Position Description

<table>
<thead>
<tr>
<th>Position Title</th>
<th>Senior Engagement Analyst, Regnan</th>
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<tr>
<td>Department</td>
<td>Regnan</td>
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<td>Reports to</td>
<td>Head of Engagement, Regnan</td>
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<tr>
<td>Number of direct reports</td>
<td>0</td>
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Pendal is an independent, global investment management business focused on delivering superior investment returns for our clients through active management. Our proven and experienced fund managers have the autonomy to make decisions with conviction, built on a philosophy of meritocracy that fosters success from a diversity of insights and approaches to investment. We strive for superior results through a performance culture that backs independent actions.

Pendal does not have a ‘house view’ and operates a multi-boutique style business offering a broad range of investment strategies across a global marketplace. Our investment teams are supported by a strong operational platform across risk and compliance, sales, marketing and operations, allowing our fund managers to focus on generating returns for our clients.

Our business is designed to attract and retain superior investment talent by offering a transparent remuneration model with the ability to manage capacity, which aligns the incentives of our investment professionals with clients’ outcomes.

Client success stands at the centre of everything we do and we recognise that trust is earned by delivering results and partnering with our clients to meet their needs.


About Regnan

After a long association, Pendal assumed a full ownership stake in Regnan in March 2019. Regnan exists to develop high quality insight and IP that advances responsible investment and a sustainable financial system. It deploys this in support of Pendal Group, Pendal Group teams, and external clients.

In a Pendal context, Regnan roles assist with Pendal Group’s responsible investment priorities as appropriate. These may include ESG integration, RI related investment frameworks, input to the development and management of products, identifying RI drivers which can enhance investor outcomes, as well as meeting broader stewardship and engagement objectives.

Regnan’s current key activities include:

- **Research**: Regnan conducts high quality, substantive research that enables ESG and sustainability factors to be integrated into investment processes, and for stewardship purposes, on securities, portfolios and ESG themes. Regnan’s research aims to break new ground / add to the market, rather than duplicate what already exists.

- **Engagement & Advocacy**: Regnan’s mandate includes identifying and assessing ESG risks and engaging with companies to improve corporate and market performance and thus
long-term investment returns. Regnan acts behind the scenes, cultivates relationships with
directors, meets with boards and senior management based on identified priorities, and is
a public voice on ESG issues across the market.

- **Advisory**: Regnan provides expert input to advance organisations' responsible investment / sustainable markets objectives, including strategy, stewardship, governance, risk analysis, product development, communication (and training).

### Regnan’s engagement program

Regnan engages with senior leaders, including the directors, of Australian listed companies on behalf of their long term investors. We do this to seek improved ESG performance in areas material to the company’s business. Engagement may cover a wide variety of topics including but not limited to climate change, board governance, culture, health and safety, community relations, human rights, human capital management, ethics and market disclosure. Our engagement is informed by our research and is undertaken in a constructive manner, acknowledging that it is in the interests of our clients for the companies in which they invest to do well.

Our engagement program is grounded in research, based on specific objectives supporting the changes we seek and measured to ensure that our efforts are impactful.

Increasingly we are also working with clients to help them design their own engagement programs and help support the delivery and achievement of their specific engagement objectives.

### Role Objective

The Senior Engagement Analyst’s primary objective is to contribute to Regnan’s engagement and research activities by supporting the development, delivery and management of its engagement program as well as undertaking company and thematic research as needed.

The role requires an ability to understand how Regnan’s insights can be applied to make the most difference to its engagement activities and to its clients.

### Key Responsibilities/Accountabilities

- Support the delivery of relevant, high quality, timely and market-leading engagement services for clients, for both ad hoc and ongoing deliverables.
- Support the development and delivery of Regnan’s subscription based engagement program, including:
  - the development of engagement plans
  - project management
  - preparation for and participation in engagement meetings, including meeting documentation
  - monitoring of engagement progress
  - regular client reporting, including preparation of responses for external parties such as PRI
  - development of bespoke responses for client queries, for instance assistance in responding to member queries
- Support the development and implementation of clients’ own engagement activities.
- Contribute to the evolution of Regnan’s engagement offer to ensure it continues to meet client needs and that Regnan’s engagement offering is at the forefront of industry practice.
• Responsibilities for ESG research and analysis and associated deliverables, which may include stock or thematic analysis, preparation of research reports, communication of research insights, as well as other programmed and ad hoc responsibilities.
• Actively contribute subject matter expertise, understanding of emerging ESG trends and best practice in support of Pendal’s investment teams, responsible investment strategy, client relationships and corporate practice more generally.
• Sharing knowledge within and external to the Regnan team.
• This role may be required to support advisory work for internal and external clients as required.

Assigned responsibilities will vary depending on the complexity of issues and business needs. Given Pendal is a global business, coverage requirements may incorporate global activities.

Key Relationships

Internal
• Regnan team
• Pendal Group investment teams (Australia and offshore)
• Other Pendal Group teams e.g Responsible Investment, Sales, Product, Marketing, Investment Solutions, Legal, Risk and Compliance teams

External
• Clients
• Data and research providers
• Industry associations/bodies where relevant

Core Values
• Integrity/Honesty
• Courage
• Respect
• Teamwork
• High Performance

Qualifications, Skills, Experience & Personal Attributes

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<th>Qualifications</th>
<th>Skills &amp; Experience</th>
<th>Personal Attributes</th>
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<td>Undergraduate/Honours degree or equivalent professional experience in relevant field</td>
<td>Ideally a minimum 5 years’ experience in either finance, investor relations, ESG/sustainability or related field. Advanced communication skills, including superior writing skills</td>
<td>Results focused with a high degree of professionalism Strong commercial acumen Client focused</td>
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• Relevant postgraduate qualifications will also be highly regarded
  • Ability to communicate and present effectively with senior business professionals, including the ability to deal with challenging discussions with senior leaders in complex environments
  • In depth understanding of or interest in ESG issues
  • Demonstrated research and analytical skills
  • Demonstrated project and program management skills
  • Proven stakeholder management skills
  • Proven organisational and information management skills
  • Proficient in the use of Microsoft products
  • Strong team orientation and an adaptable, self-directed work style
  • Collegiate and open in work style
  • Mindset of continuous improvement
  • Solutions oriented
  • Ability to manage competing priorities and meet deadlines