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Survey on collection of evidence on undue short-term pressure from the financial sector on corporations

Fields marked with * are mandatory.

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Introduction

Under Action 10 of the Action Plan ‘Financing Sustainable Growth’ [1], the European Commission has invited [2] the three European Supervisory Authorities (ESAs) to each develop a report presenting evidence and possible advice on potential undue short-termism. Short-termism can be defined as “the focus on short time horizons by both corporate managers and financial markets, prioritising near-term shareholder interests over long-term growth of the firm”[3].

The Commission’s mandate indicates that decisions taken by corporations do not fully reflect long-term aspects that would be required to put the EU economy on a sustainable path and manage the transition towards a low carbon economy. In particular, as a result of short-term market pressures, some companies may under-invest in long-term value drivers such as innovation and human capital and overlook environmental and social objectives that require a long-term orientation. Consequently, sustainability faces obstacles to develop in a context where incentives, market pressures and prevailing company culture prompt market participants to focus on near-term performance at the expense of mid- to long-term objectives.

Following an initial analysis based on desk research and preliminary quantitative evidence, ESMA has identified six areas which it considers relevant to examine in relation to the Commission’s mandate.

These areas are:

- Investment strategy and investment horizon;
- Disclosure of Environmental, Social and Governance (ESG) factors and the contribution of such disclosure to long-term investment strategies;
- The role of fair value in better investment decision-making;
- Institutional investors' engagement;
- Remuneration of fund managers and corporate executives;
- and Use of CDS by investment funds

ESMA is not claiming there is a causal relationship between the abovementioned areas and short-termism; it is rather seeking the views of stakeholders on these areas in order to better understand their interaction with short-termism. As such, responses to this survey will contribute to ESMA's analysis of potential sources of undue short-termism on corporations stemming from the financial sector in the areas of focus. Additionally, responses to the survey will back the identification of any other areas in which short-term behaviour is problematic and where the regulatory rules exasperate (or mitigate) short-term pressures.

Overall, with this survey ESMA is seeking to collect information on market practices and the views of financial market participants. By responding to the questionnaire, market participants will contribute to ESMA's advice to the Commission and as such help shape future policy decisions in relation to short-termism in the financial sector.

[1] European Commission Action Plan Financing Sustainable Growth.

[2] Call for advice to the European Supervisory Authorities to collect evidence of undue short-term pressure from the financial sector on corporations.

[3] Definition of short-termism provided in the second paragraph of section 1 of the Commission's mandate (Mason, 2015).

Structure of the questionnaire

Section I: General information about respondent

The first section of the questionnaire contains questions which will help ESMA understand respondents' profile and whether they agree for their response to the questionnaire to be published on ESMA's website.

All respondents are invited to respond to the questions in this section.

Section II: Investment strategy and investment horizon

In this section of the questionnaire, ESMA invites respondents to provide information on the key features and the focus of their investment strategy as well as on the time horizon(s) they use in their business activities. The questions aim to collect comprehensive information on the strategic approach taken by various market players, depending on their role and objectives, in order to get a broad understanding of how they prioritise short- and long-term values in their investment activities. The responses to the questions in this section are intended to provide evidence on how consistent the long-term value drivers of the investment strategy are with the investment timeframe and the global approach for investment decision-making, and which specific considerations in investment strategies may induce short-termism.

The section is open to all respondents as it seeks information on the interaction between short-termism and general business activities. The questions relating to portfolio holdings are addressed to asset owners and asset managers.

Section III: Disclosure on ESG factors and the contribution of such disclosure to long-term investment strategies

The context for the questions in this section is the EU's 2014 adoption of the Non-Financial Reporting Directive (hereafter 'NFRD') in order to enhance the consistency and comparability of non-financial information disclosed throughout the Union. The NFRD requires large EU companies to disclose information on matters relating to the environment, social and employee aspects, respect for human rights, anti-corruption and bribery issues in an annual non-financial statement to be presented either in the management report or in a separate document.[1]

The NFRD came into force in 2014 for reporting on the financial year starting on 1 January 2017 or during the calendar year 2017, which means that two waves of mandatory non-financial information have now been published in most jurisdictions. Section III of the questionnaire collects information on the experience of market participants with these first two disclosure waves by asking whether, how and to what extent public disclosure on ESG factors, which complements traditional financial disclosure by listed companies, can enable investors to integrate in their decision-making process considerations on a company's current and future ability to create long-term sustainable value for its shareholders and for the society at large. Furthermore, this section raises the question whether any changes relating to requirements on non-financial information are needed at European level to enable investors to take long-term investment decisions.

The questions in this section are primarily addressed to institutional and retail investors that make use of information in issuers' public reporting in their investment decisions, as well as to issuers that provide such ESG related information to investors.

[1] Additionally, the forthcoming Regulation of the European Parliament and of the Council on sustainability-related disclosures in the financial services sector (2018/0179(COD)) will require financial advisers to publish information on their policies on the integration of sustainability risks in their investment advice or insurance advice. However, as this Regulation has not yet entered into force and will not be applicable until 15 months after entry into force, it is not possible at this stage to assess its impact, and it is as such not covered in the questionnaire.

Section IV: The role of fair value in better investment decision-making

In this section of the questionnaire, ESMA seeks to collect further information related to the following statement from the report [1] of the High Level Expert Group (hereafter 'HLEG'): "there is considerable disagreement among interested parties on the appropriate accounting treatment for long-term investments, in particular on whether long-term assets on investors' balance sheets should be valued based on the currently prevailing (daily) market prices – also known as 'mark-to-market' valuation or 'fair value' accounting […] The debate is mainly around equity, equity-type and listed credit instruments on the balance sheets of long-term investors, such as non-financial corporations, insurance companies and banks."

