

## Voting Disclosure

### Q3 2020 (01 July 2020 - 30 September 2020)

Aveva		
Date voted	Vote decision	Reason for vote
14/07/2020	Vote in line with management apart from item 3,4 and 7	Vote against director due to lack of independence of the board

Remy Cointreau		
Date voted	Vote decision	Reason for vote
15/07/2020	Vote in line with management apart for , 5,6,12, 16 and 17	Vote against excessive, poorly focused remuneration and related party transactions

Vodafone		
Date voted	Vote decision	Reason for vote
15/07/2020	Vote in line with management apart for item 13	Vote against NED who is too thin spread across too many different roles

Wizz		
Date voted	Vote decision	Reason for vote
16/07/2020	Vote in line with management apart for item 2	Vote against bonus for management despite not meeting any of the targets

<b>JD Sports</b>		
<b>Date voted</b>	<b>Vote decision</b>	<b>Reason for vote</b>
27/07/2020	Vote in line with management apart for item 2,3,4,6, 14	Vote against 5th year of 'exceptional bonus', remuneration structure, lack of independent chairman and against board of remuneration committee

<b>IAG</b>		
<b>Date voted</b>	<b>Vote decision</b>	<b>Reason for vote</b>
26/08/2020	Vote in line with management apart for item 8	Vote against excessive remuneration (airline executives in a pandemic)

<b>Nike</b>		
<b>Date voted</b>	<b>Vote decision</b>	<b>Reason for vote</b>
04/09/2020	Vote in line with management apart for item 2 and 5	Vote against excessive, un-defined remuneration (item 2) and vote for a shareholder resolution calling for report on political donations disclosure.

<b>P&amp;G</b>		
<b>Date voted</b>	<b>Vote decision</b>	<b>Reason for vote</b>
30/09/2020	Vote in line with management apart for item 5 & 6	Vote for a shareholder resolution for a report on efforts to eliminate deforestation and a report on assessing diversity and inclusion.