

# Voting Disclosure

Q1 2020 (01 January 2020 - 31 March 2020)

AmerisourceBergen		
Date voted	Vote decision	Reason for vote
05/02/2020	Vote in line with management apart for item 4 and 5	Item 4 Provide right to act by written consent improves shareholders rights. Item 5 is also useful to vote for as it ensures that part of the bonuses are deferred.

Edgewell Personal Care		
Date voted	Vote decision	Reason for vote
05/02/2020	Vote in line with management apart for item 3	Item 3: Incentives lead to an excessive payout for what has turned out to be very disappointing results.

RWS		
Date voted	Vote decision	Reason for vote
12/02/2020	Vote in line with management apart for item 4,8 and 10	Item 4 - conflict of interest in having an executive director who is also on the remuneration committee. Item 8 and 10: Same conflict of interest.

Apple		
Date voted	Vote decision	Reason for vote
26/02/2020	Vote in line with managment apart for item 4 and 5	Item 4: Voting for Proxy access amendments as this would enhance the company's existing shareholder rights. Item 6: voting for item strengthening freedom of expression and access to information.