The section contains questions on whether and how fair value may impact the capacity of financial reporting to provide relevant and reliable information on equity instruments held for long-term investment purposes. Responses in this area will help ESMA to assess how the measurement and disclosure of fair value may impact the selection of a short- or long-term horizon, as well as to assess whether the transparency benefits arising from the use of fair value for financial instruments, particularly equity instruments, outweigh the intrinsic potential volatility of fair value. Furthermore, whilst Level 1 fair value measurement is based on quoted prices in active markets and, as such, it has a high degree of reliability, ESMA is also interested in exploring the usefulness of Level 2 and Level 3 fair value measurements [2] and the extent to which investors are willing to take these fair value measurements into consideration in their long-term investment decisions.

The European Commission has issued two requests for advice to the European Financial Reporting Advisory Group (EFRAG) to assess the impact of IFRS 9 Financial Instruments on equity investments and to investigate potential alternatives to fair value accounting for equity and equity-type instruments held for the long-term. ESMA closely monitors and contributes to EFRAG's work in this area [3]. In section IV of the questionnaire ESMA investigates more specifically the reasons underlying any connection between fair value accounting and the emergence of short-term pressures in the investment practice of issuers.

The questions in this section are primarily addressed to institutional and retail investors that make use of information in issuers' financial statements in their investment decisions, as well as to issuers that prepare financial statements.

[1] https://ec.europa.eu/info/sites/info/files/180131-sustainable-finance-final-report_en.pdf

[2] Inputs to Level 2 fair value measurements are inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly. Inputs to Level 3 fair value measurements are unobservable inputs for the asset or liability.

[3] http://www.efrag.org/News/Public-183/New-EFRAG-consultation-on-Equity-Instruments--Research-on-Measurement

Section V: Institutional investors' engagement

In this section, ESMA invites institutional investors to share their experiences and views on whether and how they monitor the long-term value maximisation of their investee companies by further engaging with them and voicing their potential concerns. The questions of this section indirectly relate to the revised Shareholder Rights Directive that established specific requirements in order to encourage shareholder engagement in EU listed companies. ESMA acknowledges that the Directive has entered into application only recently. In this section ESMA seeks to collect information on how engagement activities are put in place at the time of the publication of the questionnaire based on the current regulatory framework in the relevant Member States.

For the purposes of this questionnaire, engagement is defined as any monitoring and interaction by institutional investors with investee companies, including the exercise of voting rights and other activities to influence the investee company such as activist strategies.

The questions in this section are primarily addressed to institutional investors.

Section VI: Remuneration of fund managers and corporate executives

In this section, ESMA examines whether remuneration policy and practices of fund managers can be a driver of short-termism. Stakeholder feedback in this regard will provide further evidence in relation to the statements of the HLEG report about the “frequent separation of the behaviour of some financial intermediaries from the preferences of the ultimate beneficiaries” and that “job tenure and financial rewards for analysts, asset/money managers and traders” can be heavily dependent on short-term returns.

The questions in part A of this section are addressed to UCITS management companies, AIFMs, and self-managed UCITS investment companies and AIFs as they relate to how remuneration practices impact investment behaviour of asset managers vis-à-vis the funds they manage and the investors in such funds. The questions are particularly related to the requirements arising from the UCITS Directive [1], AIFMD [2], the Guidelines on sound remuneration practices under the UCITS Directive [3] and the Guidelines on sound remuneration practices under the AIFMD [4].

The questions in part B of this section are primarily addressed to issuers with reference to the remuneration packages assigned to their executives. Evidence on this aspect is expected to provide an indication of how executives’ incentives to pursue long-term vs. short-term performance can be skewed by the way their remuneration package is designed.

In addition, each section invites all stakeholders to comment on the potential contribution to short-termism from remuneration practices for fund managers or corporate executives.

[1] Directive 2009/65/EC

[2] Directive 2011/61/EU

[3] ESMA/2016/575

[4] ESMA/2013/232

Section VII: Use of CDS by investment funds

Building on the work already conducted by ESMA [1] looking at the prevalence of sell-only or net sell Credit Default Swaps (CDS) positions held by UCITS funds, this section of the questionnaire aims to collect information on the use of CDS by all investment funds. The existing evidence shows some use of sell only or net sell holdings of CDS and ESMA would like to explore this topic further in the context of short-termism. ESMA will use the information it collects from stakeholders to assess whether the use of such instruments could be one of the potential drivers of short-termism.

Sell-only or net sell CDS positions may indicate increased short-term risk taking by funds in order to generate short-term profits, thereby diverting funds from investment in the real economy and indirectly contributing to a short-term profit taking approach. This is why ESMA would like to explore this area by gathering evidence from stakeholders, particularly regarding the reasons for sell only or net sell holdings of CDS positions, and how the tail risk of CDS is managed. ESMA recognises that there may be other categories of derivatives that may also merit attention, so one of the questions allows respondents to comment on other products as well.

The questions in this section of the questionnaire are addressed to UCITS management companies, self-managed UCITS investment companies and AIFMs.

[1] (see “Drivers of CDS usage by EU investment funds” in Trends, Risks and Vulnerabilities Report No.2 from 2018)

Section VIII: Final

The last section of the questionnaire gives respondents the chance to raise any additional considerations on the topic of undue short-term pressure on corporations from the financial sector which they have not been able to reflect elsewhere in the survey.

All respondents are invited to respond to this part of the questionnaire.

How to respond

Deadline

ESMA will consider all responses received by **29 July 2019**

Technical instructions

The questionnaire is presented in EUSurvey which is the European Commission's online survey making tool.

