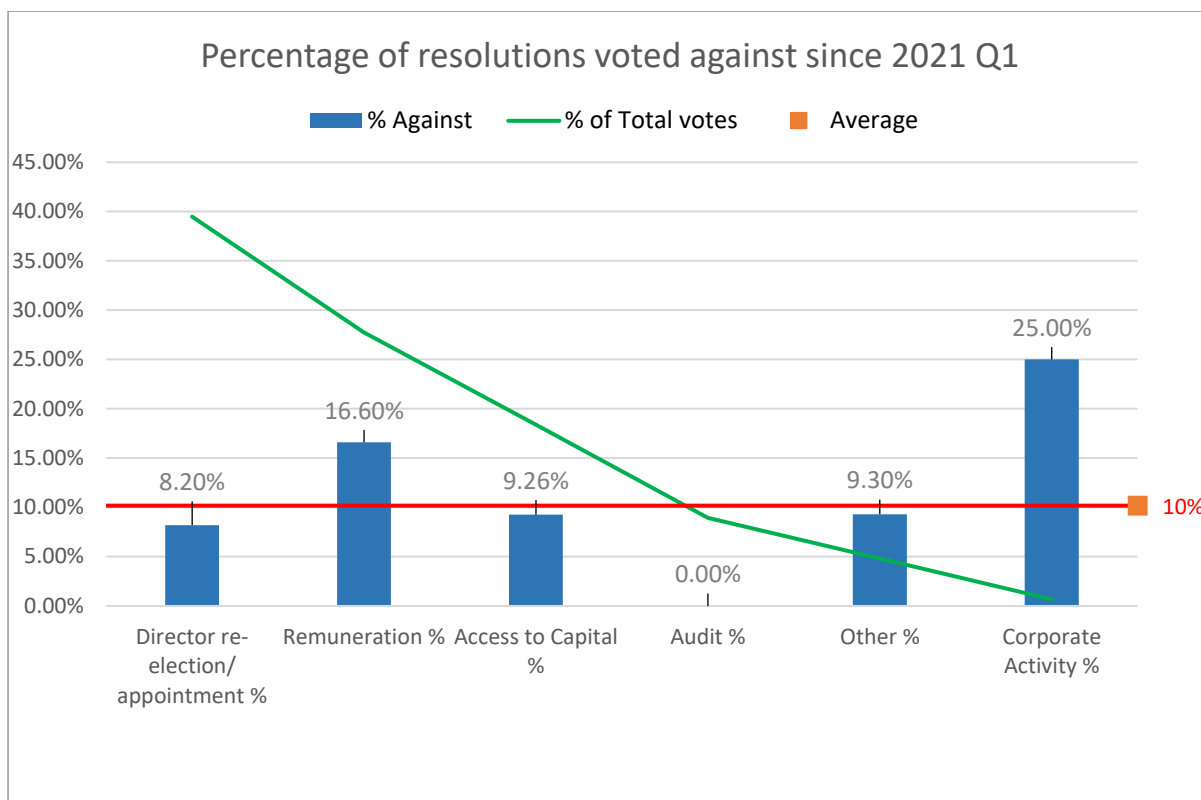


Analysis of proxy voting during 2021

To produce the chart shown below, we grouped the resolutions presented at shareholder meetings into 6 categories – access to capital, audit, corporate activity, Director re-election/appointment, ‘other’, and remuneration. The groupings of specific types of resolutions into the classifications are shown below:

RESOLUTION CATEGORIES AND SUBCATEGORIES	
Access to Capital	<ul style="list-style-type: none"> Unissued shares under Directors' control (incl. convertibles) Specific issue of shares (other than for incentivisation) Issue of shares for cash Disapplication of pre-emption rights Dividend payment Dividend re-investment Repurchases Financial assistance Create new class of shares Increase in authorised shares Transfer to reserves
Audit	<ul style="list-style-type: none"> Auditor re-appointment/appointment Auditor remuneration Approval of financial statements Auditor liability discharge
Corporate Activity	<ul style="list-style-type: none"> Corporate activity Conversion/ Migration/ unbundling of company Waiver of mandatory offer
Director re-election/appointment	<ul style="list-style-type: none"> Board Committee Director liability discharge
Other	<ul style="list-style-type: none"> Shortening meeting notice period Changing articles/MOI Bundled resolutions Political donations Director report/ discretion over meeting matters Authority to implement resolutions Manco approval
Remuneration	<ul style="list-style-type: none"> Executive Non-Executive Incentive Scheme Retention scheme Policy Implementation

The purpose is to contrast the classes of resolutions most often presented with those most frequently voted against during the past year, 2021, when we voted on 3584 resolutions at 214 shareholder meetings on behalf of clients.



The green line shows the proportions of all resolutions represented by each category, which sum to 100%. For example, in 2021, most resolutions (39%) concerned director re-election/appointment, while corporate activity made up only 1% of all resolutions. The classifications are ranked from most to least frequent.

The blue bars show the proportion of resolutions voted against per category. In 2021, we voted against 8% of director re-election/appointment resolutions. In contrast, we voted against 25% of corporate activity resolutions, which are presented for voting relatively less frequently compared to director re-election/appointment. The 3 classes of resolutions most voted against are corporate activity, remuneration and other.

The red horizontal line shows that, overall, we voted against 10% of all resolutions presented for voting in 2021. The contrasted rankings are shown in the table below:

Ranked frequencies of resolutions	Presented	Declined
Director re-election/ appointment	1	5
Remuneration	2	2
Access to Capital	3	4
Audit	4	6
Other	5	3
Corporate Activity	6	1

Some selective comments:

o Remuneration:

We pay particular attention to the inputs of long-term incentive plan. We are now also presented with remuneration policy implementation resolutions, which require that

companies disclose scaled incentive scheme performance hurdles in advance, for us to be able to evaluate executive remuneration outcomes.

o Access to capital:

We prefer to approve specific rather than general requests.

o Audit:

This classification does not include audit committee re-election/ appointments as they are shown in another, specific, category. We do not require early implementation of mandatory audit firm rotation, which is required from 2023.