-related risks

Human Capital Management (HCM)

- In 2021, SSGA conducted over **185** engagements on this topic with investee companies in markets across the world
- In January 2022, SSGA developed suggested best practices for companies to align with its disclosure expectations including:
 - **Board Oversight** – Encourage regular oversight of HCM risks and opportunities; keep the board abreast of people-related matters with regular management updates
 - **Strategy** – Develop HCM strategies that advance the long-term business strategy; leverage HCM as a differentiator; train workforce for long-term success; measure and manage HCM KPIs; ensure transparent workforce composition
 - **Compensation** – Leverage pay strategies to advance HCM approach, and incentivize HCM through pay
 - **Voice** – Engage, include, and empower employees; solicit employee ideas and feedback and act on suggestions; ensure employee surveys are effective and actionable; disclose employee turnover rates
 - **DEI** – Center HCM approach around DEI; work through data challenges to advance inclusion in a global context

Board Oversight of Director Time Commitments

- The pandemic and expanded engagement and risk oversight expectations have increased public board time commitments
- Investors would benefit from disclosure of how Nominating Committees assess director time commitments and what factors are considered
- ***SSGA is updating voting guidelines on directors' commitments to ensure Nominating Committees evaluate their directors' time commitments, regularly assess director effectiveness, and disclose policies and efforts to investors***



Understand How ESG Weighs into Investor Considerations to Make Your Next Engagement More Successful.

[ESG Roadshows](#)

[Data-Driven ESG Strategy](#)

What ZMH Can Do for You

Our Proprietary ESG Engagement Dashboard™ allows you to leverage technology and data to optimize your shareholder interactions.

ZMH Advisors LLC. is a technology-based shareholder and ESG advisory firm. We combine two decades of corporate governance and investor engagement experience with next-gen data analytics to deliver customized solutions for clients ranging from pre-IPO to S&P 500 companies. Our data-driven approach is powered by a proprietary **ESG Engagement Dashboard™**, which provides unique insights on investors with \$50T AUM.

Know what could be asked during an engagement

Stay up to date on investor's ESG priorities

Access to 1000+ case studies & detailed analysis

Understand how investors will vote on your ballot

Gain access to 7M NPX voting records & governance policies

Contact information & key players at each firm

CONTACT US TO SCHEDULE A DEMO

info@zmhadvisors.com | <https://zmhadvisors.com>