In order to access the questionnaire, please click on the following link: https://ec.europa.eu/eusurvey/runner/ESMA-SUS-2019

When you click on the link, EUSurvey will open in your default browser and you will see the questionnaire. Before starting to fill in the questionnaire, we encourage you to read through all questions.

As you go through the questionnaire and fill in your responses, additional questions will sometimes appear. Such additional questions are based on your response to a previous question and are intended to collect further information about the response you have provided. However, unless specifically mentioned, you are invited to respond to all questions.

The full set of responses is submitted by clicking the "Submit" button at the end of the questionnaire. Upon submission, the system will offer you to print or download your responses for your own reference.

For any questions regarding the questionnaire, please send an email to short.termism@esma.europa.eu

Publication of responses

All contributions received will be published following the close of the survey, unless you request otherwise. Please clearly indicate under question [6] if you do not wish your contribution to be publicly disclosed. A standard confidentiality statement in an email message will not be treated as a request for non-disclosure. A confidential response may be requested from us in accordance with ESMA's rules on access to documents. We may consult you if we receive such a request. Any decision we make not to disclose the response is reviewable by ESMA's Board of Appeal and the European Ombudsman.

Data protection

Information on data protection can be found at www.esma.europa.eu under the heading ‘Data protection’.

Definitions, abbreviations, and legal references

CDS
Credit Default Swaps

Corporate executives
Top managers, such as the Chair or the CEO, and/or members of the board of directors.

Engagement
For the purpose of this questionnaire, any monitoring and interaction by institutional investors with investee companies, including the exercise of voting rights and other activities to influence the investee company such as activist strategies

ESG
Environmental, Social and Governance

Fair value
The price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (IFRS 13)

HLEG
High Level Expert Group

Holding period
For the purpose of this questionnaire, ‘holding period’ is defined as the elapsed time between the initial date of purchase and the date on which the investment is sold or matured if held to maturity.

Identified Staff
Categories of staff, including senior management, risk takers, control functions and any employee receiving total remuneration that falls into the remuneration bracket of senior management and risk takers, whose professional activities have a material impact on the management company’s risk profile or the risk profiles of the UCITS that it manages and categories of staff of the entity(ies) to which investment management activities have been delegated by the management company, whose professional activities have a material impact on the risk profiles of the UCITS that the management corporate manages.

Institutional investors
Asset owners or asset managers acting on their behalf

Long-term investment / value
For the purpose of this questionnaire, please consider these expressions in the context set out in the Commission’s mandate on undue short-termism and in the European Commission’s Action Plan ‘Financing Sustainable Growth’.

Non-Financial Reporting Directive / NFRD

Directive 2014/95/EU of the European Parliament and of the Council of 22 October 2014 amending Directive 2013/34/EU as regards disclosure of non-financial and diversity information by certain large undertakings and groups

Revised Shareholder Rights Directive
Directive (EU) 2017/828 of the European Parliament and of the Council of 17 May 2017 amending Directive 2007/36/EC as regards the encouragement of long-term shareholder engagement

Short-termism
The focus on short time horizons by both corporate managers and financial markets, prioritising near-term shareholder interests over long-term growth of the firm

I. General information about respondent

Please note that the questionnaire should be read in conjunction with the explanatory note, definitions and instructions. If you have not already read the explanatory note, please do so before you start filling in your responses.

* 1. Name of the company / organisation

1400 character(s) maximum

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* 2. Type of respondent

Investor association

* 3. Industry

Financials

* 4. Are you representing an association?

- (●) Yes
- ( ) No

* 5. Country

Italy

* 6. Please indicate if wish to have your response published on the ESMA website

- [ ] I do not wish my response to be published
- [x] I wish my response to be published

*

7. This questionnaire considers long-term investment in the framework of sustainable finance, under the assumption that long-term investment projects should be consistent with the objective of supporting the shift towards a more sustainable financial and economic system. In this context, for the purpose of filling in this questionnaire, what timeframe would you consider when defining long-term investment?

- ○ 3-5 years
- ○ 6-10 years
- ○ 11-30 years
- ○ +30 years
- ● Other

* Please explain your response

1400 character(s) maximum

There are different categories of investors with varying time horizon and different investment objectives; similarly, there are different vehicles that respond to the various demands of asset owners. Therefore what can be regarded as long term for a 70 year old retail investor can be extremely short term for an institutional investor such as as a pension fund.

II. Investment strategy and investment horizon

Click here for the list of definitions, abbreviations and legal references included in the Explanatory Note

8. Which time horizon do you apply in your general business activities?

Please tick one time horizon per category

	Less than 1 year	1-4 years	5-8 years	9-12 years	More than 12 years	Not applicable
Overall	○	○	○	○	○	○
- Business strategy	○	○	○	○	○	○
- Profitability	○	○	○	○	○	○
- Funding	○	○	○	○	○	○
- Investment	○	○	○	○	○	○
- Trading	○	○	○	○	○	○
- Other	○	○	○	○	○	●

9. In your experience, to which extent do the following nodes in the investment value chain contribute to the tendency towards short-termism?

	1: Not at all	2: To a small extent	3: To some extent	4: To a large extent	5: To a great extent

Retail investors			X		
Asset owners (i.e. giving the investment mandate either on their own account or on the account of retail investors)			X		
Asset managers (i.e. those in charge of fulfilling the mandate of asset owners)	X				
Top management of listed issuers				X	
Sell-side analysts			X		
Other					

* Please explain your response

2800 character(s) maximum

Asset managers manage funds on behalf of asset owners and have to respond to their needs when considering the investment horizon - different time horizons would suit different clients.
The investment horizon of fund holders (often retail investors) has been reducing for the years shifting slowly from almost 6 years in 2007 to less than 3 years for equity funds in Italy. Institutional investors have typically a longer investment horizon hence a growth of the role of pension funds would undoubtly lead to an increase in fund invested with a longer time horizon. Also fiscal incentives could encourage retail investors in lengthening their holding period.
Notwithstanding the above, asset managers, especially but not only passive investors, do have an interest and a commitment to the long term well-being and sustainability of the companies they invest is as the are by definition always invested in markets. As a consequence they play their role as shareholdere in the stewardship of comapnies.

10. To which extent does each of the following factors result in short-termism by your institution?

	1: Not at all	2: To a small extent	3: To some extent	4: To a large extent	5: To a great extent
Macroeconomic environment		X			
Prudential regulation	X				
Market pressures	X				
Profitability	X				
Shareholders’ interest	X				
Business objectives	X				
Competitive pressure	X				
Client demand			X		
Company reporting requirements	X				

Executive remuneration structure	◉	○	○	○	○
Other	○	○	○	○	○

* Please explain your response

2800 character(s) maximum

As above, a short term investment strategy might be put in place in response of clients needs and demand or in consideration of particular market conditions.

11. What is the actual holding period prevailing in your investment strategy?

Please respond on a best-effort basis and tick one holding period per category of securities

	Less than 1 year	1-4 years	5-8 years	9-12 years	More than 12 years	Not applicable
Equity	○	○	○	○	○	◉
Bonds	○	○	○	○	○	◉
Other	○	○	○	○	○	◉

12. To which extent does each of the following factors drive the actual holding period prevailing in your investment strategy?

	1: Not at all	2: To a small extent	3: To some extent	4: To a large extent	5: To a great extent
Profitability	○	○	○	○	○
Shareholders’ interest	○	○	○	◉	○
Competitive pressure	◉	○	○	○	○
Client demand	○	○	○	◉	○
Remuneration practices in the financial sector	◉	○	○	○	○
Economic activities	○	○	◉	○	○
ESG	○	○	○	○	◉
Monetary policies / macroeconomic factors	○	○	◉	○	○
Non-prudential regulation (e.g. tax regulation)	○	◉	○	○	○
Prudential regulation	◉	○	○	○	○

Company reporting requirements (any type of disclosure)			X		
Other					

* Please explain your response

2800 character(s) maximum

As per above, actual holding period reflects the interests of the fund (in its role of shareholder of the companies invested in) and of the clients of the asset managers. The economic environment in which an asset managers operates plays a role in influencing the holding period that best meets the client best interest.
Disclosure - in particular non financial disclosure - has the effect of lengthening the holding period by allowing investors to better asses the long term sustainability of the business model and company overall performance

13. On a best-effort basis, in the next 2 years, how do you expect the average holding period of the following portfolios to evolve?

Please tick one holding period per category of assets

	Increasing by less than 6 months	Increasing by 6- 12 months	Increasing by more than 12 months	No (notable) change	Decreasing by less than 6 months	Decreasing by 6-12 months	Decreasing by more than 12 months
Equities	○	○	○	○	○	○	○
Fixed Income	○	○	○	○	○	○	○
Other	○	○	○	○	○	○	○

III. Disclosures on ESG factors and their contribution to long-term investment strategies

Click here for the list of definitions, abbreviations and legal references included in the Explanatory Note

15. Based on your experience, please indicate to which extent you agree with the following statement: “Disclosure of ESG information by listed companies enables investors to take long-term investment decisions”.

- 1: Totally disagree
- 2: Mostly disagree
- 3: Partially disagree and partially agree
- (x) 4: Mostly agree
- 5: Totally agree

* 17. Why does disclosure of ESG information by listed companies enable long-term investment?

Please respond by selecting one or several items from the list below

- [x] ESG disclosure provides insights into a listed company’s long-term risk profile
- [x] ESG disclosure provides insights into a listed company’s future financial performance
- [x] ESG disclosure complements the information provided by listed companies in their financial statements
- [x] Other

* Please specify

1400 character(s) maximum

Relevant, reliable, standardized, measurable and sufficiently detailed ESG information are key for assessing long term company risk profile and to systematically integrate sustainability consideration in the investment strategy. They are also a prerequisite in enabling asset mangers to disclose ESG risk integration and possible adverse sustainability impact to investors - as required by the forthcoming regulation.

18. Even though you acknowledge that disclosure of ESG information by listed companies could enable long-term investment, you might have observed impediments as to how this link may work in practice. To which extent each of the following factors may discourage investors from using ESG disclosure to apply a long-term investment horizon?

Please respond by selecting one or several items from the list below

	1: Not at all	2: To a small extent	3: To some extent	4: To a large extent	5: To a great extent
* Lack of sufficient independent assurance on the provided ESG disclosure			X		
*					

Lack of quantitative evidence regarding how the listed company contributes to national or international sustainability targets	○	◉	○	○	○
* Lack of consistency between the disclosed ESG policies and evidence of the listed company's actions	○	○	○	◉	○
* Lack of sufficiently forward-looking disclosure on ESG risks and opportunities	○	○	○	○	◉
* Lack of comparability between different listed companies' disclosure due to the NFRD disclosure requirements not being sufficiently detailed and allowing for the use of various disclosure frameworks	○	○	○	◉	○
* Lack of a clear link between ESG matters and the current and future performance of the listed company	○	○	○	○	◉
* Lack of an integrated presentation and analysis of financial and non-financial performance	○	○	◉	○	○
* Lack of information on the disclosure framework (s) which listed companies use	○	◉	○	○	○
* Lack of an explicit statement indicating that the listed company's Board of Directors takes responsibility for the relevance, accuracy and completeness of the ESG disclosure provided	○	○	◉	○	○
* Lack of access to / availability of ESG disclosure in data aggregators or other source data providers	○	○	◉	○	○
* Lack of sufficient knowledge by investors on how to incorporate ESG disclosure into their decision-making process	○	◉	○	○	○
* Other	◉	○	○	○	○

19. In your view, would requiring specific disclosures on intangible assets which are not accounted for in the financial statements enable long-term investment decisions?

○ Yes
○ No

20. The NFRD gives companies flexibility to disclose non-financial information to the extent necessary for an understanding of the undertaking's development, performance, position and the impact of its activity in relation to non-financial matters. Do you consider that further requirements are needed to increase the level of detail in the disclosure requirements regarding non-financial information?

◉ Yes
○

No

* Please indicate which of the following approaches you consider appropriate:

- ( ) Detailed disclosure requirements should be set out in an EU regulation (i.e. a piece of legislation which is directly applicable in all EU Member States)
- (x) Detailed disclosure requirements should be included in the NFRD (which is a directive and as such leaves it to Member States to transpose the disclosure requirements into their national law)
- ( ) The NFRD should be amended to require use of a specific, binding disclosure framework (e.g. based on the principles included in the European Commission's guidelines on non-financial reporting or other established disclosure frameworks)
- ( ) Other

* Please explain your response

1400 character(s) maximum

While relevant, reliable, standardized, measurable and sufficiently detailed ESG information enable asset managers to take their investment decision based also on this type of information, a balance should always be kept between the informative burden placed on issuers and the need for more and better ESG data - a degree of proportionality should be applied in the disclosure demanded from issuers.

21. Do you consider that further steps in the area of non-financial reporting are needed at the national or the European level to enable investors to take long-term investment decisions?

- (x) Yes
- ( ) No

* Please indicate which of the following approaches you consider appropriate:

- [ ] The NFRD should be amended to require a broader group of companies to disclose ESG information
- [ ] The NFRD should be amended to require that ESG disclosure is audited by an external, independent entity
- [x] Enforcement powers on ESG disclosures should be strengthened and made more consistent across the Union
- [ ] Other

IV. The role of fair value in better investment decision-making

Click here for the list of definitions, abbreviations and legal references included in the Explanatory Note

22. Based on your experience, please indicate to which extent you agree with the following statement: "For the purpose of undertaking an internal assessment of the performance of long-term investments held in equity instruments, fair value provides a company's management with relevant information in order to better understand the short-term and the long-term consequences of the investments held"

- ( ) 1: Totally disagree
- ( ) 2: Mostly disagree
- ( ) 3: Partially disagree and partially agree
- ( ) 4: Mostly agree

- 5: Totally agree

23. Based on your experience, please indicate to which extent you agree with the following statement: “For the purpose of enabling an external analyst or investor to assess the performance of long-term investments held in equity instruments by a company, fair value provides relevant information in order to better understand the short-term and the long-term consequences of the investments”

- 1: Totally disagree
- 2: Mostly disagree
- 3: Partially disagree and partially agree
- 4: Mostly agree
- 5: Totally agree

24. Is the current accounting treatment for equity instruments under IFRS 9 [1] a decisive factor in discouraging a company from undertaking new long-term investments in equities?

[1] Under IFRS 9 Financial Instruments equity instruments are accounted for at fair value with the possibility to exclude fair value changes from the statement of profit or loss

- Yes
- No

25. Is the current accounting treatment for equity instruments under IFRS 9 [1] a decisive factor in triggering divestment by a company of existing equity holdings elected for the long-term?

[1] Under IFRS 9 Financial Instruments equity instruments are accounted for at fair value with the possibility to exclude fair value changes from the statement of profit or loss

- Yes
- No

26. In your view, what are the factors that may impact the relevance to users of financial statements of fair value measurements for long-term investments?

You may choose more than one factor

- Volatility in reported earnings
- Measurement errors (in Level 2 or 3 Fair Value)
- Complexity of calculations (in Level 2 or 3 Fair Value)
- Management’s opportunistic behaviour (in Level 2 or 3 Fair Value)
- Insufficient involvement of independent third-party assessment (in Level 2 or 3 Fair Value)
- Limited relationship with the expected developments of fair value in the long-term
- Other

V. Institutional investors’ engagement

Click here for the list of definitions, abbreviations and legal references included in the Explanatory Note

27. Is your investment strategy predominantly active or passive?

- Active
- Passive

Please respond to the remainder of this section based on (i) the investment strategy you have indicated under question 27 and (ii) the investment time horizon you have indicated under question 8

28. Please elaborate on how the actual holding period of your investments (as you have indicated under question 11) matches with your investment mandate

1400 character(s) maximum

29. To which extent does your firm integrate long-term value considerations for the purpose of setting its investment strategy (and subsequent portfolio allocation choices)?

- 1: Not at all
- 2: To a small extent
- 3: To some extent
- 4: To a large extent
- 5: To a great extent

30. To which extent does your firm integrate long-term value considerations for the purpose of setting its engagement policy (and subsequent engagement activities)?

- 1: Not at all
- 2: To a small extent
- 3: To some extent
- 4: To a large extent
- 5: To a great extent

31. How does your firm engage with the investee companies in order to mitigate any potential sources of undue short-termism?

Please select one or several options from the below list

- [x] Voting at the Annual General Meeting (AGM)
- [x] Private engagement (bilateral meetings, conference calls, etc.)
- [x] Collective engagement initiatives (coalitions, engagement platforms, etc.)
- [ ] Litigation (or a threat to use litigation as a negotiating tool)
- [x] Other

* Please specify

1400 character(s) maximum

Assogestioni has developed the Italian Stewardship Principles, which set forth best practice for asset managers' monitoring, voting and engagement activities towards investee listed issuers. The Principles are inspired by the EFAMA Stewardship Code.
Principle 3 is entirely dedicated to engagement and describes the leading practices and tools for company-investor engagement within the Italian market. Among them, two aspects are worth mentioning :
- the presentation of candidates for election as independent minority members of boards of investee companies (by means of the voto di lista system) represents a continuous and constructive method of engaging with investee companies;
- directors' access may be a valid form of intervention and active communication, provided that it is carried out within an organized and collective procedure which observes specific requirements related to the

prevention of the exchange of sensitive or confidential information, the prompt informative notice to the company in relation to the meeting and to the absence of any inappropriate interference on the board's processes and functioning
Principle 4 highlights the importance of collective engagement, having due regard to applicable rules on acting in concert.
Principle 5 is instead dedicated to asset managers' voting activity.

*In case you selected **more than one option** in Question 31, please explain how you select different tools used for engagement*

2800 character(s) maximum

Assogestioni is the Italian investment managers' association and, given its status, does not "select" the tools that investment management companies use for their engagement. However, apart from the best practice framework depicted above within the Italian Stewardship Principles, Assogestioni provides services and tools for asset managers willing to engage with companies: in fact, Assogestioni's personnel provides the Investment Managers' Committee secretary functions as well as technical and legal advice on the matters discussed.
The Investment Managers' Committee, formally separated from Assogestioni, is formed by Italian as well as foreign asset managers and institutional investors which, adhering to the Committee's Protocol and acting in line with the Italian Stewardship Principles, commit to engage companies by means of composing and depositing slates for the election of minority board members within Italian listed companies through the voto di lista system. As illustrated above, the (joint) presentation of a minority slate represents a continuous and constructive method of engagement with Italian listed issuers.
Furthermore, the Investment Managers' Committee, in plenary composition or delegating one or more members with the support of the Committee secretariat, is entitled to meet with (competent) companies' directors, also upon their request, with the aim of a regular engagement with the investee companies in accordance with best practices on monitoring and engagement (e.g. the Italian Stewardship Principles n. 3 and 4)

* 32. What are the main topics your firm engages on in order to mitigate any potential sources of undue short-termism?

You may choose more than one factor

- [x] Remuneration of directors
- [x] Board appointments (including board diversity, independence, tenure)
- [x] Related party transactions
- [x] Pay-out policy (dividends, share buybacks, etc.)
- [x] ESG / sustainability-related
- [x] Other

* Please specify

1400 character(s) maximum

Please notice that, in line with what already illustrated, Assogestioni, given its status of association, does not "select" the topics in relation to which investment management companies engage their portfolio companies, but offers (apart from the best practice framework depicted above within the Italian Stewardship Principles) services and tools for asset managers to engage with companies. Such engagement activities may cover different topics, among which also the ones mentioned above.
Besides, it is worth making explicit a further implication of what illustrated within our answer to question 31,

regarding the submission and the election of minority candidates, that represents a continuous and constructive method of engaging with investee companies. The minority director in fact is an independent figure that can provide continuous monitoring of the entire company's activity within the issuers' board, so that he can realize a positive day-by-day dialogue on all the topics with the issuer's management and executive directors, on the basis of his own professionality and of the interest of all shareholders.

* 33. To which extent does your firm rely on proxy advisors for the purpose of deciding how to vote in order to mitigate any potential sources of undue short-termism?

- ( ) 1: Not at all
- ( ) 2: To a small extent
- (•) 3: To some extent
- ( ) 4: To a large extent
- ( ) 5: To a great extent

* Please indicate from how many proxy advisors you obtain advice and indicate whether you have your own engagement team and, if you do, its size

1400 character(s) maximum

The Italian Stewardship Principles recommend that asset managers adopt an engagement policy which, inter alia, must specify the strategy adopted in the exercise of voting rights also by mandate or through proxy advisors, including information on how such rights are exercised.

34. Please indicate your agreement with the following statement: "Proxy advisors take into consideration long-term value when they provide voting advice"

- ( ) 1: Totally disagree
- ( ) 2: Mostly disagree
- ( ) 3: Partially disagree and partially agree
- ( ) 4: Mostly agree
- (•) 5: Totally agree

* Please provide quantitative or anecdotal evidence to corroborate your response

1400 character(s) maximum

In the Italian landscape, most of the listed companies adopt a governance structure of the so-called "traditional model", which partially differs from the better-known one-tier board and two tier-board. To simplify, it can be regarded as a one-tier board in which the audit committee constitutes a separate board (defined "board of statutory auditors"), with no voting rights but with peculiar prerogatives in control and oversight matters. The election of the board of statutory auditors takes place separately. The voto di lista system provides that the chairman of the board of statutory auditors is taken from the minority slate.
In company with dispersed ownership structure, in which there is no major shareholder and institutional investors constitute the vast majority of the voting capital, it is likely that the slates presented by the Investment Mangers Committee would result in the slate gaining the majority of the votes, unable to appoint the chairman of the board of statutory auditors. So, in uncontested elections (in which only two slates have been deposited, which are not competing for the same seats), proxy advisors usually recommend that the institutional investors (except from the submitters of the slate) do not vote for the slate presented by the Investment Managers' Committee so that the chairman of the board of statutory auditors could be appointed from such slate.

35. Please indicate your agreement with the following statement: “Engagement activities can be an efficient way of mitigating any potential sources of undue short -termism”

- 1: Totally disagree
- 2: Mostly disagree
- 3: Partially disagree and partially agree
- 4: Mostly agree
- 5: Totally agree

* Please provide quantitative or anecdotal evidence to corroborate your answer

1400 character(s) maximum

In the Italian landscape, most of the listed companies adopt a governance structure of the so-called “traditional model”, which partially differs from the better-known one-tier board and two tier-board. To simplify, it can be regarded as a one-tier board in which the audit committee constitutes a separate board (defined “board of statutory auditors”), with no voting rights but with peculiar prerogatives in control and oversight matters. The election of the board of statutory auditors takes place separately. The voto di lista system provides that the chairman of the board of statutory auditors is taken from the minority slate.
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36. To which extent do you consider your engagement activities successful in mitigating any potential sources of undue short-termism?

- 1: Not at all
- 2: To a small extent
- 3: To some extent
- 4: To a large extent
- 5: To a great extent

37. Which are the main obstacles that institutional investors face when engaging with investee companies, and how could they be addressed in your view?

2800 character(s) maximum

Engagement activities best suit the role of asset managers and institutional investors in fostering long-termism provided that certain requirements are met in the organization and execution of the engagement. The first issue that can hinder effective engagement can be represented by the risk of an improper exchange of sensitive or confidential information with the company’s board members. Provided that rules and regulations (e.g. MAD/MAR), as also depicted by scholars, on a general standpoint do not forbid company-investor engagement, such activities must be nevertheless carried out appropriately, in order to be compliant with all applicable regulation on the matter. European best practice (cfr. Guidance to Principle 3 of the EFAMA Stewardship Code) tackles this problem identifying two different types of engagement activities, which differ for the aim of the communication and for the information streams entailed. The first one is the so called “one-way” engagement, in which asset managers present their perspective regarding specific issues to board members of investee companies, who in turn do not communicate any information, minimizing the

risk of improper disclosure (which would be outside the scope and the aim of the engagement). The second one is the “two-way” engagement, in which a proper exchange of information takes place between asset managers and board members of investee companies. Given that both types of engagement must comply with relevant rules regarding information disclosure, only in the latter the presence of company representatives/spokespersons (i.e. of a person entitled to speak on behalf of the company, such as the chairman, the CEO or other company executives) is required, since information flaws from the company to the investors. The former, instead, does not imply any transmission of information from the company and so may be an appropriate way for asset managers to communicate their views also to (competent) independent directors, without the filter of the executives or the IR department.
Another relevant obstacle that may hamper effective engagement is the lack of a common understanding of "acting in concert" at a European level. The EU provisions relating to "acting in concert" have been implemented and interpreted differently across the EU, and the clarifications offered in the "White List" published by ESMA, despite being helpful, are not sufficient as the implementing national laws takes prevalence in supervisory practices and eventually in courts. Uncertainty related to the meaning and the scope of the definition of acting in concert may be a barrier to the implementation of engagement practices at a European level for institutional investors, most of all when acting collectively on a transnational level.

38.Please indicate your agreement with the following statement: “The recent entry into application of the revised Shareholder Rights Directive is going to increase the extent to which your firm takes into account long-term value considerations for the purpose of setting your investment strategy and engagement policy”

- ○ 1: Totally disagree
- ○ 2: Mostly disagree
- ○ 3: Partially disagree and partially agree
- ○ 4: Mostly agree
- ● 5: Totally agree

* Please elaborate and explain which regulatory improvements could be considered, if any

2800 character(s) maximum

As underlined also within our answer to question n. 35 above, the Italian Stewardship Principles have anticipated some of the new obligations introduced by the Directive, such as the aforementioned recommendation to adopt an engagement policy and to disclose annually how the Principles have been applied. Furthermore, the Principles contain also some general recommendations related to the arrangements and the transparency between asset managers and institutional investors. Nevertheless, the content of the Principles does not complete the scope of the Directive: in this light, the entry into application of the so-called “revised Shareholders Rights Directive” (or, better, Directive (EU) 2017/828 as regards to the encouragement of long-term shareholder engagement) is an opportunity to consider a revision of the Italian Stewardship Principles, so that the Principles can continue to represent a high-standard self-regulation tool, capable of guiding asset managers in the application of the Directive.

VI. Remuneration of fund managers

Click here for the list of definitions, abbreviations and legal references included in the Explanatory Note

Part A: Remuneration of identified staff in funds

39. What is the average investment horizon of the funds managed by your firm?

Please select one investment horizon per category of fund

	Less than 1 year	1-3 years	3-5 years	5-10 years	Over 10 years	Not applicable
Hedge funds						
Private equity						
Equity						
Fixed income						
Real estate						
Alternative						
Other						

40. In the salaries of identified staff [1] of your firm's funds, what is the average share of the variable component compared to the fixed component?

[1] Defined in the Guidelines on sound remuneration policies under the UCITS Directive (ESMA/2016/575) and Guidelines on sound remuneration policies under the AIFMD (ESMA/2013/232)

	0-20%	20-30%	30-40%	40-50%	Over 50%	Not applicable
Hedge funds						
Private equity						
Equity						
Fixed income						
Real estate						
Alternative						
Other						

41. Over what average time is the reference period for variable remuneration calculated for the identified staff of your firm's funds?

	Less than 1 year	1-4 years	5-8 years	9-12 years	More than 12 years	Not applicable
Hedge funds						
Private equity						

Equity						
Fixed income						
Real estate						
Alternative						
Other						

42. What average percentage of variable remuneration do you defer for identified staff of your firm's funds?

	40-50%	50-60%	60-70%	70-80%	Over 80%	Not Applicable
Hedge funds						
Private equity						
Equity						
Fixed income						
Real estate						
Alternative						
Other						

43. On average, over what period do you defer the payment of the variable remuneration for identified staff of your firm's funds?

	3-4 years	5-6 years	7-8 years	9-10 years	More than 10 years	Not applicable
Hedge funds						
Private equity						
Equity						
Fixed income						
Real estate						
Alternative						
Other						

44. Do you believe there are common practices in the remuneration of fund managers that contribute to short-termism?

- Yes
- No

Part B: Remuneration of corporate executives

45. In your firm, what is the average share of the variable component of executive remuneration compared to the fixed component?

- 0-20%
- 21-30%
- 31-40%
- 41-50%
- Over 50%

46. Over what average time is the reference period calculated for variable remuneration of your firm's executives?

- Less than 1 year
- 1-4 years
- 5-8 years
- 8-12 years
- Over 12 years

47. Over what average period is the payment of the variable remuneration of your firm's executives deferred?

- less than 3 years
- 3-5 years
- 6-7 years
- 8-9 years
- 10 years or more

48. Is the awarding of variable remuneration to your firm's executives linked to any ESG-related objectives?

- Yes
- No

49. Do you believe there are common practices in the remuneration of corporate executives that contribute to short-termism?

- (x) Yes
- No

* Please explain your response and indicate which common practices of corporate executive remuneration contributes to short-termism

2800 character(s) maximum

Depending on how it's structured, remuneration of directors (both executive and non-executive) of investee companies can lead to managements' focus on company's stock price evolutions over the short-term. Practices in the remuneration of directors differ from one country to another and also between listed companies themselves. There positive examples of corporates who (try to) align remuneration of directors

with the long-term interest of shareholders and the company. However, there also examples of companies whose directors' remuneration policies may lead to a short-term (financial) focus. Such practices may include:
- linking variable remuneration to short-term value of the company's share price
- linking variable remuneration to a relative total shareholder return based on an inappropriate peer group
- imbalanced variable to fixed remuneration ratio (i.e. variable remuneration significantly exceeding fixed remuneration components)
- absence of malus or claw-back clauses
- too short or no retention periods for employee stocks
- no share participation schemes for employees
- linking share participation schemes to earnings per share (EPS) thresholds that need to be achieved during a financial year of the issuer.

It is important to note that unlike remuneration for asset managers, directors' remuneration of investee companies remained less regulated. Nevertheless, we hope that listed companies directors' remuneration practices will improve with the implementation of SRD II which is effective as of 10 June 2019.

VII. Use of CDS by investment funds

Click here for the list of definitions, abbreviations and legal references included in the Explanatory Note

50. What percentage of your funds are exposed to CDS?

Please indicate the closest applicable percentage and use 0 to indicate ‘not applicable’

	0%	10%	20%	30%	40%	50%	60%	70%	80%	90%	100%
All funds											
UCITS funds											
AIFs											

51. If your funds are exposed to CDS, what are they primarily exposed to?

Please fill in the table with the applicable percentages and use 0 to indicate 'not applicable'

	Single name CDS	Index CDS	Basket CDS	Other
All funds				
UCITS funds				
AIFs				

*In case you reported a non-zero percentage to **Other** in question 51, please specify which kind of CDS you are referring to*

1400 character(s) maximum

52. What kinds of CDS exposures do your funds hold?

Please fill in the table with the applicable percentages and use 0 to indicate ‘not applicable’

	Sell only	Net sell	Net buy	Buy only
All funds				
UCITS funds				
AIFs				

53. If any of your funds hold sell only or net sell CDS positions, what is their primary investment strategy?

	Equity	Fixed income	Alternative	Other
All funds	○	○	○	○
UCITS funds	○	○	○	○
AIFs	○	○	○	○

54. What is the average size of your fund's holding of sell only or net sell CDS exposures, expressed in assets under management (AUM)?

Please select the relevant range for each category

	Below €1 million	€1 million ≤X≥ €10 million	€10 million <X≥ €100 million	€100 million <X≥ €1 billion	Over €1 billion
All funds	○	○	○	○	○
UCITS funds	○	○	○	○	○
AIFs	○	○	○	○	○

55. If you hold sell only or net sell CDS positions in any of your funds, please select in the list below one or several reasons for holding sell only or net sell CDS positions

- [ ] To gain credit exposure to underlying credit name / index / basket
- [ ] To improve returns in fund through collecting CDS premia
- [ ] Other

56. If you hold sell only or net sell CDS positions in any of your funds, do you:

- [ ] Monitor underlying default risk of the CDS reference instrument / index / basket?
- [ ] Believe your positions accentuate tail risk exposure in the funds holding them?
- [ ] Monitor potential tail risk exposure in your funds with sell only or net sell CDS positions?
- [ ] Take into account the leverage in the exposed fund?
- [ ] Other

57. Are there other classes of derivatives used by investment funds that could increase short-termism in the economy?

2800 character(s) maximum

VIII. Final

Click here for the list of definitions, abbreviations and legal references included in the Explanatory Note

58. Do you have any additional input you wish to provide in relation to the topics covered in this survey? Please provide links to any relevant material / publications.

2800 character(s) maximum

59. Do you consider that any topics beyond those covered in the survey should be addressed in ESMA's advice to the European Commission on potential undue short-term pressures exercised by the financial sector on companies? Please provide links to any relevant material / publications.

2800 character(s) maximum

60. Do you have any other comments or thoughts on the issue of short-termism? Please provide links to any relevant material / publications.

2800 character(s) maximum

Contact

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